2025 Global Impact Report

Table of Contents

Introduction

A Message from our CEO

To our Customers, Employees, Investors, and Partners,

At First Advantage, trust is at the center of everything we do. It shapes how we serve our customers, support candidates, collaborate with one another, and operate as a global organization. In an increasingly digital and fast-moving world, earning and maintaining trust requires transparency, accountability, responsible innovation, and a commitment to doing the right thing every day.

As a global software and data company providing comprehensive, end-to-end identity solutions, criminal background screening, credential verifications, drug and health screening, and continuous risk monitoring, we recognize the important role we play in helping organizations build trusted workforces and make informed hiring decisions. Throughout 2025, we continued investing in technology, automation, and artificial intelligence ("AI")-enabled capabilities to help organizations hire with confidence and manage risk across the entire employee lifecycle. In 2025, we were proud to be named **one of Newsweek's World's Most Trustworthy Companies**, reflecting the trust our customers, employees, investors, and partners place in us every day.

Trust also continued to guide how we strengthened and unified our organization following the acquisition of Sterling Check Corp. ("Sterling") in October 2024. We have since continued integrating our operations, technologies, and teams while building a stronger foundation for long-term growth, innovation, and operational excellence. We remained focused on fostering transparency, communication, and connection throughout this process. An important milestone in this journey was the introduction of First Advantage's refreshed core values — authenticity, curiosity, integrity, teamwork, and being customer-inspired — developed through extensive employee feedback and collaboration across our global organization. These efforts were recognized with a **2025 Merit Award for Marketing & Communications**, in which First Advantage was honored with a gold medal in the Internal Communications category for our employee communication and engagement efforts supporting the Sterling integration.

Transparency and accountability remain central to how we approach sustainability and governance. This year marks our fifth annual Global Impact Report, reflecting our continued commitment to transparency across our sustainability priorities. We continued strengthening our greenhouse gas ("GHG") inventory and climate-related risk management processes to enhance our reporting, while also advancing employee engagement and leadership development initiatives, data privacy and cybersecurity practices, responsible AI governance, and responsible supply chain management. As expectations around sustainability disclosure evolve, we work to continuously improve the data, governance, and processes that support reporting.

> As we look ahead, we remain focused on creating long-term value through innovation, operational excellence, and responsible business practices.

We believe our continued focus on technology, people, and governance positions First Advantage to meet the evolving needs of our customers while strengthening trust and resilience across our business.

To our customers, employees, investors, and partners, thank you for your continued trust, collaboration, and support. Together, we are building a stronger, more connected, and more innovative First Advantage.

Sincerely,

Scott Staples
Chief Executive Officer
First Advantage Corporation

About this Report

First Advantage is proud to publish our 2025 Global Impact Report ("Report"), reflecting our ongoing commitment to responsible business practices, transparency, and long-term value creation. Published annually, this Report highlights our approach to managing sustainability-related priorities across environmental, social, and governance topics while supporting continued growth, innovation, and operational efficiency. It also showcases the progress we are making to create a positive impact for our customers, employees, shareholders, and communities.

For questions or additional information regarding this Report, please contact FACommunications@fadv.com

Unless otherwise noted, this Report covers First Advantage Corporation's calendar year 2025 activities (Jan. 1, 2025 – Dec. 31, 2025) and includes information pertaining to all First Advantage operations. We prepared this report in alignment with the Sustainability Accounting Standards Board ("SASB") Standards for our industry and the recommendations of the Task Force on Climate-related Financial Disclosures ("TCFD").[1] This Report also outlines our contributions to the United Nations Sustainable Development Goals ("SDGs"), affirming our alignment with key global sustainability priorities.

1. The recommendations of the Task Force on Climate-related Financial Disclosures ("TCFD") were incorporated into the IFRS Foundation following the International Sustainability Standards Board's ("ISSB") assumption of responsibility for the TCFD framework in 2024. The climate-related disclosures in this Report are prepared with reference to the TCFD Recommendations only and should not be interpreted as a claim of compliance with, or reporting in accordance with, the ISSB Standards.

