



FUNDAPPS

Monitor It. Report It.

B Corp Impact Report 2024

June 2023 - June 2024





Contents

1. Who we are	Page	4
2. The Road To B Corp	Page	5
3. B Corp as a way of life	Page	6
People	Page	7
Community	Page	12
Planet	Page	15
Clients	Page	20
4. Our vision for the future	Page	22



Andrew Patrick White

CEO - FundApps

A word from our CEO

As an individual, I have always believed in philanthropy - giving back and creating a positive impact, so when the concept of a B Corporation first came to my attention in 2014, it was immediately clear that it was a perfect match for FundApps. I've long been frustrated by the idea that businesses can exist in a moral vacuum, with no obligation to improve the world they operate in. Business could and *should* be a force for good, and B Corp certification became a way for us to formalise that commitment, ensuring accountability not just in terms of growth but also how we treat our people, our clients, and the communities around us.

Finally becoming a B Corp in 2018 was one of my proudest achievements and easily one of the best decisions I've made for FundApps. It was a defining moment for us, aligning our business with those values that had always driven me personally. The process was rigorous, but it made us stronger and more focused on our purpose. It was a clear signal to our team, our clients, and our partners that we are serious about doing business in the right way. Looking back, I can say with confidence that becoming a B Corp has shaped our company into a better version of itself.

Over the past year, I'm incredibly proud of the way we've continued to live our values. Whether it's strengthening our employee benefits, reducing our environmental footprint, or increasing transparency in financial compliance, we've shown that responsibility and success go hand in hand. Our team's dedication to voluntary work, our increased charitable contributions, and our efforts to foster a truly inclusive workplace stand out as highlights.

But being a B Corp isn't about standing still or resting on laurels. We're committed to pushing ourselves even further, we'll continue to find ways to improve—whether that's enhancing our sustainability initiatives, introducing progressive new policies, or continuing to challenge the status quo in RegTech. Our mission is greater than just compliance; it's about creating a better, more transparent industry. And as we grow, our B Corp values will remain at the heart of everything we do.



We monitor more than **17%** of the world's assets under management



Who we are

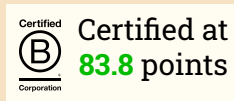
FundApps is a compliance monitoring and reporting Software-as-a-Service (SaaS) company helping investment managers harness the power of community & technology to automate regulatory compliance.

Our team is a dynamic blend of legal experts, former regulators, information security specialists, engineers, and more - all working together to deliver top-tier compliance monitoring and reporting services. We provide the rules for effective monitoring, the essential data for compliance, and unmatched regulatory expertise. The result is a best-in-class suite of services that helps clients optimise resources, stay ahead of regulatory changes, and safeguard their reputation.

Currently we monitor \$27 trillion of the world's assets under management for some of the world's largest hedge funds, asset managers, pension funds and investment banks.

The Road to B Corp

In December 2018, we proudly became a certified B Corp, **the first UK-based SaaS company to achieve the certification!**



2018

Recertified at
90.3 points

2022

Recertification

2025

We've always held ourselves to the highest standards of social, environmental and economic responsibility, business ethics, accountability and transparency, and passionately believe that business should be used as a force of good.

We continuously strive to redefine what success looks like as a company and believe in a purpose that is bigger than just profit - the B Corp mission resonated with us strongly. In early 2018 we embarked on a year-long journey to become a certified member. In December of that year, we proudly became the first UK-based SaaS company to achieve the B Corp certification.



Business should be used as a force of good.

The road to certification required collaboration across all areas of the business - including People, Operations, Legal, and Finance to gather data for a thorough assessment of where we stood. It also highlighted B Corp values for many internal stakeholders who were previously less familiar with the mission, ultimately strengthening our business with passionate, committed individuals who work together to drive continuous improvement.

This journey offered an invaluable opportunity to reflect on our practices, refine our operations and make meaningful adjustments at FundApps. We gained visibility into our business that was material in making some of the largest changes we've made in company policy and decision-making since its inception.

B Corp as a way of life

We use B Corp as an operating model for the business, and not just as an administrative exercise to renew the certification every 3 years. It helps inform and identify areas to engage with and make an impact. Our commitment to govern to the highest ethical standards and prioritise people, community, planet and clients lies at the very core of our actions.



