1792 EXCHANGE

REPAY Realtime Electronic Payments

Repay Holdings

Locations: Georgia (HQ)
Industries: Diversified Financials

RISK LEVEL:

Lower Risk

DESCRIPTION:

Repay Holdings is Lower Risk. The company does not yield to political activism in shaping corporate governance, preventing initiatives that potentially alienate consumers, divide employees, and harm shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Overall, Repay Holdings does not embrace corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach protects free exercise, free speech, and free enterprise.

Corporate Weaponization

Has canceled customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. — **Lower Risk**

Repay Holdings has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (1)(2).

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. — **Lower Risk**

Repay does not appear to discriminate against charitable organizations based on views or beliefs (1)(2).

Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. — **High Risk**

Repay requires its employees to take diversity and inclusion training annually. Repay appears to prioritize diversity over merit in its hiring process. From its 2023 Corporate Sustainability Report: "Our talent acquisition team continues to identify opportunities to partner with diverse higher education programs and increase diversity hiring across departments" (1). The company does not provide viewpoint protections for its employees (2)(3).

Corporate Governance and Public Policy

Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. — **Medium Risk**

Repay supports ESG within its business practices, employing a Sustainability Working Group (1). Otherwise, there are no publicly *known cases of Repay using its reputation to advance ideological causes or policies (2).*

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression.	**Lower Risk**

Repay has not used corporate funds to advance ideological causes, organizations, or policies (1).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes.	**N/A**

Repay does not operate a PAC or engage in lobbying at this time (1)(2)(3).