Disclaimers

Forward-Looking Statements

This Report contains "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995. These forward-looking statements reflect our current views with respect to, among other things, our operations, financial performance, and the sustainability matters relevant to our business, brand, and reputation. Forward-looking statements include all statements that are not historical facts.

In some cases, you can identify these forward-looking statements by the use of words such as "anticipate," "assume," "believe," "continue," "could," "estimate," "expect," "intend," "may," "plan," "potential," "predict," "project," "future," "will," "seek," "foreseeable," "target," "guidance," the negative version of these words, or similar terms and phrases. These forward-looking statements are subject to various risks, uncertainties, assumptions, or changes in circumstances that are difficult to predict or quantify. Such risks and uncertainties include, but are not limited to, the following: negative changes in external events beyond our control, including our customers' onboarding volumes, economic drivers which are sensitive to macroeconomic cycles, such as interest rate volatility and inflation, geopolitical unrest, global trade disputes, and uncertainty in financial markets; our operations in a highly regulated industry and the fact that we are subject to numerous and evolving laws and regulations, including with respect to personal data, data security, and AI, among others; inability to identify and successfully implement our growth strategies on a timely basis or at all; liability and legal or regulatory proceedings, which could be costly and time-consuming to defend and may not be fully covered by insurance; international business risks; the continued integration of our platforms and solutions with human resource providers such as applicant tracking systems and human capital management systems as well as our relationships with such human resource providers; our ability to obtain, maintain, protect and enforce our intellectual property and other proprietary information; disruptions, outages, or other errors with our technology and network infrastructure, including our data centers, servers, and third-party cloud and internet providers and our migration to the cloud; our ability to raise additional capital to fund our operations, and limitations on our ability to react to changes in the economy or our industry and to meeting our obligations due to our indebtedness; the failure to realize the expected benefits of our acquisition of Sterling Check Corp.; and control by our Sponsor, Silver Lake Group, L.L.C. ("Silver Lake", together with its affiliates, successors, and assignees), and conflict with our interests or those of our stockholders.

For additional information on these and other factors that could cause First Advantage's actual results to differ materially from expected results, please see our Annual Report on Form 10-K for the year ended Dec. 31, 2025, filed with the Securities and Exchange Commission (the "SEC"), as such factors may be updated from time to time in our filings with the SEC, which are or will be accessible on the SEC's website at **www.sec.gov**. The forward-looking statements included in this Report are made only as of the date of this Report, and we undertake no obligation to publicly update or review any forward-looking statement, whether as a result of new information, future developments, or otherwise, except as required by law.

Non-GAAP Financial Information

This Report contains "non-GAAP financial measures" that are financial measures that either exclude or include amounts that are not excluded or included in the most directly comparable measures calculated and presented in accordance with Generally Accepted Accounting Principles ("GAAP") in the United States. Specifically, we make use of the non-GAAP financial measures "Adjusted EBITDA" and "Adjusted EBITDA Margin."

Adjusted EBITDA and Adjusted EBITDA Margin have been presented in this Report as supplemental measures of financial performance that are not required by or presented in accordance with GAAP because we believe they assist investors and analysts in comparing our operating performance across reporting periods on a consistent basis by excluding items that we do not believe are indicative of our core operating performance. Management believes these non-GAAP measures are useful to investors in highlighting trends in our operating performance, while other measures can differ significantly depending on long-term strategic decisions regarding capital structure, the tax jurisdictions in which we operate, and capital investments. Management uses Adjusted EBITDA and Adjusted EBITDA Margin to supplement GAAP measures of performance in the evaluation of the effectiveness of our business strategies, to make budgeting decisions, to establish discretionary annual incentive compensation, and to compare our performance against that of other peer companies using similar measures. Management supplements GAAP results with non-GAAP financial measures to provide a more complete understanding of the factors and trends affecting the business than GAAP results alone.

Adjusted EBITDA and Adjusted EBITDA Margin are not recognized terms under GAAP and should not be considered as an alternative to net income (loss) as a measure of financial performance or cash provided by (used in) operating activities as a measure of liquidity, or any other performance measure derived in accordance with GAAP.

