

First Advantage Corporate Responsibility & Sustainability Policy

First Advantage Corporation (“First Advantage,” “Company,” “we,” or “our”) believes its commitment to the principles of Corporate Responsibility & Sustainability (CRS) should be powered by our deep understanding and appreciation of our global workforce, align with our corporate mission and values, and make good business sense. People are at the heart of everything we do at First Advantage. We believe our expertise in human capital drives our growth and is essential to our ongoing success.

At First Advantage, we strive to deliver a superior customer experience while leveraging leading technology, automation, analytics, and our extensive global capabilities, all supported by our vast employee base. We are committed to continuing to be recognized as an outstanding employer that sustainably fosters and celebrates talent while we act deliberately and mindfully to support our customers in their workforce growth. We believe in the fair treatment of everyone and are steadfast in our commitment to equal employment opportunity. At First Advantage and throughout our supply chain, we prohibit harassment, discrimination, violence, and retaliation of any kind.

This CRS policy is intended to guide employee behavior by articulating our Company values, commitments, initiatives, and goals relating to the CRS topics discussed herein. This policy sets standards that go beyond mere compliance with the law. Employees should apply this policy in conjunction with our other policies and procedures, some of which set more detailed restrictions and requirements relating to the topics addressed in this policy.

In developing our strategy and setting out our policy, we aim to deliver continuous improvements in our sustainability performance year over year. As a result, our approach will continue to evolve. The following principles will guide our responsibility and sustainability efforts:

- As a Company with a distributed workforce model, our goal is to reduce the impact and maximize the benefits that our work has on the environment and people around us and to embed these values into our corporate culture, strategy, and objectives.
- To integrate responsibility and sustainability into our business decisions as a global software and data company and to encourage our business partners to do the same.
- To comply with and exceed, where practicable, all applicable legislation, regulations, and codes of practice, especially in the areas of human rights and data security.
- To review, regularly report, and continually strive to improve our CRS performance.

The development and implementation of this policy is the responsibility of the Corporate Responsibility and Sustainability Board Sub-Committee.

EMPLOYEES

Benefits and Workplace Wellness

As a global software and data company, First Advantage understands that its employees are the heart of the Company. Operating with a distributed workforce model, First Advantage prioritizes employee engagement, satisfaction, and overall well-being. First Advantage provides corporate wellness initiatives and supports employees by offering flexible schedules and programs focused on mindfulness and health. Employee benefits are designed to meet the needs of our diverse workforce and may differ by region. The examples below illustrate the types of benefits and workplace wellness initiatives we offer to champion our employees' journey to mental and physical health and wellness:

Benefits:

- Comprehensive healthcare for associates, their spouses/domestic partners, and families
- Collaborating with local partners across the globe to deliver offerings such as Employee Assistance Programs, telemedicine, sponsored vaccinations, and support for work-life services
- Continually working with healthcare experts to evaluate our Health & Wellness global benefit options; and
- Offering employee-driven benefits, including virtual workout events and a free virtual library of meditation, breathwork, and workout classes through the Health Matters program

Compensation:

- Contributions to qualified retirement accounts R
- Employee Stock Purchase Plan in U.S., U.K., & India
- Transit Reimbursement Program
- Shopping Discount Program

Education:

- Tuition reimbursement
- Broad range of learning and development resources

Time Off:

- Paid holidays
- Parental Leave
- Paid time off to volunteer (Volunteer Time Off)

Occupational Health & Safety

First Advantage is committed to providing a safe and healthy working environment. In furtherance of this commitment, we have implemented policies, procedures, and employee awareness training to prevent workplace accidents and incidents in accordance with industry standards and local laws.

Culture and Values-Based Belonging

First Advantage is committed to fostering a workplace where employees are treated with dignity and respect and where everyone can contribute, grow, and succeed. We strive to create an environment that promotes values-based belonging, collaboration, and equal opportunity while drawing on a wide range of experiences and viewpoints.

With a large global footprint, the First Advantage team is inherently diverse. Our goal is to maintain a culture that provides opportunity based on merit and celebrate everyone. Every employee should feel empowered to implement change and ensure that everyone feels included.

We believe that attracting and retaining talented individuals with a broad range of experiences and perspectives helps drive innovation, creativity, and strong relationships with customers and the communities we serve. By planning and executing prioritized strategies with our employees and customers, we can make self-sustaining changes and have a lasting impact on our business culture. We seek to create an environment where people can be their authentic selves in alignment with our company values.

Our 4-Part Approach to Culture and Values-Based Belonging

Through multiple focus groups and with the ongoing support of third-party consultation, we are executing a plan to meaningfully advance culture and values-based belonging through a focus on: Education, Culture, Geographic Expansion, and People, Processes, and Systems.

