

2023

Impact annual report



GeoComply[®]

About GeoComply

Founded in 2011, GeoComply provides fraud prevention and cybersecurity solutions that detect location fraud and help verify a user's true digital identity. Trusted by leading brands and regulators for the past 10 years, the company's fraud and compliance solutions are approved by dozens of regulators, are installed on over 400 million devices and analyze over 10 billion transactions a year.

GeoComply's solutions incorporate location, device, and identity intelligence and advanced machine learning to detect and flag fraudulent activity. By integrating GeoComply's solutions into their processes and risk engines, organizations can identify fraud earlier in a user's engagement, better establish their true digital identity and empower digital trust.

GeoComply's award-winning products are based on technologies developed for the highly regulated and complex US online gaming and sports betting market. Beyond iGaming, GeoComply provides geolocation fraud detection solutions for streaming video broadcasters and the online banking, payments and cryptocurrency industries, building an impressive list of customers, including Akamai, Amazon Prime Video, BBC, BetMGM, DraftKings, FanDuel, and Sightline.

GeoComply has over 600 employees located across offices worldwide. Our global headquarters is located in Vancouver, Canada, while we have large teams based in Montreal, Toronto, Warsaw, and Ho Chi Minh City. We also have offices in Seattle, Washington D.C, Las Vegas, New York, and London.

Our values

Together we
can do more.

Act with
integrity.

There's
always a way.

Aim higher.
Then higher.

For the
greater good.



Our solutions

GeoComply Core

The anti-fraud and geolocation compliance solution

PinPoint

Custom, on-property geofencing

GCI

Fight and win chargeback disputes

IDComply

Your all-in-one KYC & AML solution

GeoGuard

Award-winning VPN and proxy detection

OneComply

Streamline, manage, and automate licensing in one secure place

Some of our 150+ customers



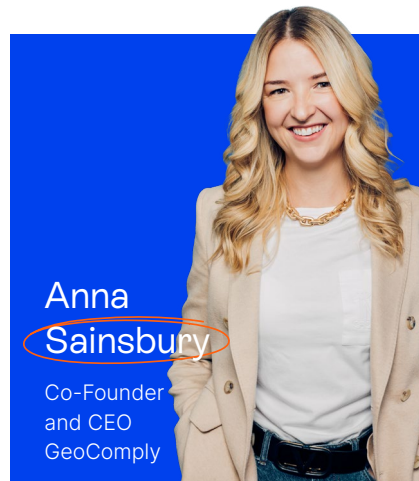
Message from the CEO

Reflecting on the past year, I am inspired by the remarkable achievements of our team in advancing our mission to utilize technology for the greater good. This commitment extends beyond business excellence to foster positive change.

As a key player in the iGaming industry, our role goes beyond providing solutions; it encompasses a dedication to responsible gambling, equality, and online safety. Since its launch in 2021, IMPACT has been instrumental in guiding our initiatives towards player well-being, child protection, and promoting diversity, equity, and inclusion.

A heartfelt thank you to our valued customers, partners, dedicated team members, and everyone who has contributed to the realization of our shared vision for a safer Internet.

Looking ahead to 2024, we are steadfast in our commitment to expanding our impact in the industries and markets we serve. I invite you to explore our progress, celebrate our achievements, and join us in shaping a safer and more sustainable future for all.



Message from IMPACT

Our commitment to social responsibility is ingrained in the core of GeoComply, with IMPACT serving as the heart of our mission. As we reflect on 2023, it's truly uplifting to witness the profound influence of our initiatives, donations, and the dedicated efforts of our volunteers on the communities we touch. IMPACT has rapidly emerged as a dynamic force driving positive change.

In this report, we extend an invitation for you to delve into the tangible results of our endeavours, from combating child exploitation to promoting responsible gaming and advancing diversity, equity, and inclusion (DEI). Join us in celebrating the milestones we've achieved!

A heartfelt thank you to everyone who has played a role in shaping our IMPACT story.



Together we can do more

Online safety

Child protection

GeoComply fights against Online Child Sexual Exploitation (OCSE) by, among other things, providing access to our advanced anti-fraud technologies to organizations and agencies that are able to leverage them to investigate, apprehend and prosecute OCSE offenders. By way of example, our GeoGuard™ solution, equipped with industry-leading anonymizer detection, is donated to non-profits and law enforcement units dedicated to investigating OCSE.