We define Adjusted EBITDA as net income (loss) before interest, taxes, depreciation, and amortization, and as further adjusted for loss on extinguishment of debt, share-based compensation, transaction and acquisition-related charges, integration and restructuring charges, and other non-cash charges. We define Adjusted EBITDA Margin as Adjusted EBITDA divided by total revenues.

For reconciliations of these non-GAAP financial measures to the most directly comparable GAAP measures, see the **reconciliations** included at the end of this Report.

The presentations of these measures have limitations as analytical tools and should not be considered in isolation or as a substitute for analysis of our results as reported under GAAP. Because not all companies use identical calculations, the presentations of these measures may not be comparable to other similarly titled measures of other companies and can differ significantly from company to company.

Additional Disclaimers

This Report addresses a multitude of topics to meet the requests and interests of First Advantage's wide range of stakeholders. Inclusion of information in this Report should not be construed as a determination by First Advantage that the information is material for purposes of the U.S. federal securities laws or under other laws or regulations or as that concept is used in the context of financial statements and financial reporting. Furthermore, the Report does not purport to discuss all sustainability matters that may be of interest to First Advantage or its shareholders.

All goals and targets included herein are aspirational in nature and are not guarantees or promises that such goals or targets will be met. Further, our targets are subject to change in the event of significant or structural changes in First Advantage (including acquisitions, divestitures, mergers, insourcing, or outsourcing), key performance indicator methodology changes, or changes in data reported due to improved calculation methodologies or better data accessibility.

There can be no assurance that our policies and procedures, as described in this Report, will continue; such policies and procedures could change, even materially. We are permitted to determine in our discretion that it is not feasible or practical to implement or complete certain of our initiatives, policies, and procedures based on cost, timing, or other considerations. References to case studies in this Report are intended to be illustrative and are not intended to be used as an indication of current or future performance. Further, the receipt of any awards by First Advantage is no assurance that First Advantage's business objectives, including its sustainability-related objectives, have been achieved or are successful.

Numerical figures included in the reconciliations have been subject to rounding adjustments. Accordingly, numerical figures shown as totals in various tables may not be arithmetic aggregations of the figures that precede them. For additional information on our financial results for the year ended Dec. 31, 2025, please see **our Annual Report on Form 10-K**, filed with the SEC.

The analysis involved in determining whether and how certain initiatives may contribute to the SDGs is inherently subjective and dependent on a number of factors. There can be no assurance that reasonable parties will agree on a decision as to whether certain services, projects, or investments contribute to a particular SDG. Accordingly, investors should not place undue reliance on First Advantage's application of the SDGs, as such application is subject to change at any time and in First Advantage's sole discretion.

The information contained on our website and social media platforms is not incorporated by reference into this Report.

The "First Advantage" logo, First Advantage, and other trademarks, service marks, and logos (the "Trademarks") used in this Report are registered or unregistered Trademarks of First Advantage Corporation or their respective owners. Trademarks may not be used for any purpose whatsoever without the express written permission of the Trademark owner.

About First Advantage

First Advantage Corporation ("First Advantage," "the Company," "we," "us," or "our") is a global software and data company. We provide comprehensive, end-to-end identity solutions, criminal background screening, credential verifications, drug and health screening, and continuous risk monitoring. Combining AI-powered proprietary technology platforms with proprietary data, primary source data, and third-party data, we help organizations hire with confidence and manage risk across the entire employee lifecycle. With over 80,000 customers worldwide — including approximately two-thirds of the Fortune 100 — we deliver fast, comprehensive, and reliable solutions for employers, their candidates, and their employees. We conduct more than 200 million screens annually across over 200 countries and territories, supported by our verticalized go-to-market strategy, decades of experience, and proprietary databases containing over 1 billion records.

Company Milestones

1990s

The First American Corporation enters the background screening and tenant screening markets by acquiring companies, including HireCheck and First American Registry.

2002

First American formally creates its FAST (First American Screening Technologies) division, bringing together its growing screening businesses.

2003-2009

June 5, 2003: First Advantage is founded through the merger of FAST and US SEARCH.com. The company begins trading on Nasdaq under the ticker "**FADV**".
The company rapidly expands through dozens of acquisitions across employment screening, occupational health, motor vehicle records, and international markets.

2009

First Advantage is taken private by First American, its primary shareholder.

