



coinify

TABLE OF CONTENT

Communication on Progress (COP)

Period covered: May 2021 to April 2022



1	TABLE OF CONTENT	11	PEOPLE
2	FOREWORD	12	GENDER EQUALITY AND DIVERSITY
3	ABOUT		- Gender representation
5	INDUSTRY		- Gender diversity in management
6	2021 HIGHLIGHTS	13	EMPLOYEES AND NATIONALITY
	- Voyager acquisition		- Employee turnover ration
7	ANTI-CORRUPTION		- Employee nationality
	- Whistleblower cases		- Education
	- Employees certified in AML		- Governance data
9-10	MEASUREMENT OF OUTCOME		
	- Global coverage in 2021		

A WORD FROM OUR MANAGING DIRECTOR



To our stakeholders

I am pleased to express, on behalf of Coinify, our continued support for the United Nations Global Compact and its Ten Principles on human rights, labour, environment and anticorruption.

We continue to be committed to making the UN Global Compact and its Ten Principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects that advance the broader development goals of the United Nations, particularly the Sustainable Development Goals (SDGs). Coinify's purpose is to prepare for a better future, which is supported by our commitment to improve gender equality and help build global financial infrastructure.

This year we have seen many changes to our business - both due to the continued Covid-19 challenges but also due to the sale of Coinify which meant instating a new Coinify board of directors. We managed to successfully and significantly grow our business in 2021 and additionally start the integration of our business with the Voyager team. We believe the merger of the two companies will enable us to deliver an even stronger infrastructure offering and leverage innovation between the two talented and skilled teams.

We have an opportunity to rebuild our societies to be more inclusive, more sustainable and more resilient, and finally close the digital divide. We are committed to playing our part in shaping the future.

Rikke Stær, Managing Director



ABOUT COINIFY

Coinify is a global virtual currency player offering two-way virtual currency conversion services for businesses and individuals. Incorporated in 2014 and headquartered in Denmark and since 2021 owned by US-based company Voyager Invest.

The Coinify Payment Suite is a collection of payment products catering to the needs of both online and physical businesses and partners that are looking to integrate with virtual currency payments. Companies can optimise their payment services by integrating the various products we offer, which include innovative invoicing, deposit, and withdrawal options; as well as the acceptance of virtual currencies for their daily business activities. Our profile of customers include merchants, payment service providers, financial institutions, retail stores, wallet providers and more.

myCoinify is Coinify's trade platform for private individuals that enables them to buy the most popular virtual currencies with either card or bank transfer and to sell them for the local currency of their choice.

The Coinify team has a strong background in payments, finance, risk, e-commerce, and compliance, along with experience working with digital currencies since 2010.

We actively work alongside regulatory bodies and financial institutions to provide a strong, compliant service that adheres to the standards of the industry.

To learn more, visit our newsroom or follow us on our Social Media platforms.

INDUSTRY

Blockchain constitutes a fundamentally new view of financial infrastructure. Decentralization helps to bank the unbanked, highlighted by the increasing number of remittances being sent through crypto currencies.

In order to further drive the adoption of this financial innovation, owners of crypto currencies should also be able to use them in their daily lives by spending it on products and services they require. Coinify Payments is an innovation to financial infrastructure, allowing merchants to accept cryptocurrencies for their products and services.

The solution allows merchants to accept cryptocurrency without holding any themselves or having to understand the technical foundations of Blockchain technology. Coinify processes the payment by accepting the virtual currency. Clients can then choose whether Coinify should convert the funds to the preferred local currency and paying it out or paying it out as virtual assets directly.

A payments solution allows for additional integration of crypto currencies into the world's financial infrastructure.



Voyager acquires Coinify

As demand continues to grow for crypto investors to make payments with digital assets, \$1.9 billion trading platform Voyager Digital Ltd. is making a big push into the space and the publicly-listed firm acquired Coinify in a \$85 million deal.

“We think payments is the next frontier,” Stephen Ehrlich, CEO and Co-founder of Voyager.

Over the next year, Voyager plans to integrate its systems with Coinify’s payment processing platform to enable customers to make payments directly from their digital asset accounts, cutting out the fees associated with traditional payment infrastructures or on-chain transactions. As part of the acquisition deal, Coinify shareholders received 5,100,000 of newly issued shares of Voyager common stock and \$15 million in cash.

As of November Voyager Integrated the Voyager token (VGX) into Coinify’s Global Crypto Payment Platform. The integration of VGX into Coinify’s crypto payment platform expands the functionality of the Voyager token well beyond the Voyager ecosystem, continuing to implement additional ways to maximize this infrastructure to grow crypto adoption internationally.

Highlights from 2021

2021 was a busy year for Coinify. We have seen unprecedented volumes and prices in virtual assets and have adjusted our processes and compliance to match the demand, while keeping our products safe and fully in line with regulation and law.

For our existing trade and merchant payment solutions we improved our products and grew our client portfolio to further pursue our vision of enabling financial innovation adoption through safe and simple services on our platform.

Furthermore, we developed a solution for corporate clients through which they can invest in more than 20+ cryptocurrencies to grow their business. We also launched a debit card solution, which allows our clients to spend their cryptocurrencies.

