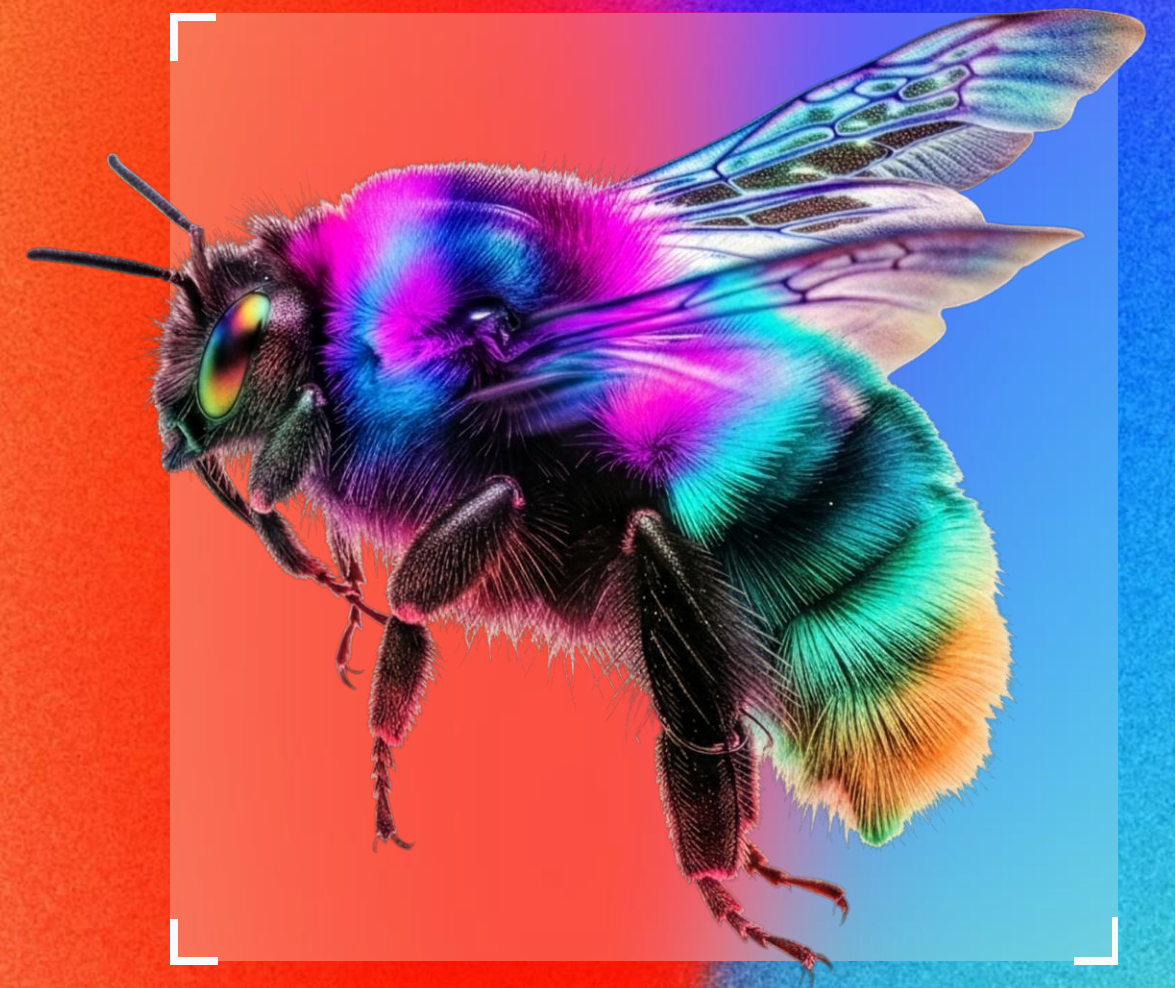


Our principles and plan

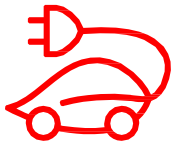


ESG at a glance

Environmental, Social, and Governance (ESG) are a widely held set of standards that we are using as a framework to improve our business. This visual provides a simple outline of what each category covers.



Climate change and greenhouse gas emissions



Energy efficiency and renewable energy



Water management and conservation



Waste management and recycling



Pollution prevention and control



Biodiversity conservation



Environmental risks and opportunities



Labour and human rights



Employee diversity and inclusion



Occupational health and safety



Supply chain management



Community relations and engagement



Consumer protection and product safety



Charity and social partnerships



Board composition and independence



Executive compensation and incentives



Shareholder rights and engagement



Ethical business conduct and anti-corruption measures



Risk management and internal controls



Transparency and disclosure practices



Stakeholder engagement and accountability

We want our business to be a **positive force for change**.
We are using the ESG framework to improve our business for the benefit of our people, our clients, the environment and the wider community.