2010

In June 2010, CoreLogic, a First American entity that included First Advantage as a subsidiary, completed its initial public offering ("IPO"). That December, CoreLogic sold its Employer Services and Litigation Support businesses, along with the First Advantage name, to Symphony Technology Group.

2013

The company expands its capabilities through the acquisition of LexisNexis's drug screening, employment, and resident screening businesses — an acquisition nearly equal in size to First Advantage at the time. Later in the year, First Advantage acquires Verifications, Inc.

2016

The company holds the first Collaborate user conference, launching a premier forum designed to bring customers together to share insights, explore innovation, and strengthen partnerships.

2017

Scott Staples joins First Advantage as Chief Executive Officer.

2020

Silver Lake Partners acquires the business to accelerate technology and global growth.

2021

The company acquires Corporate Screening, MultiLatin, and the U.K. Screening business of GB Group Plc (GBG), expanding capabilities across healthcare, higher education, identity, the U.K., and Latin America.

June 23, 2021: The company returns to the public markets with a Nasdaq IPO under the ticker "**FA**".

2022

The company acquires Form I-9 Compliance (Q1 2022).

2023

The company continues investing in AI-enabled screening, digital identity, and verification technologies while expanding platform capabilities.

2024

October 31, 2024: The company completes the **$2.2 billion acquisition of Sterling,** creating one of the world's largest providers of background screening, identity, and verification solutions.

2025

May 28, 2025: The company hosts its inaugural Investor Day at Nasdaq MarketSite, showcasing FA's strategy and long-term targets, followed by the ceremonial closing bell in Times Square.

The company launches new global values (Authenticity, Curiosity, Integrity, Teamwork, Customer-Inspired), introduces the FA 5.0 strategy, is recognized on Newsweek's World's Most Trustworthy Companies list, and continues global integration following the Sterling acquisition.

First Advantage serves **80,000+ customers** and performs **200+ million screens annually** across **200+ countries and territories,** supported by a verticalized go-to-market strategy, decades of experience, and proprietary databases containing **over 1 billion records.**

Our Employee Footprint[2]

Our Financials[2]

$1.6B
Revenues

$441M
Adjusted EBITDA[3]

28.0%
Adjusted EBITDA Margin[3]

Our Customers[2]

80K+
Customers

96%
Average Gross Retention

200M+
Annual Screens

13+ Year
Average Tenure of Top 100 Customers

2. All metrics are approximate and as of and for the year ended Dec. 31, 2025, unless otherwise noted.
3. Non-GAAP measure. See appendix for reconciliation of Adjusted Earnings Before Interest, Taxes, Depreciation, and Amortization ("AEBITDA" or "Adjusted EBITDA") and Adjusted EBITDA Margin to their most directly comparable respective GAAP measures.

First Advantage's New Core Values[4]

Following the acquisition of Sterling, First Advantage introduced a refreshed set of core values in 2025 to reflect the combined strengths, culture, and future direction of the integrated organization. Developed through employee surveys, global focus groups, leadership interviews, and ongoing dialogue across regions and teams, the values were designed to represent the perspectives and priorities shared across the organization.

As First Advantage continues to integrate operations globally, these values are being embedded throughout hiring, onboarding, leadership development, employee recognition, and day-to-day decision-making to strengthen accountability, collaboration, and organizational culture across the business.

Authenticity

In a tech-driven world, we never lose sight of what matters most: people. We build trust by showing transparency, respect, and a people-first mindset during every interaction.

Curiosity

We challenge ourselves to think bigger, learn constantly, and find better ways to serve our customers and each other.

Integrity

We hold ourselves accountable to the highest ethical standards, making decisions rooted in honesty and respect, while also embracing responsible AI practices that prioritize fairness and transparency.

Teamwork

We collaborate openly, value every voice, hold each other accountable, and grow stronger by solving challenges side by side.

Customer-Inspired

Our technology and insights are focused on solving real problems. We listen and build connections with our customers to understand their needs, earn their trust, and deliver on what matters most to them.

4. To learn more about the development of First Advantage's core values and the leadership perspectives behind them, please visit our **article** on our values journey on the First Advantage website and the **Employee Engagement & Wellbeing** section of this Report.