B CORP as a way of life

People

People are at the heart of everything we do - fostering wellbeing, inclusion, and continuous improvement. By actively listening and using data-driven insights, we create a workplace where everyone can thrive and do their best work.



eNPS SCORE 52

Workers scores: Contributing to employees' financial, physical, professional and social well-being

2018

36.1

2021

37.2

2025

Recertification

Measuring what matters

Our People team regularly conducts anonymous surveys to track trends and guide improvements. Our current eNPS score of 52 ranks among the top in technology and financial services.

1% better, every day

By blending B Corp principles with employee insights, we enhance benefits, sustainability efforts, and career development, ensuring our people help shape the future of FundApps.

Closing the gender pay gap

In early 2023, we reduced our gender pay gap from 2.9% to <1%, a far cry from the industry standard 15-18%. We remain committed to fair and equitable pay and continue to challenge tech and financial companies to take the steps in the same direction.

Fostering an inclusive workforce

Women remain underrepresented in technology, and we believe progress comes from action - not just intent.

To drive change, we partner with GirlCode and MyGWork to support women and LGBT+ professionals. Additionally, we've redesigned our hiring process to ensure unbiased decisions and competency-based evaluations. We achieve this through mixed/diverse hiring panel of interviewers, detailed scorecards assessing candidates on predefined criteria for the role, and by making reasonable adjustments at the application stage.

Company Values

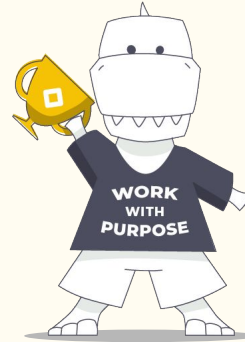
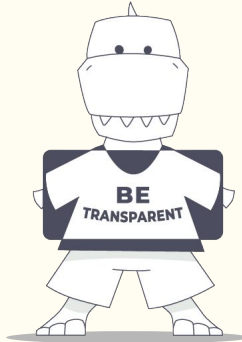
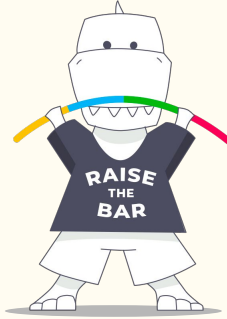
We believe that what attracts and keeps great talent goes beyond the surface - it's about a genuine commitment to shared values. Our values, sported by our internal mascot, Trevor, are woven into the everyday experience of FundApps. They're guiding principles that shape how we operate, helping us make decisions that respect people, protect the planet, and drive sustainable growth.



A popular way to recognise a colleague for going above and beyond in their daily responsibilities is through Bonusly. This platform allows us to reward one another with Dyno Dollars - real, spendable rewards - while also celebrating the company values our colleagues demonstrated.



Each month, the FundApper who earns the most Bonusly points is given a Kiva card, a platform promoting financial inclusion by facilitating microloans to entrepreneurs and small businesses in developing countries.



At FundApps, we are building a culture of active engagement, meaningful impact, wellbeing and inclusion.

Shaping the Future, From Interns to Leaders

Apprenticeship and Internship programmes

After successfully launching the Apprenticeship programme in Client Success and Marketing in 2023, we plan to expand it to other departments. Our focus remains on underrepresented demographics, including race, ethnicity, and socio-economic background.

Our Internship Programme has been a huge success, with over 80% of the 2023 cohort returning as full-time employees. We are gearing up for the next cohort in spring 2025 and look forward to welcoming and developing new talent - our future FundAppers!

Engagement & empowerment

We keep FundAppers engaged by facilitating growth and a strong connection to our mission, while providing transparency into employee Engagement Surveys. In June 2024, we introduced cross-functional teams called Pillars to improve decision-making and collaboration as the company grows, ensuring alignment with strategic goals while empowering employees to contribute meaningfully.

Training

Launched in 2023, our Leadership Training and Coaching program equips established and aspiring managers with essential leadership skills through group training, individual coaching, and self-paced micro-lessons. In 2024, we're expanding it with Management Ascent to deepen their development.



Benefits & Perks

Over the years, our benefits & perks packages have expanded as we've been listening to FundAppers, identifying where we can make a real impact. It's no small task - our team includes people at all stages of life and career, and our aim is to always create a well-rounded, inclusive and accessible package that supports everyone meaningfully.