Sponsorships

We are proud supporters of organizations fighting for child protection, including the National Center for Missing and Exploited Children (NCMEC), Kindred Tech, Innocent Lives Foundation, Child Rescue Coalition (CRC) and Cyberkid.

CRC x NYC marathon

In 2023, our Director of Corporate Development, Marco Stotani, went the extra mile (literally) in our pursuit to protect children. He ran the annual New York City Marathon, raising funds for the CRC. With the support of G'ians globally, we collectively raised \$40,000 for CRC in their fight against child abuse.

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GeoComply's support makes it possible for CRC to continue to keep our technology free of charge to law enforcement, which gives them the ability to identify, arrest and prosecute child predators. They are great partners in protection and actively contribute to our mission, sharing their expertise and passion to make a meaningful impact.”

Emily Meacham

Director of Development, Child Rescue Coalition



Crimes Against Children Conference 2023

For the second time, GeoComply sponsored the Crimes Against Children Conference (CACC), an internationally recognized event organized by the Dallas Children's Advocacy Center. Over 5,500 people attended the conference to discuss the latest trends, research and resources available to protect and support victims of online abuse or exploitation.



Research and white paper

In our latest white paper, "Hiding in Plain Sight," we dive into some of the anonymization tools that offenders typically use to exploit children and evade law enforcement oversight. GeoComply is dedicated to identifying these challenges and providing practical solutions to make the Internet safer for all.

[Click here to read more](#)

CyberKid

This project was built with the goal of deploying cyber safety classes to more than 10,000 students in Vietnam, helping them identify and prevent risks from the Internet and, at the same time, helping them improve their skills in safely using the Internet.



Player well-being

At GeoComply, we advocate for player well-being within our industry. Our commitment extends beyond our technology, as we actively collaborate with nonprofits to champion problem gambling prevention initiatives, support research and case studies, and contribute to programs that prioritize player well-being.



Bettor Safe

In the online gambling market, distinguishing between legal and illegal platforms is crucial for players' safety. GeoComply recognizes the need for consumer education on this front, and we actively advocate for awareness and player support through [BettorSafe.org](https://bettorsafe.org).

Bettor Safe serves players by delivering essential educational materials on betting safety and empowering users with the knowledge to make informed decisions. By providing valuable resources, Bettor Safe contributes to a safer digital landscape for all individuals engaging in online gambling.



Memberships

GeoComply is a platinum member of the National Council on Problem Gambling (NCPG), and throughout the year, we support nonprofits focused on player well-being, including the International Center for Responsible Gaming and Responsible Gaming Council. Read more: [GeoComply funds new Responsible Gaming research program](#).



Responsible Gaming Education Month

To raise awareness for Responsible Gaming Education Month in September, GeoComply hosted a special guest talk with the NCPG. Employees connected with Lindsay Slader, GeoComply's Senior Vice-President of Compliance, Jaime Costello, NCPG's Director of Programs, and Amanda Quintana, NCPG's Program Manager, to address crucial questions like the difference between problem gambling and responsible gaming, early warning signs, and how the industry is addressing this issue. Employees had a chance to gain valuable knowledge and learn how to promote responsible gaming.

For the greater good

Community engagement

Volunteering

At GeoComply, our commitment to corporate social responsibility is at the heart of our business as we strive to make a lasting impact on the communities we serve. This past year, we continued our tradition of actively engaging with local nonprofit organizations, embodying our value of being a force **#ForTheGreaterGood**.



63

Total days volunteering

+1500

Total hours

174

Total employees

28

Nonprofits benefited

+2000

Total people (external)
impacted by volunteering

Global month of giving

Annually, GeoComply encourages our employees to partake in our Global Month of Giving campaign, a dedicated initiative aimed at contributing to our communities. G'ians worldwide generously volunteer at local food banks, orphanages, and diverse charitable organizations. Throughout this month, teams seize the chance to connect with causes that resonate with them personally, fostering a collective spirit of giving and creating impactful, meaningful experiences.