Year in Review

Highlights

Launching New Core Values

Following the Sterling integration, First Advantage launched a refreshed set of organizational values to help unify culture and strengthen alignment across the global organization.

Hosting Collaborate 2025 — Largest User Conference to Date

First Advantage's *Collaborate 2025* was our largest user conference to date, bringing together customers, partners, and industry professionals to share insights, discuss emerging hiring trends, and explore innovation across the screening and identity ecosystem.

Advancing AI-Enabled Customer Experience Solutions

First Advantage continued to advance AI-enabled hiring and candidate experience solutions, including enhancements to candidate portal interactions and customer care.

Continuing Strength in Employee Engagement

Employee engagement remained strong in 2025, with First Advantage achieving an employee favorability score of 81%. This score reflects our continued focus on workplace culture, communication, and employee experience across the organization.

Expanding the SOAR Leadership Development Program

The SOAR Leadership Development Program expanded to 12 cohorts across 11 countries, supporting leadership growth, cross-functional collaboration, and business impact across the organization.

2025 Awards & Recognition

In 2025, First Advantage continued to receive recognition for trust, innovation, leadership, workplace culture, and customer service across the screening and workforce solutions industry.

Comparably – Best Places to Work Awards

Best CEO, Best Company Culture, and Best Compensation

Newsweek – World's Most Trustworthy Companies

Recognized for strong stakeholder trust, integrity, and responsible business practices

Marketplace Risk – Solution Provider Excellence Program Honoree

Recognized for excellence in screening and background check solutions

Smart Business Dealmakers Conference – Dealmaker of the Year

Awarded to CEO Scott Staples

Merit Awards for Marketing & Communications – Gold

Earned in the Internal Communications category for change communications supporting the Sterling acquisition

Global Equity Organization Awards – Finalist

Best Use of Employee Share Plans in a Corporate Action

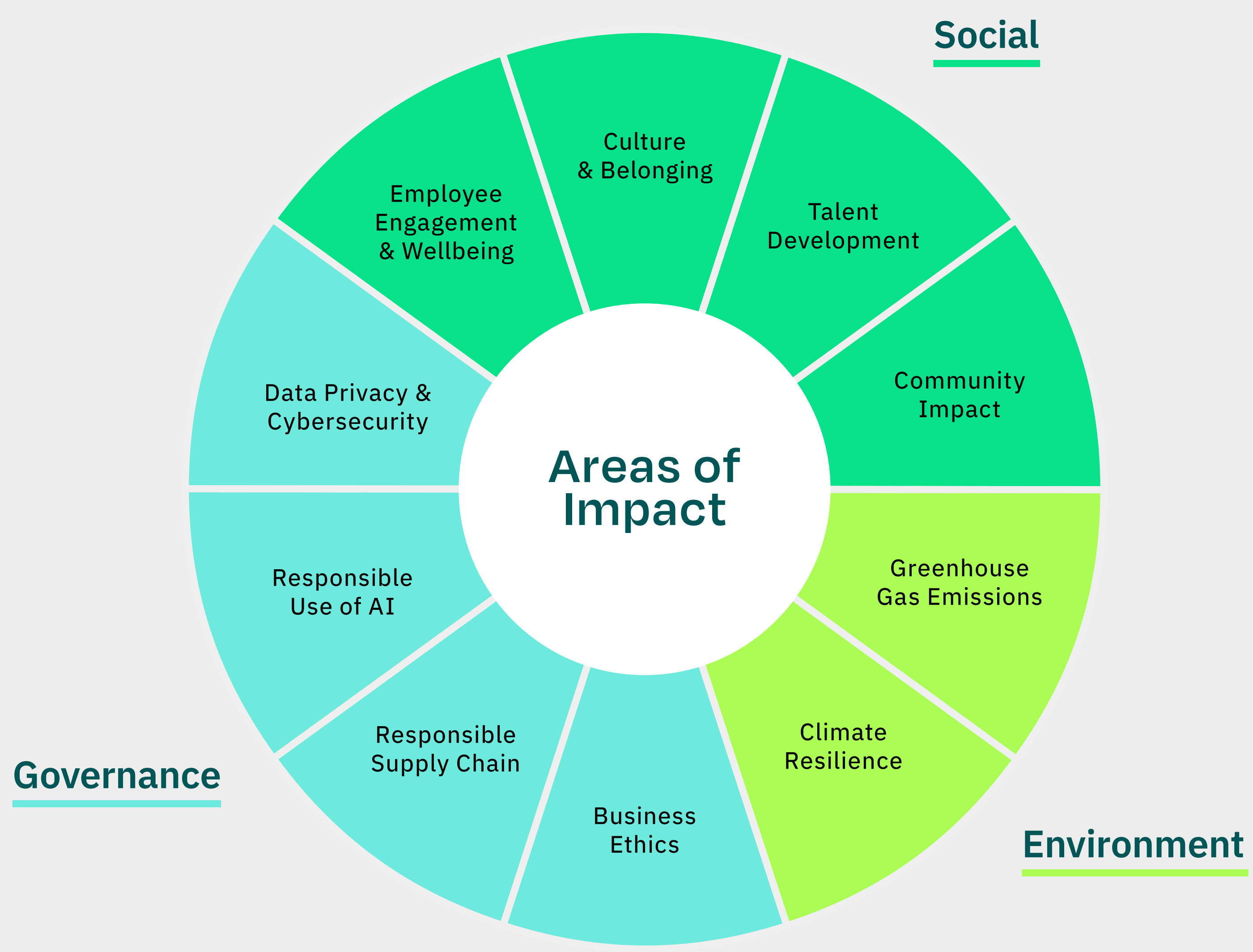
Stevie® Awards for Sales & Customer Service – Bronze

