

The cover features a large, bright yellow sun with a fine grid pattern in the background. In the foreground, there are stylized green hills with dark green contour lines and several dark green bushes. The sky is light blue with a few white, fluffy clouds. The title 'ESG TEAM REPORT 2022' is centered in bold, black, sans-serif font with a slight drop shadow.

ESG TEAM REPORT 2022

Prepared by Jeremy Woodcock
Risk and Compliance Officer



Executive Summary

The team's first year



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Executive Summary



In early 2022, Acupay created a team dedicated to focusing on environmental, social, and governance (ESG) issues and initiatives. This ESG Team decided on 6 initiatives it would pursue in 2022. Progress was made, but as always, there is room for improvement. This report details how the team did during the team's first year.

About the team

Our ESG Team came together in January 2022 and consists of volunteers from our company's various departments, including two members of the Executive Team. Led by our Risk and Compliance Officer, the team agreed on 6 ESG initiatives to concentrate on throughout the year. They met quarterly to discuss progress on their initiatives and share ideas, and in between meetings, updates, feedback, and kudos were given in the team's dedicated Slack channel and Confluence space.



ESG initiatives

The team's initiatives came in two forms: those meant to *create a foundation* and those meant to *begin taking action*.

To start setting the foundation, the team aimed to:

- Promote active learning and sharing of ESG knowledge
- Develop an internal policy concerning sustainability
- Create ESG reporting, including at least an annual report

For the more active initiatives, the team focused its energy on:

- Organizing volunteering efforts in our communities
- Organizing groups to participate in fundraising events
- Engaging staff by holding company ESG challenges

The following pages will detail specifics for what was done during 2022 to further these initiatives and set off on our ESG journey.

Results: Foundations

Learning and sharing knowledge

The ESG Team took time to learn about and discuss ESG-related topics like sustainability, mental health, regulatory interest, and diversity, equality, and inclusion (DEI). Including attending webinars, reading articles or studies, or listening to interviews, the team had **at least 17 different learning sessions** to expand their ESG knowledge.

Information from these learnings was shared with the company in a few ways. As members of the company's Executive Team, the Risk and Compliance Officer and Chief People Officer both shared their knowledge during its monthly meetings. When appropriate, they were also discussed during the company's monthly meetings or in the company's monthly blog updates. Notes taken during each of the learning sessions have been published and shared on Confluence, a cloud-based documentation management platform the company uses.

In addition, a **dedicated space was created in Confluence** for the ESG Team. Along with maintaining a record of meeting notes, initiatives, and objectives, an ESG blog was set up and made available to all staff to share progress, knowledge, opportunities, and ideas. So far, this blog was updated semi-annually, but we plan to update it at least quarterly going forward.

17
ESG-related
learnings and notes
shared



Developing a sustainability policy

We did not complete this initiative by the end of the year, but we hope to have a sustainability policy published in 2023.

Despite this being incomplete, we have started planting seeds that should help us when we start writing the policy. For example, we've been **researching different carbon footprint calculation methods**, which should help us find areas where we can improve and set targets.



Create ESG reporting

As can be seen with this document, we have introduced an **annual ESG Team Report** to explain the initiatives we've undertaken during the year and their progress or results. We believe this will promote transparency and accountability, and it gives us a chance to find areas of celebration and improvement. It will be shared internally and, upon request, externally.

As discussed in the learning and sharing knowledge portion, progress has been communicated to the company during our monthly meetings and in our **ESG blog** that we publish periodically on Confluence. Members of the ESG Team can also share things they've learned and their ideas in the blog.

Spring 2022: Getting Started

Created by Jeremy Woodcock
Jul 18, 2022 • 3 min read • 9 people viewed

Thoughts of the Post

Hey all! Jerm here!

I saw this quote a while ago, and it made me think of the recent Spring Walking Challenge. I figured I'd share it because I believe it has a good message. Hope everyone has been enjoying their spring/summer so far!