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Volunteering with GeoComply allowed us to be part of a big and important thing, and we gladly participated in it. To be honest, after finishing our volunteering at the Food Bank, we wanted to continue and do even more than our assignment. It was also a great time to spend together. We will definitely participate in the following initiatives.”

Marina Lokotetska

Employer Branding and Office Manager, GeoComply

Philanthropic donations & sponsorships

GeoComply actively supported more than 60 projects aligning with our Social Impact focus areas, as detailed in our [Philanthropic Donations & Sponsorships Statement](#). This dynamic document serves as a robust guide, clearly delineating our focus areas, criteria, and the necessary steps for facilitating corporate philanthropic donations or sponsorships.

Child protection

- GeoComply's contribution to the National Center for Missing & Exploited Children (NCMEC) aids in safeguarding children online, educating potential victims, and disseminating nationwide AMBER alerts.
- Support for the Child Rescue Coalition (CRC) allows the organization to provide technology for child sexual abuse material investigations and provide complimentary training.
- Our donation to SOS Children's Villages in Poland played a pivotal role in constructing a second Trauma Treatment Center, safeguarding the mental health of children affected by war.
- The sponsorship of Cyberkid in Vietnam ensures ongoing support for over 10,000 children, aiming to enhance awareness and equip students with essential internet safety skills.
- GeoComply's Vietnam team is collaborating with Saigon Children's Charity for the PowHERful Summit, hosting 1,000 girls. This event, scheduled for November, offers female students access to inspirational speakers, engagement opportunities with tech sector leaders, and celebrates female empowerment.



Community

- GeoComply's support to Horton's Kids removes systematic barriers for 600 children in Wellington Park and Stanton Oaks, Washington, DC.
- Our backing of Three Square helps provide wholesome food for 42 million people annually.
- Support for Bank Żywności SOS in Warsaw enables daily food provision to 56,000 people in need.

Diversity, Equity, and Inclusion (DEI)

- GeoComply's donation to the Trevor Project aids the world's largest suicide prevention and crisis intervention organization for 2SLGBTQIA+ youth.
- Our contribution to Vancouver Pride Society facilitates the production of a learning series reflecting the pride of the 2SLGBTQAI+ community. [Read more here](#).

Online safety

- GeoComply's sponsorship of the Digital Youth Forum engages over 700 students in an event dedicated to educating about the positive, creative, and safe use of the Internet.
- Sponsorship of two events by Dear Our Community, backed by GeoComply, promotes youth awareness and action regarding personal data protection, with over 300 participants attending.

Environment impact

At GeoComply, our dedication to environmental sustainability is unwavering as we strive to minimize our carbon footprint and contribute to a healthier planet. In collaboration with GreenFeet, we meticulously monitor our corporate emissions and have initiated several environmentally focused endeavors. Notable initiatives in 2023 include:

- **Global Nonprofit Partnerships:** Collaborating with global nonprofits to enhance biodiversity, water retention, and environmental recovery in critical areas.
- **Sustainable Culture Guide:** We introduced a Sustainable Culture Guide, serving as a guiding beacon for employees to implement best practices, enhance energy efficiency, and promote resource conservation in both our workplaces and daily activities.
- **Corporate Travel Guidelines:** Published guidelines emphasizing sustainable and responsible travel practices across the company.
- **Sustainable Procurement Policy:** Implementation of a Sustainable Procurement Policy, emphasizing

ethical and sustainable acquisition, contracting, and sourcing throughout the organization.

- **Eco-Volunteering Initiatives:** Engaging employees globally in eco-volunteering initiatives, including cycling to work and participating in beach clean-ups.
- **Tree Planting Initiative:** A commitment to environmental stewardship, we plant a tree for every new hire in collaboration with One Tree Planted, contributing to the reforestation of degraded areas.
- **For A Greener Vietnam Project:** In Vietnam, our “For A Greener Vietnam” project involved planting over 4,400 trees in Dong Nai biosphere reserves and contributing to beach cleanup efforts in Can Gio, removing hundreds of kilograms of garbage.

These initiatives underscore our proactive approach to environmental responsibility, reinforcing our commitment to creating a sustainable and eco-friendly future.



