



B Corp Impact Report 2025

June 2024 - June 2025





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At FundApps, we've always felt the responsibility to contribute positively to the world around us. Becoming a B Corp in 2018 gave us a way to formalise that commitment, holding ourselves accountable not just for growth, but for how we support our people, serve our clients, and engage with our communities.

It sent a clear message to our team, clients, and partners that we are serious about doing business the right way, and helped shape FundApps into a better, more responsible company.

Over the past year, we're proud of how we've continued to live these values. From enhancing employee benefits and reducing our environmental impact to increasing transparency in financial compliance, we've shown that responsibility and success can go hand in hand.

Our team's commitment to volunteering, our growing charitable contributions, and our focus on building a truly inclusive workplace are all highlights.

At the same time, we know that being a B Corp is an ongoing journey. We're committed to continually improving—whether that's advancing our sustainability efforts, introducing progressive new policies, or challenging the status quo in RegTech. Our mission goes beyond compliance; it's about helping create a more transparent and responsible industry.

As we continue to grow, our B Corp values will remain central to everything we do.

Team @ FundApps



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We monitor **19%**
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.

Our client base grew to 169 clients worldwide, including many of the world's leading hedge funds, asset managers, pension funds, and investment banks. Today we monitor around 19% of global assets under management.

In June 2025, we entered a definitive agreement to secure a growth equity investment, aimed at accelerating product expansion and global reach - a remarkable indicator of strong investor confidence and our future growth potential.



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!



Certified at
83.8 points

2018

We have always set a high bar for social, environmental and economic responsibility, alongside strong business ethics, accountability and transparency. We firmly believe that business can and should be a force for positive impact.

The B Corp philosophy strongly aligned with our values, and in early 2018 we began a year-long process to pursue certification. By December of that year, we were proud to become the first UK-based SaaS company to achieve B Corp certification.

The experience provided a valuable opportunity to examine how we operate, refine key processes and implement meaningful changes across the organisation. It offered new insight into our business and informed some of the most significant developments in company policy and decision-making since our founding.

Recertified at
90.3 points

2022

Recertified at
106.2 points

2025

We continually challenge ourselves to rethink what success means as an organisation, guided by a purpose that extends beyond profit.

In April 2025 we recertified with 106.2 points.

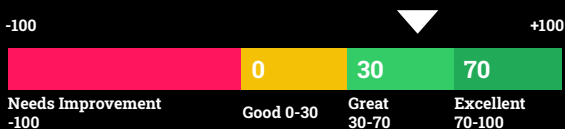
To us, the process of recertification is not about chasing high scores and numbers, but they do serve as a useful tool to illustrate the level of commitment and the progress we made. This is what makes our latest score even more impressive!



- 106.2 Overall fundApps B Impact score
- 80 Qualifies for B Corp certification
- 50.9 Median Score for Ordinary Business

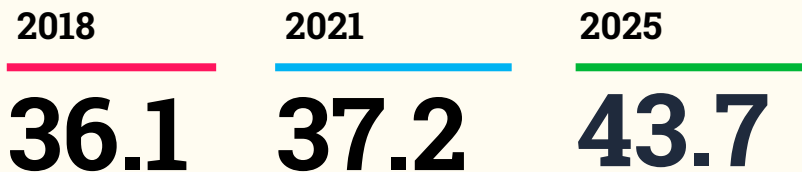
People

Inclusion, wellbeing, and continuous improvement remain at the core of our people strategy, helping us build a workplace where everyone can thrive and do their best work

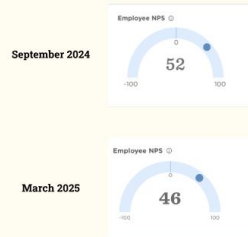


eNPS SCORE 46

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



Our People team regularly conducts anonymous surveys to track trends and guide improvements. Our current eNPS score of 46 remains strong and sits well above the industry average. With the participation rate of >85%, this score demonstrates that FundAppers continue to have confidence that the company is moving in the right direction for long-term success, and feel motivated and energised by their work.



Going forward, and as a result of the findings, our key actions will focus on impactful recognition and career progression, developing a mental health plan, evolving the Feedback culture, and setting up a 'one stop shop' for all our learning needs, the FundApps University.

