



FACTSHEET

# How TIS Operations Support Global ESG Initiatives

Overview of Policies & Key Milestones

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## UNDERSTANDING THE FOCUS & INTENT OF ESG INITIATIVES

Modern ESG initiatives consist of three pillars: Environment, Social, and Governance. Together, these aspects form a framework that is used to help evaluate a company’s performance in terms of long-term sustainability and well-being. Many investors are looking for carefully planned, forward-thinking programs in all three areas. ESG helps bring relevant financial and non-financial business risks and liabilities to the surface so that customers can make more informed decisions and more sustainable investments.

- ESG is a system of risk-based evaluation criteria that makes the company’s sustainability performance and risk interpretable for the financial and investing world. At the end of the process, the company is provided with a rating like a credit rating. Such a classification creates a clear and unambiguous decision for investors – according to their investment policy, they can decide whether to invest in a particular company.
- ESGs of some large global companies are evaluated regularly and automatically. Smaller companies need to request the evaluation. An ESG rating is particularly recommended if a company wants to appear in the capital markets, for example – if it wants to go public or is looking for institutional investors.
- In recent years, international guidelines, and later standards (e.g. GRI Standards), have been published to improve and standardize the quality of reports. Current processes point to a standardization of reporting requirements.
- In order to achieve Europe’s sustainability goals, it is essential that companies provide better data on their sustainability risks and their impact on people and the environment.
- There are different forms of ESG reports; Non-Financial Reporting Directive (NFRD), Sustainable Finance Disclosure Regulation (SFDR), & EU Taxonomy. In the near future NFRD will be replaced by Corporate Sustainability Reporting Directive (CSRD).

### ENVIRONMENT

- Issues related to carbon dioxide or other pollutant emissions
- Disposal procedures
- Waste management
- Relationship with environmental regulators

### SOCIAL

- Relationship with employees, customers, suppliers, partners
- How employees are treated
- Diversity & Inclusion
- Human rights issues
- Set of social values put into practice
- Procurement processes
- Customer Service
- Customer/Consumer Protection

### GOVERNANCE

- Cooperation with stakeholders
- Incentives, executive remuneration, KPIs from a sustainability perspective
- Conflicts of interest
- Leadership hierarchy

### ESG RATINGS



CCC	B	BB	BBB
A	AA	AAA	

### Gradually after 2024: Corporate Sustainability Reporting Directive (CSRD)

All large corporations and all listed companies (excluding micro-corporations)

Approximately 49,000 companies in the EU

## THE TIS COMMITMENT TO SUPPORTING ESG INITIATIVES

At TIS, we are committed to integrating ESG principles into our core values and operations. Our mission is to provide innovative financial software solutions while also upholding the highest standards of diversity and inclusion, business ethics, anti-corruption practices, and regulatory compliance. Furthermore, we strive to minimize our environmental footprint by adopting a business model that eliminates any negative impact due to excess waste, emissions, or energy consumption. By embedding ESG principles into our DNA, we aim to lead by example, inspire our employees, partners, and stakeholders, and contribute to a sustainable and inclusive future.



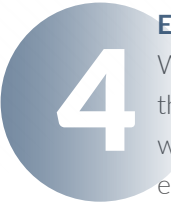
**Diversity & Inclusion:** We recognize that diversity and inclusion are key drivers of innovation, creativity, and long-term success. Our commitment is to foster a workplace that embraces individuals from diverse backgrounds, experiences, and perspectives. We value equality, respect, and fairness, ensuring that every employee has equal opportunities to thrive and contribute to our collective growth.




**Business Ethics & Anti-Corruption:** Integrity and ethical conduct are at the core of our business practices. We uphold the highest ethical standards in all our interactions, maintaining transparency and honesty throughout our operations. We have zero tolerance for any form of corruption, bribery, or unethical behavior and have zero recorded incidents or issues in this regard. By establishing robust internal controls and compliance mechanisms, we ensure our actions are aligned with the highest standards of business ethics.



**Regulatory Compliance:** We understand the importance of complying with all applicable laws, regulations, and industry standards. Our commitment to regulatory compliance spans across all areas of our business, including data privacy, financial regulations, and consumer protection. We continually monitor and adapt to evolving regulations, ensuring our software solutions are designed and developed in accordance with the latest requirements. We have never had any incident regarding non-compliance or breaches of regulatory policy in any region or country.



**Environmental Sustainability:** At TIS, we believe in the urgent need to protect and preserve our environment. We have developed a business model that prioritizes sustainability and mitigates any negative impact on the environment. Our software solutions and office spaces are designed to minimize energy consumption, waste generation, and environmental pollution. We actively seek renewable and eco-friendly alternatives, ensuring responsible resource management throughout our operations.

1   
**Diversity & Inclusion**  
In all hiring & staffing decisions.

2   
**Business Ethics & Anti-Corruption**  
At every level of operations.

3   
**Regulatory Compliance**  
To meet all legal obligations.

4   
**Environmental Sustainability**  
To minimize our ecologic footprint.

## TIS OPERATIONS & ESG INITIATIVES BY THE NUMBERS

01

Zero recorded incidents of workforce discrimination.

02

Workforce staff are broadly diversified by gender & region.

03

Zero incidents of non-compliance or regulatory breaches.

04

Strong policies for anti-bribery, corruption, & data privacy.

05

Regular matching of employee contributions to charity groups.

06

Developing policies to better control energy consumption.

07

Minimal waste & no fossil fuels produced from operations.

08

Minimal impact on soil, water, & ecological pollution.



140+  
COUNTRIES



270+  
B2B CLIENTS



300+  
EXPERT STAFF



31,000+  
ACTIVE USERS



1k+ System  
CONNECTIONS



130k+  
PMT PROFILES



11k+ Bank  
CONNECT OPTIONS



72k+ Bank  
ACCOUNTS



~41 Million  
UNIQUE PAYEES



\$2.5 Trillion  
ANNUAL VOLUME



99.95%  
SYSTEM UPTIME



100%  
NATIVE CLOUD

## LEARN MORE ABOUT TIS

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TIS helps CFOs, Treasurers, and Finance teams transform their global cash flow, liquidity, and payment functions. Since 2010, our award-winning cloud platform and best-in-class service model have empowered the entire office of the CFO to collaborate more effectively and attain maximum efficiency, automation, and control. By streamlining connectivity between our customers' back-office systems and their worldwide banks, vendors, and business partners, TIS enables users to achieve superior performance in key areas surrounding cash forecasting, working capital, outbound payments, financial messaging, fraud prevention, payment compliance, and more.

With over 11,000 banking options, \$80 billion in daily cash managed, and \$2.5 trillion in annual transaction volume, TIS has a proven track record of combining our unparalleled market expertise with tailored client and community feedback to drive digital transformation for companies of all sizes and industries. As a result, hundreds of organizations and thousands of practitioners rely on TIS daily to gain strategic advantage, monetize data, improve operational efficiency, and better manage risk.

For more information, visit [tispayments.com](https://tispayments.com) and begin reimagining your approach to global cash flow, liquidity, and payments.

# Cash Flow, Liquidity & Payments.

Learn more at [tispayments.com](https://tispayments.com) »



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