● Supplementary Medical Insurance

Available to all FundAppers and their partners and dependents from day one of employment. FundAppers are asked to cover only the tax element, regardless of whether signed up as a single, couple or family.

● Gender Neutral Parental Leave

Fully paid for the first 26 weeks, applicable for both birth or adoption. Available to use at any point within the first 2 years, it is entirely flexible.

● Wellness Allowance

All FundAppers are allotted a monthly stipend, available to use toward health and wellbeing activities, or even upgrading their home working set up.

● Learning

£1,000 annual personal learning budget to use on anything relating to professional development - from conferences and online training to second languages and mentoring. With unlimited Professional Development Leave, we encourage our team to carve out space for prioritising growth.

● A Global Team

A truly global company, we remain committed to flexible working, and cover the cost of travel and accommodation to enable every FundApper to spend in-person time with their teams.

● A Real Living Wage

We are a Living Wage accredited employer, but set our own minimum wage at 25% above recommended.

● Total Coverage

A comprehensive Wellbeing offering including Employee Assistance Programme, coaching, Family & Domestic Violence leave, Policy to support breastfeeding mothers, Cyclescheme.

● What's to come

In 2023, we expanded health insurance globally, building on the existing coverage for UK employees. Going forward, we are committed to enhancing our benefits offering across all offices by adding two further covers: Life Insurance and Income Protection.

PEOPLE



Those who play together, stay together

With offices across three continents, we know how important it is to get everyone together in one spot. In 2021, in the aftermath of the pandemic, we brought our global team to our London headquarters for a week of brainstorming, learning sessions, and company-wide team-building activities. The event was such a hit, it's now become an annual tradition and a highlight of our social calendar.

And that's just the start! We keep the energy high with over 15 events a year in each location - think arcade games, paint and pottery parties, and casual Happy Hours. We also host regular Big Breakfasts, veggie lunches, awareness talks, and Brown Bag Lunches led by our in-house experts. We're always working to keep our social calendar fresh, varied, and inclusive for everyone at FundApps.



Christmas

Every Christmas, we come together for creative workshops to dial down the consumerism, learn a new skill, and make meaningful gifts for our loved ones.



Learning Festival

In 2023, we launched the "Learning Festival" as part of London Week. FundAppers get the chance to learn from each other on topics they identified as most interesting, relevant, and forward-thinking!



Veggie Lunch

Every month, FundApps' global offices sit down for a veggie lunch together, drawing on various cuisines from around the world. We support eating more plants and less meat in order to help the environment.



B CORP as a way of life

Community

At the heart of our business lies a deep care for our community and we are committed to making a positive impact wherever we can. That's why we offer unlimited volunteering leave, giving FundAppers the opportunity to build deeper, more meaningful connections with their local communities through ongoing involvement.

Community scores: Contributing to the economic and social well-being of the communities we operate in

2018

2021

2025

24.2

22.4

Recertification



Initiatives we champion

At FundApps we support charities tackling racial and gender injustice, homelessness, poverty, food insecurity, and access to clean water. Our focus is on long-term, sustainable solutions rather than short-term fixes.



Hands-on volunteering

FundApps employees, both individually and as groups, support local causes, offering time and skills where they're needed most.

Partners



Matched giving with Tyve

Our team has long been committed to charitable giving, so partnering with Tyve in 2020 was a natural next step. This platform allows FundAppers to donate a portion of their pre-tax salary to charities of their choice-maximising impact, providing tax benefits, and reducing admin for charities.



Team-led giving: The FundAppers Choice Initiative

As part of our commitment to meaningful giving, we launched the FundAppers Choice initiative in 2024, encouraging our team to nominate causes that matter most to them. To ensure fairness and transparency, we established a Donations Panel to review nominations based on clear, equitable criteria and allocate funds accordingly. By embracing diverse perspectives, we're building a more inclusive, community-driven giving strategy with real impact.



How we do it: Driving change through charitable actions and donations



Strong partnerships with local charities have boosted engagement and expanded volunteering opportunities, leading to a 200% increase in staff volunteer hours. Currently, 50% of FundAppers have volunteered in the past year, with a goal of reaching 80% next year. We'll continue inspiring participation until every FundApper contributes to the community.

