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Adsure Services PLC

B Corporation Certification

Adsure Services PLC ("**Adsure**"), the holding company for TIAA Ltd (together, "**the Group**"), a specialist business assurance provider, is pleased to announce TIAA Ltd has received certification as a B Corporation ("B Corp"), joining a growing movement of companies reinventing business for the benefit of all people and our shared planet.

Verified by B Lab, the not-for-profit organisation behind the B Corp movement, the achievement demonstrates that TIAA Ltd meets high standards of social and environmental performance, transparency, and accountability alongside a commitment to goals beyond shareholder value.

B Corp Certification assesses the entirety of a business' operations and currently covers five main impact areas: Governance, Workers, Community, Environment and Customers. The certification process is rigorous, with companies required to reach a score of 80 points in the B Impact Assessment while providing evidence of responsible practices relating to energy supplies, waste and water use, worker compensation, diversity, and corporate transparency. A business must also legally embedded their commitment to purpose as well as profit in their company articles.

TIAA Ltd is now part of a growing community of over 8,000 businesses globally that have certified as B Corps. The B Corp community in the UK is one of the largest and fastest-growing in the world, with over 1,700 companies spanning a range of different industries and sizes.

Kevin Limn, Chief Executive Office of Adsure Service PLC, says:

"We are delighted to be joining the B Corp community. To be part of a growing network of businesses seeking to make a positive impact, is an honour. It is great news for our staff, customers, and shareholders, validating the great work our teams do to support our clients in providing public services of the highest quality. We want to make a difference in all that we do and will utilise this certification to enable us to expand our reach to do more."

Chris Turner, executive director of B Lab UK, says:

"We are pleased to have B Corps of all shapes and sizes as part of our community - from startups to multinationals and across many different industries. Business is a powerful force and B Corps demonstrate that positive impact is possible in any sector. Welcoming TIAA Ltd is an exciting moment for the Business Assurance industry. B Lab UK and the rest of the B Corp community are really pleased that TIAA Ltd is paving the way for a new way of doing things."

Adsure Services PLC

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ABOUT ADSURE

Adsure Services PLC is the holding company for TIAA Ltd, a specialist in providing dynamic support to organisations in navigating the complex world of strategic risks.

Adsure Services' portfolio of advisory and assurance services is tailored to align with key economic risks impacting the business world. Through its wholly-owned subsidiary, TIAA ltd, Adsure Services provides internal audit, anti-crime, security management, IT audit, cyber assurance and advisory services.

About B Lab: B Lab is transforming the global economy to benefit all people, communities, and the planet. A leader in economic systems change, our global network creates standards, policies, tools, and programs for business, and we certify companies - known as B Corps - who are leading the way. To date, our community includes 730,000 workers in over 8,000 B Corps across 95 countries and 162 industries. More than 280,000 companies manage their impact with the B Impact Assessment and the SDG Action Manager. B Lab has created and led efforts to pass over 50 corporate statutes globally that enable stakeholder governance, with over 10,000 companies using the legal framework. To learn more and join the movement, visit www.bcorporation.net.

About B Lab UK: As part of this global non-profit network, B Lab UK's purpose is to redefine success in business through building a community of engaged businesses, raising awareness of the B Corp movement and influencing change in the UK economy. Find out more.

About B Corp Certification: B Corp Certification doesn't just evaluate a product or service, it assesses the overall social and environmental impact of the company that stands behind it. To achieve B Corp Certification, a company must meet a score of at least 80 points on the B Impact Assessment, an evaluation of a company's positive impact, and pass a risk review, an evaluation of a company's negative impact; change their corporate governance structure to be accountable to all stakeholders, not just shareholders; and exhibit transparency by allowing information about their B Corp Certification performance to be publicly available on their B Corp profile on B Lab's website. B Corps recertify every three years and once certified, are expected to increase their score over time as they progress towards becoming more equitable, inclusive and regenerative businesses.

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