Category	Question	Q1 25 (out of 5)
Motivation & Purpose	I'm motivated and energized by my work at FundApps	4.04
Company Direction	FundApps is moving in the right direction for long term success	4.25
Career Growth	I have a clear path for career growth within this company	3.47
Future Intent	I see myself working at FundApps in 12 months time	4.19
Recognition	I understand how my performance impacts my promotion readiness and pay	3.94
Connection to Goals	I understand and connect with FundApps company goals	4.21



- **Apprenticeship and**

- Internship programmes**

While the Apprenticeship programme is temporarily paused, our Internship programme continues to attract great talent. We are very excited that 60% of our most recent cohort will return as full-time employees in September 2025.

- **Training**

We expanded the Leadership Programme to provide a more tailored approach to leadership development, introducing dedicated bite-sized training sessions and micro-challenges designed for different leadership levels. Covering topics such as Leading with Vision and Goals, Coaching People to Be Their Best, and Communicating with Impact, the programme enables our people leaders to continue growing and developing in their roles.

- **Gender Pay Gap**

At <3%, our gender pay gap sits significantly below the industry average, reflecting our commitment to fair and equitable pay. We continue to challenge tech and financial companies to take the steps in the same direction.

- **Pillars**

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.

One year on, Pillars have evolved into four strategic streams, consisting of representatives from each functional team across the business of diverse skills and expertise, who collaborate on achieving company goals. This has been a successful framework benefiting both professional growth and the business.

- **Inclusive workforce**

Women are significantly underrepresented in the tech industry, and we believe meaningful progress requires deliberate action rather than good intentions alone. To help create that change, we continue to collaborate with organisations such as GirlCode and MyGWork to support women and LGBT+ professionals.

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.

**RAISE
THE
BAR**

**DO MORE
WITH
LESS**

**WORK
WITH
PURPOSE**

**HAVE
COURAGE**

**BE
TRANSPARENT**

Benefits & Perks

Over the years, we've been listening to FundAppers, identifying how we can expand our benefits & perks package to 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.

In 2024 we made two significant additions to our Benefits package: Life Assurance and Income protection, included automatically for every FundApper globally, for as long as they are employed with the company.

- **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 remote FundApper to spend in-person time with their regional team.

- **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**

We are enhancing our approach to measuring and monitoring the impact of our mental health strategy, and plan to partner with a specialist organisation to guide these efforts.

A woman wearing a bright yellow raincoat and safety glasses is smiling broadly. She is in a room that has been splattered with various colors of paint. In the background, other people in yellow raincoats are visible, and there are colorful streamers and graffiti on the walls. The overall atmosphere is festive and creative.

PEOPLE

Playtime!

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.



Food Fest

With over 35 nationalities at FundApps, our International Food Fests are utterly delicious and very colourful events where we share homemade dishes made by FundAppers representing cuisines from around the world.



Wellbeing

We support the health and wellbeing of our team not just with ensuring a good work-life balance, but also with a number of company sponsored activities, such as chair massage, yoga and breathwork classes, as well as regular health tips & tricks.



Social

With at least one themed event every month in each location, FundAppers enjoy regular opportunities to get creative, from terrarium and wreath making to baking, painting, and pottery, to name a few.



London Week

Learning Festival is a very popular part of our annual get together London Week, where FundAppers join structured sessions to learn from each other on topics they identified as most interesting, relevant, and forward-thinking!

Community

At the heart of our business lies a deep care for our community and we remain committed to making a positive impact in every way we can. We use our growth as a vehicle for purpose, utilising partnerships and innovative features to empower non-profits and promote a more sustainable, equitable world.

469 Volunteering hours
given to **19** local charities

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

2018

24.2

2021

22.4

2025

23.5

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.

Strong partnerships with local charities have boosted engagement and expanded volunteering opportunities. Currently, 50% of FundAppers have volunteered in the past year. We'll continue inspiring participation until every FundApper contributes to the community.

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We donate 0.5% of our annual revenue to charities. In the last year, 18 charities have benefited from our donations





Hands-on volunteering

FundApps employees, both individually and as groups, support local causes, offering time and skills where they're needed most. Below are some of our longest standing partnerships.

- **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. In addition to our regular annual donation, we sponsor an additional water well for every FundApper who reaches 10 years of service.



- **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.



Villagers of Obici, Uganda in front of the water well sponsored by FundApps



Breakfast shift at Whitechapel Mission, London



Matched giving

We partner with a fellow B Corp GoodPAYE to support our team's long standing commitment to charitable giving. The 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.



Foodbank, Singapore

- **Whitechapel Mission**

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.