There's always a way

Advancing equity

Recognitions

At GeoComply, we proudly acknowledge and celebrate various important dates and recognitions, reflecting our ongoing efforts to create a workplace and culture where everyone is valued.

Enable and Empower

In commemoration of International Women's Day (IWD), GeoComply proudly presented the 3rd edition of Empower and Enable in both Vancouver and Toronto. This empowering event was designed for female-identifying and gender-diverse individuals in our communities, providing a platform to cultivate skills and gain insights through expert talks on resume building, interview techniques, and professional branding.

In Vancouver, we were honored to have the presence of the esteemed Honourable Brenda Bailey, Minister of Jobs, Economic Development, and Innovation, who shared her invaluable experience as a female leader in a traditionally male-dominated industry. Meanwhile, in Toronto, our Senior Vice President of Compliance, Lindsay Slader, led a compelling panel discussion featuring inspirational women in our industry - Martha Otton, Executive Director at iGaming Ontario, and Christine DoSouto, Senior Manager, Anti-Money Laundering and Chief AML Officer for iGaming Ontario.

The collective impact of these events was significant, with a total of 130 guests attending across Vancouver and Toronto. A commendable

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Thank you for the wonderful International Women's Day event. The atmosphere was welcoming, and the staff was friendly and kind. The workshops were informative and delivered simply and clearly, encouraging participation and knowledge sharing. All this made our clients feel at ease and enjoy all the great activities offered.”

Petya Nacheva
Manager, YWCA Toronto

effort was made by 40 of our employees who volunteered, contributing to the success of these gatherings. GeoComply's Empower and Enable not only fostered a fantastic environment for networking but also served as a valuable platform for learning, connecting, and celebrating the achievements of women in the workplace.

IWD in Vietnam

In Vietnam, our teams marked International Women's Day (IWD) with a series of impactful activities tailored for all female-identifying employees. The highlight of the celebration was an inspiring session featuring Tim Aline Rebeaud, the founder of Maison Chance, one of Vietnam's esteemed non-profits. Ms. Rebeaud shared her compelling journey, motivating and empowering our 130 team members to embrace change and strive toward unlocking their full potential. The celebration served as a meaningful tribute to the strength and achievements of women within our organization.



