

**“As we strive for a safer, more equitable and sustainable world, ESG is at the core of who we are at GeoComply, We are dedicated to supporting historically disadvantaged groups, giving back to our local communities and strengthening diversity and inclusion, both inside and outside of our workplace.”**

Anna Sainsbury, Co-Founder and CEO



## ADVANCING SUSTAINABILITY

### LOWERING CARBON EMISSIONS

GeoComply is continuously developing its approach to advancing sustainability and lowering carbon footprint. The Company is assessing its carbon footprint and implementing sustainable practices in its offices. GeoComply’s CSR Division - IMPACT - is focused on launching sustainability-focused philanthropic initiatives that enhance employee engagement and those supportive ecosystems within local communities.



## STRENGTHENING DIVERSITY, EQUITY & INCLUSION

### SUPPORTING AN INCLUSIVE WORKPLACE

Diversity, inclusion and equity are at the core of GeoComply’s identity. GeoComply’s IDEA (Inclusion, Diversity, Equity, and Action) Council facilitates strategic discussion, planning and execution of its IDEA agenda. The IDEA Council has focused on the Company’s recruitment, development, promotion and compensation practices to ensure it promotes equal opportunity in the workplace.

### SUPPORTING SOCIAL JUSTICE

GeoComply partners with several institutions to create educational opportunities for historically disadvantaged groups. This includes providing scholarships and working with nonprofits such as American Indian Science and Engineering Society and the YWCA. GeoComply also supports STEM education for underrepresented groups, to increase diversity in the technology industry.

GeoComply’s IMPACT Division focuses on advancing equality in its local communities by supporting single mothers, women’s shelters, children, refugees, local orphanages and food banks—helping communities overcome barriers to opportunity.



## INVESTING IN COMMUNITIES

### ADDRESSING CRITICAL COMMUNITY NEEDS

Supporting local communities is central to GeoComply's CSR program with a special focus on supporting women, children and historically underrepresented groups. The Company also works with local orphanages and large global organizations such as Make-A-Wish and Horton's Kids to support child welfare.

GeoComply also donates to and works with local food banks to alleviate food insecurity in its communities.

Moreover, GeoComply provide internships and job opportunities for various groups, including refugees and women. These individuals are then nurtured with care, attention and a growth mindset throughout their career journey, with extensive training and professional development opportunities along the way.

### DELIVERING IN TIMES OF CRISIS

During the COVID-19 pandemic, GeoComply delivered food and medical supplies to vulnerable groups in its local communities.

#### Code Like A Girl

In GeoComply's Vietnam office, the *Code Like A Girl* initiative supports and empowers Vietnamese developers. The program is focused on career development of high-potential female talent in the IT industry through scholarships, job fairs, networking events and more.

*Code Like A Girl Vietnam* also hosts the Female Developer Innovation Tournament, which is open to female developers, programmers, engineers and women who are passionate about coding. Not only does it inspire women to participate in the technology field, but participants can network with GeoComply's employees and other women in the industry, win monetary prizes and often receive full-time job offers at the event.



## RESPONSIBLE LEADERSHIP

### PROTECTING & EMPOWERING CUSTOMERS

GeoComply's independent nonprofit arm, *Conscious Gaming*, leverages innovation, advanced technology and insights to enhance responsible gaming initiatives. By bringing together regulators, operators, suppliers, academics and advocates, *Conscious Gaming* sets out to modernize voluntary self-exclusion programs with a nationwide self-exclusion tool. The overarching goal is to empower players to learn about responsible gaming and assist them if they choose to self-exclude. *Conscious Gaming's* vision for a nationwide self-exclusion tool transcends state boundaries and regulations. GeoComply supports *Conscious Gaming* through donations, fundraising, resources and technology.

### TRAINING EMPLOYEES

GeoComply has partnered RG247 to deliver employee training on recognizing and countering human trafficking in the gaming industry. The Company is dedicated to harnessing its technology and resources to create safer online environments, both inside and outside of the gaming industry. In addition, GeoComply fights online child sexual exploitation and trafficking through partnerships with the Child Rescue Coalition, the National Center for Missing and Exploited Children and international law enforcement agencies.

### Technology For Good

GeoComply's responsible thought-leadership is exemplified by its support from law enforcement, as they work together to combat child trafficking and exploitation. The Company also fights fraudulent activity in the gaming industry by leveraging its data intelligence and collaborating with law enforcement, operators and regulators.

### International Women's Day

International Women's Day is an annual celebration for GeoComply by giving back to women facing difficult circumstances. In 2022, GeoComply hosted an event at its Vancouver headquarters for local women seeking to re-enter the workforce. This event helped provide tools that women could use to secure employment, including resume building, interview coaching, a professional outfit and LinkedIn headshots. GeoComply provided a child development and a babysitting facility as well as covered transportation costs and food to ensure the attendees would have no costs to participate. Employee volunteers shared their own expertise, insights and best practices at the event, overall, increasing the connections and engagements they felt in support of the cause.