Doing the right thing at Moneypenny

E

Environmental

Minimising the impact of our business on the environment

A very special HQ

- Ground source heat pumps to regulate our building's temperature
- 216 solar panels on the roof of our Wrexham HQ saving in excess of 100 tonnes of carbon by the end of 2025
- 15,000 sqm² biodiverse wetlands & outdoor space surround our HQ

S

Social

Contributing positively to the lives of our team, the local community, and wider society

Charitable work

- Multiple fundraising initiatives including our co-founder's own expanding social mobility charity

Exemplary employee engagement

- Over a decade of continuous recognition as voted for by our own team

Health and wellbeing

- Offer a wellbeing room and plenty of physical and mental wellbeing benefits

G

Governance

Being a fair, ethical, and inclusive business for all our stakeholders

Robust data security

- Numerous accreditations to demonstrate how seriously we take data protection

Open communication

- Regularly communicate our business performance with internal teams and encourage employees to share their views

A workplace for all

- Advancing Equality, Diversity and Inclusion across our Group



Environmental: We minimise the impact of our business on the environment

Where we are right now:

- | | | |
|---|---|--|
|  <p>BREEAM rated ‘Very Good’ due to all our eco-friendly features</p> |  <p>Reduce food waste with the help of our 'Grab 'n' Go' ordering system and encouraging proper waste disposal in our offices</p> |  <p>Replanted our UK wildflower meadow, added bee hives, four birdboxes and planted trees</p> |
|  <p>Use our internal group, Ecopennies, to raise ESG awareness</p> |  <p>33 tonnes of waste collected in 2025 with over 69% recycled and zero sent to landfill</p> |  <p>Small indoor community garden in our US office with grown produce available to eat</p> |
|  <p>EV chargers available for our employees at both our UK and US offices</p> |  <p>Report on employee commuting as part of our scope 3 emissions, using our employee comms platform Workvivo to promote car sharing</p> |  <p>Switched to a 100% renewable energy tariff, in both our Wrexham and London sites</p> |
|  <p>Measuring our carbon emissions since 2022 with our first full scope emissions report in 2024</p> |  <p>All our tea and coffee in our Wrexham office kitchens is responsibly sourced</p> |  <p>Work with Tunley Environmental to measure our Scope 1, 2 & 3 carbon emissions and reducing our overall footprint on our journey to Net Zero</p> |
|  <p>Collect UK carbon data monthly</p> | | |

Social: We contribute positively to the lives of our team, the local community, and wider society

Where we are right now:

 Engage with local charities, including our co-founder's social mobility charity WeMindTheGap

 Facilities designed with accessibility in mind

 Four mental health trained Wellbeing Champions

 Accredited as a Great Place to Work in 2026

 Free to use sports and activity equipment, a discount/cash back platform for our employees, and wellbeing awareness stands

 Highly commended in the Great Place To Work category at the Engage Awards

 Provide employees with enhanced maternity and paternity leave

 Support four employee chosen charities each year and provide sponsorship and donations within the local community

 Gender-neutral restrooms, stoma friendly toilets on every floor and free menstrual products

 Counselling and 24/7 access to an EAP (UK and US) and GP service covering dependents

 Multiuse wellbeing rooms available for our UK and US teams

 Providing volunteer opportunities for our employees

2026 chosen charities:



Our Atlanta office supports:



Governance: We are a fair, ethical, and inclusive business for all our stakeholders