Employee learning

Resource library

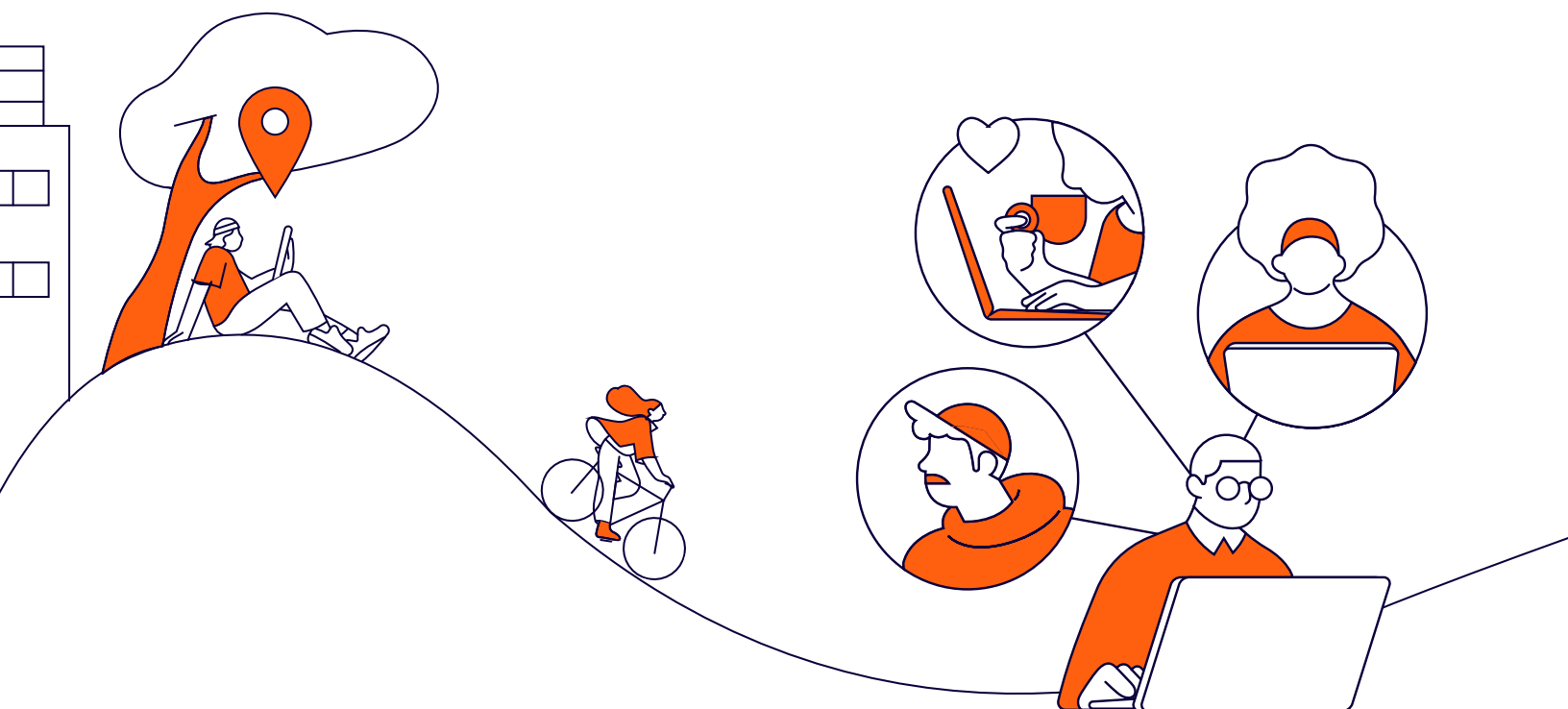
In 2023, GeoComply strengthened its dedication to workforce development through strategic partnerships with prominent DEI education organizations. As proud members of the Canadian Centre for Diversity and Inclusion, Indigenous Works, and Pride@Work Canada, our global colleagues now enjoy seamless access to a wealth of resources, including the Knowledge Repository, webinars, research materials, and more.

Moreover, we introduced DEI learning modules into our onboarding program, concentrating on foundational aspects such as an introduction to DEI and addressing unconscious bias. These thoughtfully curated modules enrich the onboarding experience for our new hires, offering a plethora of engaging videos, insightful articles, and reflective activities to deepen their understanding and commitment to diversity, equity, and inclusion.

Get Inspired

In 2023, our commitment to continuous learning and inspiration resonated with over 640 employees through our impactful Get Inspired sessions. This series of events brought distinguished speakers to the forefront, allowing the GeoComply team to benefit from their rich experiences, compelling stories, and valuable insights.

Throughout the year, we had the privilege of hosting esteemed individuals, including Dr. Debra Thompson, Associate Professor of Political Science & Canada Research Chair in Racial Inequality in Democratic Societies at McGill University; Glen Pounder, Former Vice-President Impact of the CRC; Sally Maitlis, Professor of Organisational Behaviour and Leadership at the University of Oxford; Nicole Huska, Senior Consultant at Indigenous Works. Additionally, we dedicated a special edition to International Women's Day, featuring insights from GeoComply's Senior Executives. These sessions collectively provided our team with a diverse and enriching spectrum of knowledge and perspectives.



Scholarships

Youth education

GeoComply is dedicated to advancing education through meaningful sponsorships that empower students in under-resourced communities to overcome obstacles and reach their full potential.

Pathways to Education: In a collaborative effort, GeoComply hosted 15 Pathways students at our Vancouver office for a transformative careers day over the summer. Our dedicated volunteers shared personal and professional insights, providing invaluable tips on navigating higher education and the professional landscape.

Brighter Path Scholars: GeoComply proudly sponsored 240 students from ethnic minority groups in Vietnam, fostering an environment of support to propel their educational journey. This initiative aims to empower these young minds to become catalysts for positive change within their rural communities.

Que Huong Charity Center - Disabled and Orphan Aid Association: Through our philanthropic efforts, we extended support to 85 children by covering their school fees for the new semester at Binh An Primary School in Vietnam. This contribution reflects our commitment to ensuring that education remains accessible and inclusive for every child in need.