Team-led giving: The FundAppers Choice Initiative

We dedicate a portion of our annual charity giving to FundApper's Choice initiative. Twice a year we invite our team to nominate causes they care about most. The Donations Panel reviews each nomination against clear criteria and allocates funding accordingly. By incorporating a range of perspectives, we're creating a more inclusive, community-led approach to giving that drives real impact.



Park Cleanup, NYC

Planet

Sustainability isn't just a goal; it's embedded in how we operate, make decisions, and invest in the future of our planet. We are showing climate leadership by investing in removal projects which are optimised to favour the technological removal strategies that are vital to achieving global climate goals.

Environment scores: Improving our environmental stewardship

2018

8.7

2021

9.0

2025

14.2



In 2024 we cut our carbon footprint by 7% , all while growing FundApps by 30%! This saving is a result of architectural improvements to the rule engine and platform in previous years.

In 2025, our goal is to signal to the market the importance of scaling removal technologies to an industrial level, helping to deliver the required annual capacity of 10bn tonnes of CO₂e removal by 2050 .

Offset 100%
of 2023 emissions

938

tonnes CO₂ removed

Plan to fully
Offset 2024
Emissions

878

tonnes

For the first time, approximately 75% of our removal portfolio is technological, up from ~43% in 2024. Each portfolio has been selected for its impact, scalability, and technological innovation.

- O.C.O. Technology
Concrete mineralisation **291 tons**
- Graphyte
Biomass burial **291 tons**
- EXOMAD green
Biochar **188 tons**
- TIST
Quality afforestation **169 tons**

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

Our UK team occupies offices in BREEAM Excellent-rated Green Certified building, and our US and Singapore teams are in Energy Star 'A' rated spaces.

In this way we also contribute toward the reduction in energy consumption and emissions, aligning with our 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

Currently we operate 5 recycling streams, and continue promoting waste reduction through education, facilities, and eco-friendly products, bringing us closer to the Zero Waste target.

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



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 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.

With the increasing complexity of our offering and the expansion of our client base, we work closely with Product managers to ensure any new product releases are accompanied by dedicated training materials and education strategies, ensuring our clients are fully supported from day one.

This can involve In-App trainings, learning sessions, knowledge base articles, FAQ articles, etc.

We are developing in-app messenger along with an AI assistant to improve the client experience when raising tickets and allow them to self-serve from within our platform.



Clients

Trust is paramount to our business, and we ensure that our platform's security meets all our clients' needs. We maintain a full SOC 2 Type II accreditation and ISO 27001:2022 certification, demonstrating the effective design and operational efficiency of our security control framework.



As the evolving regulatory landscape is prompting more investment managers to move away from manual processes and legacy systems, we embrace AI to drive productivity, and power new product innovation.

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



Governance

As a business, we set ourselves high standards both in what we aspire to achieve and how we behave. Our governance model is built on transparency and a strong commitment to our core purpose.

Led by our cross-functional Senior Leadership Team (SLT), and guided by the Board of Directors, we continually evaluate and strengthen our strategies and operations.

Governance score: the company's overall mission and engagement around its social and environmental impact, ethics, and transparency.



We support and promote a shared understanding of professional standards and individual accountability, and require every employee to complete annual ethics and compliance trainings, as well as to review and acknowledge related policies.



Our Code of Conduct acts as a guide for our economic, social and environmental responsibilities and business ethics. We follow the Code in spirit and letter and endeavour to always act in ways that support and promote our Values and our culture of care.

Every FundApper...

Helps Create Our Workplace

Together, we build an inclusive and supportive environment where everyone can thrive. FundAppers are trained on related topics including:

- Equality, Diversity and Inclusion
- Anti-Harassment, Bullying and Victimization
- Performance and Reward

Acts Responsibly

FundAppers understand how to uphold our commitment to ethical practices and social responsibility, including:

- Human Rights, Slavery and Child Labour
- Health & Safety at Work
- Environment and Climate Protection
- Keeping accurate Records
- Protecting Confidential Information

Protects FundApps

We safeguard our company's reputation and maintain trust with our clients by following the rules on:

- Anti-Bribery and Anti-Corruption
- Conflict of Interest
- Anti-Money Laundering, Tax Evasion and Fraud
- Gifts, Hospitality and other benefits
- Sanctions
- Whistleblowing

Keeps Data Safe

Everyone at FundApps understands their role in protecting sensitive information and maintaining security, including:

- Data Protection
- Information Security
- Artificial Intelligence
- Social Media

Does Well by Doing Good

FundAppers strive to make a positive impact beyond our business, such as through community actions and volunteering, and proudly representing the B Corp community.





FUNDAPPS

Monitor It. Report It.