1. **Education:** We provide learning and development opportunities that help employees strengthen leadership capabilities, professional skills, collaboration, value-based behaviors, and understanding of our values and workplace expectations.
2. **Culture:** We strive to cultivate a workplace where employees feel respected, valued, included, and connected. We encourage open dialogue, active listening, and constructive feedback and seek to foster a culture where individuals can contribute authentically and perform at their best.
3. **Geographic Expansion:** We understand that diversity extends beyond individual identities and encompasses different regions, markets, and communities. As we expand our operations geographically, we embrace the opportunity to engage with diverse talent pools, customers, and stakeholders. We adapt our culture and values-based belonging strategies to specific local contexts. By bringing together talent from around the world, we cultivate a rich exchange of perspectives and ideas that strengthen innovation and creativity.
4. **People, Processes, and Systems:** To drive meaningful change, we integrate culture and values-based belonging into our people, processes, and systems. We strive to attract, recruit, develop, and retain talented employees from a broad range of backgrounds and experiences and are committed to providing equal employment opportunities in accordance with applicable law. We seek to

promote fair and objective employment practices throughout the employee lifecycle. We regularly review our people's practices and processes to identify and promote fairness, consistency, and equal opportunity, and compliance with applicable law throughout the employee lifecycle. Our systems and technologies are designed to support and track our initiatives, allowing us to measure progress, identify areas for improvement, and hold ourselves accountable.

Employee-led Initiatives

First Advantage recognizes and values the diverse backgrounds, perspectives, and experiences of our employees and supports employee-led initiatives. These initiatives foster connection, support learning and professional growth, and contribute to individual and organizational success. Participation in these initiatives is open to all employees.

First Advantage periodically evaluates its culture, values, and employee-led initiatives through employee feedback, leadership input, and governance processes. Our approach continues to evolve as we seek to strengthen employee engagement, organizational culture, and workplace effectiveness across our global workforce.

Freedom of Association

The Company's stance on Freedom of Association can be [viewed here](#).

All employees are informed of their rights in the Global Code of Conduct, which is signed by each employee, including management and executive leadership, upon hire and on an annual basis.

CYBERSECURITY

At First Advantage, protecting personal data, maintaining information security, and safeguarding the systems that support our business are fundamental to maintaining the trust of our employees, customers, shareholders, communities, and other stakeholders. As a global software and data company, we recognize the responsibility associated with handling sensitive information and operating in an increasingly complex digital and regulatory environment. We are committed to maintaining strong data privacy and cybersecurity practices that support responsible data handling, regulatory compliance, operational resilience, and the protection of information across our global operations.

Our information security framework incorporates a range of controls and monitoring processes designed to help prevent, detect, and respond to cybersecurity threats. We leverage just-in-time privileged access escalation, requiring administrative access to be time-bound, logged, and approved. Data is encrypted both at rest and in transit to support confidentiality across environments. Real-time monitoring further strengthens these efforts, with a dedicated threat management function monitoring security events 24/7 through a combination of automated tools

and dedicated security analysts. We also require multi-factor authentication and apply access controls to protect sign-ins across systems. To continuously assess and improve our cybersecurity posture, we conduct phishing simulations and penetration testing focused on ransomware threats. Our operational processes are also regularly evaluated through annual internal reviews and customer audits designed to support alignment with evolving security expectations and operational best practices.

Additionally, we engage external assessors, consultants, and auditors to support cybersecurity risk identification, regulatory compliance efforts, and implementation of leading security practices. Vendor contracts include defined information security requirements aligned with our standards, and we conduct periodic evaluations to support vendor compliance, including protocols requiring timely notification of cybersecurity threats and critical incidents.

Oversight of cybersecurity and information security is led by our Chief Information Security Officer. The Audit Committee of the Board of Directors receives regular reports from our Chief Information Security Officer and Chief Product and Technology Officer regarding the cybersecurity control environment.

RESPONSIBLE USE OF AI

First Advantage recognizes that AI presents opportunities to enhance efficiency, innovation, and the customer experience. We also recognize that responsible deployment of AI is critical to maintain trust with employees, customers, shareholders, regulators, and candidates. Oversight of our AI governance program is provided through our Artificial Intelligence Steering Committee, a cross-functional body that oversees the responsible evaluation, deployment, and governance of AI technologies across the organization. All AI initiatives, including proof-of-concept activities and the use of internally developed or third-party AI systems are subject to formal review through both the Architecture Review Board and the AI Steering Committee.

COMMUNITY

First Advantage recognizes that people who are aligned with their workplace's values are more productive than people who do not. They are also healthier, more resilient, and more likely to stay at the company. Moreover, when employees feel that their purpose is aligned with the organization's goals, the benefits expand to include stronger employee engagement, heightened loyalty, and a greater willingness to recommend the company to others. To foster this at First Advantage, we have developed a program called FA Cares.

FA Cares Mission Statement

The FA Cares global mission is to strengthen the communities we live and work in through volunteerism and philanthropy. Our program serves as a catalyst for our employees to engage

meaningfully with the world around them. We strive to foster a culture of compassion, collaboration, and commitment to social responsibility. Through our FA Cares Program, we aim to inspire and mobilize our employees to actively contribute their time, skills, and resources to address the critical needs of our communities.