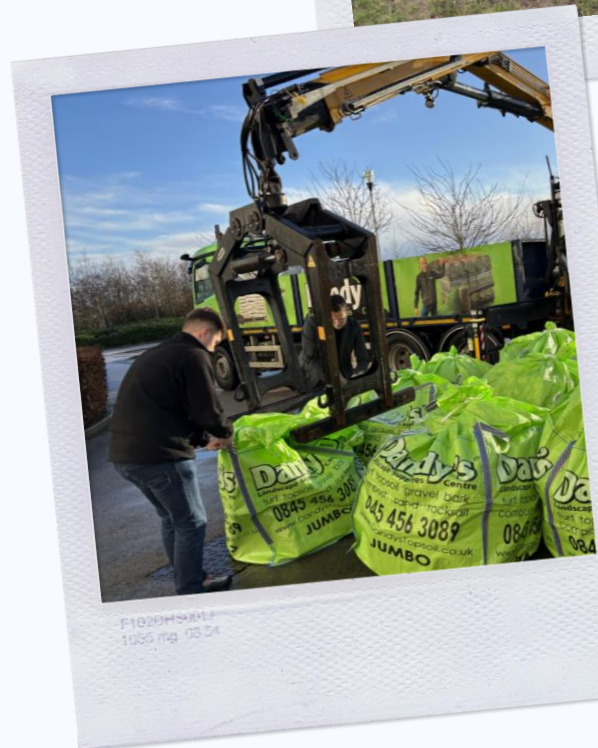
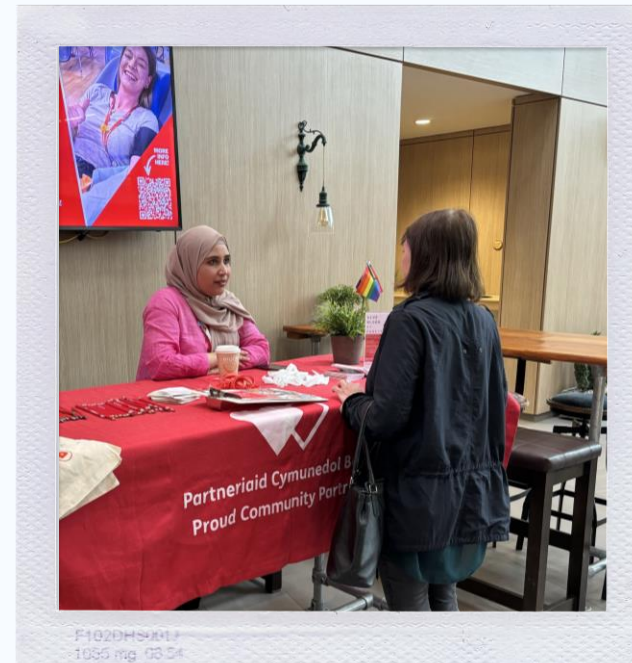
Where we are right now:

-  Have Cyber Essentials Plus and HIPAA compliance for the US market
-  Certified as a Level 2 Disability Confident employer
-  Employee led Business Council where voted representatives put forward employee views on how to improve the business
-  Achieved PCI DSS Level D and align ourselves with the CIS Security Standards Framework
-  Report monthly Health and Safety data to our Board and conduct quarterly meetings to review business progress
-  Publish our management board composition on our website
-  Employee-led groups championing social, wellbeing, charity and environmental initiatives
-  Continuously reviewing our policies and communicating with our people



Focused on our people, community and the environment

we share



Making a **difference:** key focuses 2026 and beyond

Environmental

-  Reduce our carbon emissions to support our sustainability goals and regulatory commitments
-  Strengthen organisational biodiversity planning and enhance positive environmental impact
-  Launch a comprehensive company-wide de-carbonisation strategy that positions the business to meet short- and long-term sustainability commitments
-  Maintain zero landfill and achieve a 1% per-person waste reduction target at Wrexham HQ

Social

-  Develop our people by providing structured mentorship, coaching, and leadership development opportunities across the business
-  Deliver a local volunteering program in 2026
-  Update and maintain our Health & Safety Risk Management
-  Listen, learn, act: create a continuous feedback loop to enhance the Moneypenny employee experience

Governance

-  Define and implement measurable ESG KPIs
-  Ensure robust AI Governance and guardrails are in place
-  Review and maintain an up-to-date suite of corporate policies, in line with current legislation
-  Create robust supplier governance, including engaging on carbon usage



Appendix

The following page expands on the UN's Sustainable Development Goals, and how Money Penny's three scopes are calculated as part of our pledge to become fully decarbonised.

The three scopes and how they apply to Moneypenny

What is net zero?

To reach net zero, we must hold responsibility to cut carbon emissions to a small amount of residual emissions which can be absorbed and sustainably stored in nature or by way of other CO2 removal methods.

The race to zero

As part of our UN Race to Zero pledge, we measure our scope emissions in line with the GHG Protocol, a globally recognised set of standards and guidance which provides a framework for us to account for our emissions (Scope 1, 2, and 3).

We've already mentioned where we are with the three scopes in terms of our UK and US operations, but here we've broken them down further to give some more context to the magnitude of decarbonisation and the breadth of areas it covers.

Scope 1

Direct emissions from Moneypenny's activities.

These include:

- Refrigerants and other gases (air conditioning)
- Fuel used in company-owned passenger vehicles

Scope 2

Indirect emissions from produced electricity that has been purchased and used by Moneypenny.

These include:

- National Grid Electricity
- Electricity for UK electric vehicles

Scope 3

All other indirect emissions from Moneypenny's activities, which come from sources that we do not control. Scope 3 emissions are often the biggest share of a company's carbon footprint.

These include:

- Water supply
- Water treatment
- Waste disposal
- Material use (everything bought in: printer paper, food, marketing tools, etc.)
- Business travel – air & land
- Commuting – land
- Delivery vehicles and freight
- Hotel stays