STEM Scholarships

Passerelles Numériques Vietnam: Demonstrating our commitment to education, GeoComply granted two full scholarships for the 3-year IT training program, encompassing Web Development, Mobile Development, and Automated Testing. This comprehensive support fosters holistic education and personal development.

Ho Chi Minh City College of Industry and Trade: Addressing financial disparities, we championed the education of 39 economically challenged students at Ho Chi Minh City College of Industry and Trade. This initiative seeks to level the playing field and ensure equal opportunities in education.

University Partnerships: In collaboration with Ho Chi Minh City University Of Science and the University of Information Technology (CNTT), GeoComply sponsored scholarships for 67 female STEM students. This strategic support aims to advance representation and inclusivity in the technology industry.

American Indian Science and Engineering Society (AISES): Engaging with AISES, GeoComply proudly provided six scholarships to the American Indian Science and Engineering Society, actively contributing to the empowerment of Indigenous STEM students. These initiatives underscore our commitment to fostering a diverse and inclusive educational landscape.

Code Like a Girl & VietPride IT

GeoComply is dedicated to promoting diversity and empowerment within the Vietnamese Tech sector through our impactful initiatives, Code Like a Girl and VietPride IT. These programs actively support and uplift female-identifying individuals and 2SLGBTQIA+ developers by providing a range of opportunities, including scholarships, job fairs, networking events, and more.

Code Like a Girl: This initiative co-hosts the Female Developer Innovation Tournament, an annual event designed for female developers, programmers, engineers, and coding enthusiasts to connect and collaborate on creating innovative tech solutions. In 2023, we proudly welcomed 130 participants from 42 schools, fostering a collaborative and inclusive environment.

VietPride IT Community: In collaboration with the ICS Center, this community focuses on skills development and empowerment. The program successfully delivered comprehensive Work with Pride - Gender Diversity and Inclusion training to 20 GeoComply employees, contributing to a workplace culture that values diversity and inclusion. These initiatives exemplify our commitment to creating a more inclusive and diverse landscape within the Vietnamese Tech sector.



Act with integrity



Sustainability

ESG committee

The ESG'ians represent GeoComply's innovative sustainability committee, dedicated to formulating strategies, projects, and processes aligned with the company's Environmental, Social, and Governance (ESG) objectives.

A primary focus for the Committee in 2023 was the initiation of GeoComply's inaugural Materiality Assessment. This endeavor aimed to identify and prioritize key ESG topics crucial to our customers, employees, shareholders, and other business partners. By inviting stakeholders to share their invaluable perspectives, we sought to shape a robust ESG roadmap that resonates deeply with our communities. The enthusiasm within the committee is palpable, and we look forward to implementing our ESG strategy in the coming months and years, driving sustainable growth across the organization.

Sustainable procurement

Collaborating with GeoComply's Procurement team, IMPACT has played a key role in integrating new sustainability criteria into our procurement policy. This strategic enhancement is designed to uphold the highest standards of ethical sourcing practices. By incorporating these changes, our objective is to empower employees with the necessary tools to make informed and sustainable purchasing decisions. Through this initiative, we are keen on identifying opportunities that contribute to a positive impact on our communities.

Aim higher. Then **higher**

What's coming in 2024

Looking forward to 2024, GeoComply remains unwavering in its commitment to advancing our Social Impact mission. In response to valuable stakeholder feedback, we've identified key focus areas that will steer our efforts toward creating a meaningful and enduring impact:



Best-in-class governance

We are dedicated to adopting governance practices that set the highest standards, fostering trust and compliance.



Systems change for a secure internet

Our focus on child protection and player well-being online continues, as we actively work toward facilitating systems change to ensure a safe and secure internet for everyone.



Diverse, healthy, and empowered workforce

We are committed to building a workforce that is diverse, healthy, and empowered, recognizing the profound impact it has on our overall mission.

As an integral part of our ongoing commitment to community engagement, we will further mobilize our team to contribute their time and talent for the betterment of the communities around us. We extend our sincere gratitude to everyone who has contributed to our shared mission. Together, we can forge an equitable, safe, and sustainable future for all.

Impact 