Donations

Each year we donate 0.5% of revenue to various charitable causes, including those nominated by the team.

Charity: water

We have been sponsoring water well projects with charity:water since 2019, and to-date have made a difference to over a thousand people across a number of remote villages in developing countries, who now have access to clean water, improving health, education, and economic opportunities.



We actively engage with community cleanups at every opportunity. Whether that's gardening, litter picking or canal cleanup in canoes, our hi-viz jackets and gloves are ready!



We regularly partner with One Housing to paint and decorate community centres and houses accommodating vulnerable people. This results in not only brighter and more pleasant accommodation for the residents, but also a great team bonding experience for us.

- In 2024 as our first FundAppers reached 10 years of service, we have included an additional water well with our charity:water donations in their honour, as a part of the long-service perks package. We will continue to do so for every FundApper who reaches this significant milestone.

Literacy Pirates:

Through both financial contributions and hands-on volunteering, FundApps plays a significant role in supporting The Literacy Pirates' mission to enhance the literacy, confidence, and perseverance of young people in the community.



This shelter serves up to 350 free breakfasts to homeless individuals on a daily basis. Our latest donation helped fund the purchasing of new catering equipment, enhancing the service and experience. We also volunteer regularly, assisting with breakfasts and sorting daily donations of clothes and food.

Planet

At FundApps, we believe that true success extends beyond financial gains - it's about valuing both people and the planet. By embracing the Triple Bottom Line philosophy, we are committed to reducing our environmental footprint and driving meaningful change. Sustainability isn't just a goal; it's embedded in how we operate, make decisions, and invest in the future of our planet.

Environment scores: Improving our environmental stewardship





Offset 100%
of 2021 emissions

350
tonnes CO₂ removed

Plan to fully
Offset 2022
emissions
728
tonnes

2023 emissions

938
tonnes
We are fully committed to
offsetting them in 2025



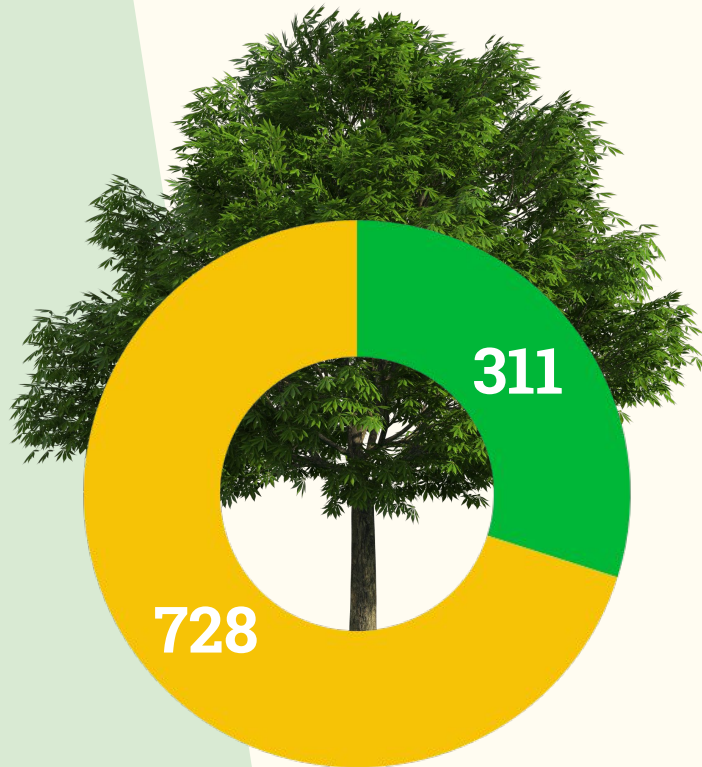
Our
commitment
to climate
action and
carbon
neutrality



Planet

Investing in climate solutions

In 2024, we split our investment between an **Impact Fund** - which will purchase approximately 311 tonnes of future removals from innovative projects - and a **Now Fund**, which will invest in high-quality tree planting to cover our 728-tonne requirement.



Impact Fund



Now Fund



We prioritise innovation because we believe that a broad spectrum of technological and ecological approaches are necessary to address the climate crisis and help keep global temperature increase below 1.5°C. Supporting forward-thinking projects signals demand to market and stimulates diversity in the availability of technological approaches, in turn offering the greatest potential to tackle the climate crisis and create lasting, impactful change for future generations.