In terms of our corporate structure, Coinify was acquired to 100% by the US-based company Voyager Invest. We believe that this acquisition was in the best interest of our shareholders, employees and clients, as Voyagers reach over the US market will allow us to operate more globally and to expand our ecosystem.



Anti-Corruption

We undertake careful and proper due diligence of our new business partners and screen them according to the financial regulations and UNGC's principles.

To make sure we carry out proper due diligence, all employees take a mandatory Anti-bribery and anti-corruption (AML) training course. These courses are reviewed annually by our MLRO. We further have training in the following areas: GDPR, Whistleblower, Cyber Security, Social Media and Insider Trading.

The Compliance team is responsible for making sure all employees have taken the training. Furthermore the Compliance does company wide training in Coinify two times per year to refresh the course contents for all employees.

“Social Media” and “Insider Trading” are new training courses related to our North-American owner Voyager. They are a publicly listed company which means that all employees must also undergo this training.



Count of whistleblower cases

Year	2018	2019	2020	2021	2022
Amount	0	0	0	0	0 YTD

Employees completed AML training

Year	2018	2019	2020	2021	2022
Amount	100%	100%	100%	100%	100%



Measurement of outcome

In 2021 Coinify served customers from 164 countries with our trade solution and 178 countries with our payments solution.



In 2022 we expect to continue our focus on nations with substandards in financial infrastructure and explore further the promise of decentralization of financial services, while respecting international regulations and sanctions.



PEOPLE

A committed and engaged workforce brings many benefits to all stakeholders in the company.

This commitment is also necessary to follow our values of inclusion, trust, agility and accountability. We further believe that employee engagement directly correlates with good results for our customers.

At Coinify we measure our employee engagement through an employee survey or APV each year. Our surveys cover general wellbeing, workplace satisfaction and current topics like Covid, the impact of not coming to the office and the new situation after our merger etc.

We always want to give all our employees the opportunity to contribute with their ideas and opinions and use the insights to build better communication, career and health programs. Once again we are happy to see that our engagement rate and loyalty has gone up even through a period with changing times for Coinify.



Gender Equality and Workforce diversity

Full time workforce

Our full time workforce grew significantly in 2021 to meet additional demand in operations, compliance, support as well as to continue to improve all of our products.

We also have a workforce of 7 part-time employees including student workers at Coinify.

2019 **37 average FTE**

2020 **29 average FTE**

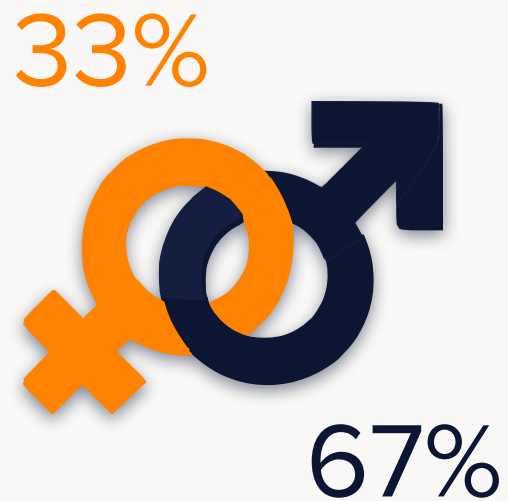
2021 **44 average FTE**

Gender Representation (men and women)

A balanced workforce has been a core value for Coinify since the company was founded.

Following a range of new hires last year, our ratio tilted towards a split of 67/33%. Our target remains at reaching a 50/50% split or as closely as possible.

We pursue this goal through an agreement to make sure that both male and female candidates are reviewed and interviewed for each open position. Our 2021 numbers and the shift in the ratio reflects that developer positions attract extremely few and sometimes no female candidates. This is something we will look to understand better in 2022.



Gender diversity in Management

Just as it is important to understand gender split across the organization Coinify is also committed to reflecting an equal split at all levels and departments within the organization. The management gender split in 2020 was at 20/80% and our ambition was to increase this. In 2021 we still saw a 20/80% split for the extended management team and will work on a more equal ratio in the future.

Employee Turnover ratio

Coinify managed to bring down the employee turnover from almost 60% in 2019 and 30% in 2020 to only 3% in 2021.

This is a great improvement and means that we keep the churn of employees at a manageable stage.

Employee nationality

	2018	2019	2020	2021
Danish	60%	50%	40%	48%
Non - Danish	40%	50%	60%	52%



Employee survey

Would you recommend a friend to work at Coinify?

The answer is yes! From 2020 to 2021 the amount of people who would recommend a friend to work at Coinify went from 78% to 86% and stayed at a stable 86% when asked again in 2022.

When it comes to working conditions, the numbers are equally high; progressing from 96% in 2021 to 97% in 2022 when asked if they feel they get the necessary information to solve daily tasks.

When questioned if they get sufficient support from their colleagues it went from 93% in 2021 to 97% in 2022. Satisfaction with workload or time pressure went from only 54% in 2021 to an incredible 87% in 2022.

Education

Coinify continues to focus on the development of our employees and we are in the process of creating new development programs for Coinify in order to build up new talent within the organization and make sure that employees have a chance to continue their learning progress.

Furthermore, we introduced team sessions regarding various topics within the financial and cryptocurrency industry such as how we can link sustainability to virtual assets and what non-fungible tokens are.

We have also hosted sessions to refresh employees on processes that they may not be in regular contact with, such as how liquidity works in Coinify.