Corporate Volunteerism

We recognize the value of volunteering and its positive impact on society. Through our FA Cares program, we encourage employees to participate in corporate volunteering measures to support the communities in which we operate. All eligible employees are provided with paid time off each year to support charitable causes and community initiatives. Annually full-time employees receive up to 8 hours of paid Volunteer Time Off (VTO), while part-time employees receive up to 4 hours. Employees may use VTO to participate in volunteer activities with charitable organizations of their choice, local community organizations, First Advantage-sponsored events, FA Cares initiatives, or other employee-led volunteer efforts. The program is designed to allow employees paid time off to volunteer for causes that are meaningful to them while making a positive impact in their communities.

ETHICS AND HUMAN RIGHTS

First Advantage recognizes its responsibility as a global corporate citizen to give back to and produce an enduring, positive impact on the communities in which we operate. We each have an obligation to do what's right, and that requires compliance with more than laws and regulations. This commitment to ethical behavior encompasses everything from ensuring the dignified treatment of employees without discrimination to establishing solid corporate governance. These principles are memorialized in a variety of policies, some of which are described below. A violation of any of these policies and procedures is considered misconduct and appropriate disciplinary procedures, up to and including termination, will be initiated.

Anti-Slavery Transparency Statement

First Advantage is opposed to all forms of human trafficking, slavery, servitude, forced or compulsory labor, and all other trafficking-related activities. We are committed to fully complying with all applicable international human rights standards, labor and employment laws, rules, and regulations, and to working to mitigate the risks of modern slavery and human trafficking in our business operations and supply chains. Our current Anti-Slavery Transparency Statement can be [viewed here](#).

First Advantage has also established a Supplier Code of Business Conduct (discussed in greater detail below) by which we require our suppliers to maintain a workplace that is free from forced, bonded, indentured or involuntary labor. In addition, every new supplier is vetted through our

Supplier Relationship Management Program process, which requires all prospective suppliers to agree to the prohibitions against using forced labor.

Global Code of Conduct and Ethics

The quality of First Advantage's services and operations affects our reputation, productivity, profitability, and market position. Our objective is to create a work environment that allows and encourages all directors, officers, and employees to perform their duties in an efficient, ethical, and effective manner. Compliance with Global Code of Conduct and Ethics provisions is an essential condition of directorship or employment at First Advantage. In the case of the Company's non-employee directors, compliance with the Global Code of Conduct and Ethics is subject to the provisions of the Company's amended and restated certificate of incorporation, amended and restated bylaws, and any stockholder agreements with the Company. Our current Global Code of Conduct of Ethics can be [viewed here](#).

Anti-Bribery and Anti-Corruption

Our global strength is the foundation for a corporate culture of professional integrity and respect. We are committed to engaging in professional responsibility for our employees, customers, and investors through our mission statement, codes of ethics, and policies.

Fraud prevention and control is the responsibility of all employees, suppliers and contractors, not just a few individuals or departments within First Advantage. Each member of the management team is familiar with the relevant types of improprieties that might occur within their area of responsibility and is alert for any indication of irregularity. First Advantage maintains strict policies on security access and privacy guidelines.

First Advantage has also established a whistleblower mechanism for confidential and anonymous submission of concerns through an independent third party. There are several channels through which all employees, directors, officers, suppliers or other third parties may report their concerns.

ENVIRONMENTAL

As a global company, we are keenly aware of the impact that corporate operations can have on the surrounding environment. Our distributed workforce model reduces our facilities footprint, while optimizing our global reach, and we are systematically seeking ways to manage, reduce, and positively influence our environmental impact. Using a sustainable mindset, we are consulting with third party sustainability experts to determine our global resource footprint and identify any significant environmental impacts resulting from our operations. We do not have a vehicle fleet or significant direct fuel consumption, which also mitigates our impact on the environment.

RESPONSIBLE SUPPLY CHAIN MANAGEMENT

Supplier Code of Business Conduct

First Advantage is committed to maintaining the highest standards among our suppliers. In furtherance of this commitment, we subject all new suppliers to a comprehensive screening process prior to onboarding. First Advantage requires all suppliers to comply with First Advantage's Code of Business Conduct, which addresses ethical employment practices. These ethical practices include, but are not limited to anti-slavery transparency, human rights, health and safety, and the protection of the environment.

Supplier Health & Safety

First Advantage encourages its suppliers to minimize work-related injury and illness and provide a safe, healthy, and hygienic work environment for its employees. First Advantage's suppliers must establish procedures and systems to manage, track, and report occupational injury and illness.

Supplier Environmental Impact

As outlined in our Code of Business Conduct, First Advantage encourages its suppliers to progressively reduce the environmental impact of their operations. First Advantage suppliers must also comply with all applicable environmental laws, regulations, and standards, such as requirements regarding chemical and waste management and disposal, recycling, industrial wastewater treatment and discharge, air emissions controls, environmental permits, and environmental reporting.