"But as the creek moves down through the fields, it becomes larger and calmer and it can enjoy the reflection of the sky. It's wonderful. You will arrive at the sea anyway so enjoy the journey. Enjoy the sunshine, the sunset, the moon, the birds, the trees, and the many beauties along the way. Taste every moment of your daily life."



Source: *Good Citizens: Creating Enlightened Society* by Thich Nhat Hanh

ESG Group Snapshot

SURVEY RESULTS

We've tallied the results from the poll we sent around to help us focus our volunteering and fundraising efforts and here are the results.

Results: Action

Volunteering

Around the beginning of 2022, our ESG Team sent out a survey to all employees to find out what causes were important to them so that we could focus our volunteering efforts on what mattered to them. Based on the results, we planned on assisting organizations whose causes support children, animals, and the environment.

In early spring, a member of our ESG Team **volunteered with the Sunnyside Community Garden** to assist with their **Barnett Beautification** project. The goal of the project was to replace a decayed retaining wall and re-landscape an area next to the garden.

After roughly 3 months of shoveling, removing and resetting lumber, and cleaning up debris, the retaining wall was completed in early June. In total, the ESG Team volunteered about 10 hours to the project, and they've asked to be contacted for any future projects the garden has.

While nothing has been set yet, the team has also been in touch with groups that organize clean up efforts in local parks and shorelines and support their efforts in our communities. We are **considering offering staff two Volunteering Days starting in 2023** to encourage them to take time from work to volunteer with organizations of their choosing.





Fundraising

In the same survey mentioned when talking about organizing volunteering efforts, we asked our staff which causes on which they'd like us to focus our fundraising efforts. In this instance, they told us they wanted us to be involved with fundraising that would aid children, the environment, and humanitarian efforts.

In October, two members of our team participated in the **Susan G. Komen Race for the Cure** in New York City. While the in-person event was cancelled due to inclement weather, Team Acupay still walked roughly 8 miles and raised \$200. **The event raised \$657,793.25 overall.**

In November, our team attend a comedy night raising funds for the **Honeypot Children's Charity**. It was a fun night for all who joined, and in total, **£9,500 was raised to support Honeypot's cause.**



ESG Challenges

In May, we had our first **Walking Challenge**. All employees were invited to join, and the top two participants who had taken the most steps by the end of the challenge received gift cards as a prize. There was also an optional photo challenge so participants could share the views from their walks if they wanted.

A Slack channel was set up for the event to give those who joined a place to share messages of encouragement (*and friendly competitive banter*) and receive challenge updates. In addition, a space was created on Confluence to provide details about the challenge, a leaderboard, and walking meditations.



By the end, almost **4.5 million steps** were taken by those who joined the event. In addition, portion of the prize funds was donated to the **Red Cross** to support their humanitarian efforts.

While we didn't have another challenge in 2022, the team has gathered ideas and plans to organize more of them in 2023.



Thank you!

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We appreciate that you took the time to read this report and hope you found it informative.

If you have any questions about this report or Acupay's ESG Team, please contact compliance@acupay.com.

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Supported Organizations



The Honey Pot Children's Charity

Honey Pot Children's Charity has been providing outreach support in the UK for young caregivers between the ages of 5 - 12 to enhance their lives and help them with their demanding and stressful responsibilities at home since 1996.



Red Cross

The American Red Cross delivers vital services, providing relief and support to those in crisis and preparing them to respond to emergencies.

Sunnyside Community Garden

Established in 1971, the Sunnyside Community Garden in Sunnyside, NY (*Queens*) provides a charming space where people and their families can learn about and experience the rewards of growing fruits, vegetables, and flowers for themselves and their community.



Susan G. Komen

Susan G. Komen is the world's leading breast cancer organization, having invested nearly \$1.1 billion in research across more than 2,700 research studies and more than 500 clinical trials. They have also invested more than \$2.3 billion in patient support services, serving millions of patients in more than 60 countries.

