

## Score Aggregation Methodology & Brand List

### Payactiv, Inc. 2025

As the B Corporation Certification is a company-level certification, the assessment of a Parent Company is required to include its subsidiaries in which it owns >50% of the shares and has a controlling interest. Depending on the operations of the certifying company, Parent Companies may roll up their subsidiaries into a single assessment or assess separately.

Regardless of whether a Certified Parent Company's subsidiaries are assessed together or separately, only distinct subsidiaries that B Lab has determined independently meet the performance requirement for certification (i.e. score of 80+ points) are eligible to use the Certified B Corporation logo and refer to themselves as Certified B Corporations.

#### Aggregated Scoring Methodology

Payactiv, Inc. and its subsidiary/ies were required to be assessed in the B Impact Assessment and undergo a review by B Lab staff. The entities were divided into two assessments, and the overall score was calculated using a weighted average based on headcount.

The assessments are as follows:

##### Assessment 1 - 'Payactiv, Inc.'

1. Payactiv, Inc.
2. Payactiv Canada

##### Assessment 2 - 'Payactiv SDS IT'

1. Payactiv SDS IT

Based on the weighted average, Payactiv, Inc. scored an overall 80.5 out of 200 total available points. The minimum verified score required for B Corp Certification is 80.

The table below shows the scores for the individual assessments:

Legal entity/Company name	BIA Score
Assessment 1 - 'Payactiv, Inc.'	102.9

Assessment 2 - 'Payactiv SDS IT'	74.7
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## Brands

Brands that are not distinct operating subsidiaries included in the Parent Company's certification are not Certified B Corporations themselves but may use the Certified B Corporation logo if B Lab has determined they have independently met the performance requirement for certification. Otherwise, the Certified B Corporation logo shall only be used in reference to the brand as part of the Parent Company's certification. For a list of brands under "Payactiv, Inc." that have been determined to have independently met the performance standards for certification (i.e. score of 80+ points) and can therefore use the B Corp IP. A separate brand review was conducted on "Payactiv SDS IT" and this entity cannot use the B Corp IP because it did not meet the minimum required score.