Toby O'Rourke
CTO - FundApps

Enhanced Weathering

UK 43%

207
tonnes

Completed

UNDO

Partner: Undo

A cost-effective, low-tech solution with minimal energy intensity. Few suppliers exist, so our investment helped signal demand and encourage new market entrants.

Bio -Oil

US 25%

48
tonnes

Investment Planned

CHARM

Partner: Charm

A pioneering carbon removal project that is closer to industrial-scale deployment. One of the few bio-oil projects available, making our investment both a market signal and a strategic bet on a scalable solution.

Ocean DAC Singapore

SG 32%

56
tonnes

Investment Planned

Equatic

Partner: Equatic

A unique project that enhances ocean alkalinity (beneficial for marine life) while producing clean hydrogen

Planet

Projects we support

We are actively investing in a diverse portfolio of carbon removal projects, each selected for its impact, scalability, and technological innovation.

Sustainability Commitment: 2025 B Corp Recertification Focus

We are fully committed to reducing our environmental footprint, with ongoing improvements in the following areas:

(Building Research Establishment Environmental Assessment Method) is a globally recognised certification that assesses a building's sustainability performance. A BREEAM Excellent rating signifies outstanding environmental efficiency and responsible resource management.



Green Buildings

In March 2024, our UK team moved to a BREEAM Excellent-rated Green Certified building, followed by the US team in May 2024 to an Energy Star 'A' rated space.

These moves reduce energy consumption and emissions, aligning with our 2025 goals.



Collective Responsibility

Our Green Purchase Guidance ensures procurement aligns with sustainability values, supported by internal resources on best practices for energy and waste management.



Responsible Waste Management

In spring 2024, we launched a waste monitoring programme to improve recycling, with expanded efforts to include snack packaging and disposable cups.

We continue promoting waste reduction through education, facilities, and eco-friendly products.

Clients scores: Improving the value we create for direct clients and users of our services

2018

0

2021

3.2

2025

Recertification



Client satisfaction is a key priority for the FundApps team, and we are very grateful for the active engagement and regular feedback that we receive from our user community. Our 100% satisfaction with ticket resolution is consistent with 2022 levels. Our Net Promoter Score (NPS) of 60 is a representation of our clients likelihood of recommending our service to others, and sits higher than the average across technology and financial services industries. It is a testament to not only our approach to client satisfaction, but the ongoing relationships we maintain with our client community.

B CORP as a way of life

Clients

We continue to prioritise client care through a commitment to transparency, ethical standards, quality of service and product offering, as reflected in our B Corp status.



NPS SCORE 60

Clients

We further highlight the importance of client experience through ethical marketing and robust data privacy practices, ensuring that client information is protected and handled responsibly. In our business, trust is paramount. For several years, we have maintained full SOC2 Type 2 accreditation, demonstrating that we have security at the heart of our processes, creating a robust and effective control environment. Furthermore, FundApps is ISO 27001 certified, the international standard for information security. Both our SOC2 Type 2 and ISO accreditations were renewed in 2023.

We strongly believe in the power of our client community, and in addition to our online forums, webinar and seminars, we regularly organise in-person client events that provide an opportunity for networking and the free-flowing exchange of ideas.



Our Vision for the future



In the future we hope that the guiding tenets of the B Corp certification aren't an outlier, but the standard by which all businesses operate.

Until then, we'll remain steadfast in our pursuit of excellence, invariably refining the tools and strategies we employ to objectively and effectively assess our policies and practices. We have ambitious goals of surpassing the 100-point milestone in the B Corp assessment, and appreciate that every bit of improvement is a further dedication to transparency and ethical leadership.

Several years into our B Corp journey, we know very well that progress requires diligent work and a commitment to the championed principles of all B Corps. Whether it's enhancing employee well-being, expanding the benefits we offer, or setting new benchmarks for environmental sustainability - we're determined to lead by example.

By considering all stakeholders in how we operate, we strive to prove that ethical business is not just possible - it is both attainable and essential. As more companies embrace these principles, we move closer to a world where doing business responsibly is the norm - not the exception.



FUNDAPPS

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