

Pushpay Sustainability Policy

Reviewed and approved by the Board of Directors of Pushpay Holdings Limited

Purpose

Pushpay's business model is designed to generate long term sustainable value for our shareholders. We recognise that being a responsible global, corporate citizen is essential to achieving our goals. We are focused on engendering positive change for our communities and stakeholders and reducing our impact on the planet. We recognise that acting ethically and responsibly is fundamental to our long term growth.

Definitions

Pushpay - refers to Pushpay Holdings Limited, also referred to as the Company

Pushpay Group - refers to Pushpay and all its subsidiaries, also referred to as the Group

Board and Directors - are the Board and Directors of Pushpay, unless specifically referred to as board and directors of a subsidiary business owned by Pushpay

Delegated authorities (DAs) - are authorities given to enable specified Staff members to make financial or other commitments which enable the efficient operation of the business.

Staff - is defined as current Pushpay Directors and Pushpay Group employees.

Subsidiary businesses are included in the Pushpay Group definition unless specifically referred to as a subsidiary business.

Our Commitments

Sustainable thinking and actions are embedded throughout our business and in our day-to-day operations. For Pushpay this means:

- being a good employer and treating our people fairly, with respect and valuing their diversity;
- promoting and improving health, safety and wellbeing for all our stakeholders;
- a conscious effort to reduce our resource use and carbon emissions;
- setting sustainability objectives and targets and measuring performance for reporting;
- integrating sustainability into our innovation and product design thinking and processes;
- commitment to helping enable social good and supporting local communities where we operate; and
- compliance with relevant legal and statutory requirement.

Duties and responsibilities

The Board acts as custodian for Pushpay's sustainability strategy and commitments.

Management is responsible for assessing, actioning and driving environmental, social and governance (ESG) issues, reviewing performance and considering Pushpay's long term strategy on sustainability initiatives.

Management will report regularly to the Board on sustainability activities across the business and report on progress.

Pushpay will provide disclosure in its Annual Report on non-financial matters that the Board considers relevant, including reporting on material exposure to environmental, economic and social sustainability risks.

Review and approval

This Policy will be reviewed annually. The Board has delegated responsibility to the CFO to make recommendations on any changes to the Board for its review, approval and adoption.