Recognized for Customer Care Team excellence

Our Areas of Impact

At First Advantage, we recognize the importance of understanding and addressing the sustainability topics most relevant to our business and stakeholders. The areas of impact highlighted throughout this Report reflect the topics where we believe our business can have the greatest influence through the services we provide, the way we operate, and the relationships we build with stakeholders.

To help inform these focus areas, we considered stakeholder priorities, industry trends, and guidance from the SASB Standards for our industry. These insights helped shape the sustainability topics and disclosures included in this Report and continue to guide our approach to sustainability strategy and reporting.



Sustainability Governance

At First Advantage, we believe accountability for responsible business practices must be embedded throughout the organization, beginning at the highest levels of leadership. Oversight of our sustainability efforts is integrated across leadership and supported by our Board of Directors, which reviews sustainability-related priorities, progress, and strategies quarterly.

Our Corporate Responsibility and Sustainability Board Sub-Committee oversees the continued development and implementation of our **Corporate Responsibility and Sustainability Policy**, which establishes the standards and expectations that guide responsible business conduct across our operations, workforce, and supply chain. The policy outlines our commitments to ethics and human rights, workforce practices, cybersecurity and data protection, environmental stewardship, and responsible supply chain management, and helps define expectations for employees, suppliers, and business partners.

Guiding Principles

- Integrate our sustainability considerations into our business decisions and encourage our business partners to do the same.
- Reduce the impact and maximize the benefits that our work has on the environment and people around us.
- Comply with and exceed, where appropriate, all applicable legislation, regulations, and codes of practice, especially in the areas of human rights and data security.
- Review, regularly report, and continually strive to improve our sustainability performance.

First Advantage Board of Directors

1. **Joseph Osnoss**, Chairman of the Board
2. **Scott Staples**, Chief Executive Officer and Director
3. **Susan R. Bell**, Director
4. **Sharon Binger**, Director[5]
5. **James L. Clark**, Director
6. **Mark Gillett**, Director[6]
7. **Bridgett Price**, Director
8. **John Rudella**, Director
9. **Judith Sim**, Director

5. Effective August 2026, Sharon Binger joined the First Advantage Board of Directors.
6. Effective April 2026, Mark Gillett joined the First Advantage Board of Directors and was appointed to replace Bianca Stoica on the Compensation Committee.

Sustainable Development Goals

The SDGs, which comprise 17 interconnected goals, are a universal blueprint adopted by all United Nations Member States in 2015 to address global challenges and achieve a better, more sustainable future for all by 2030.

While the SDGs were established as a framework for governments and society at large, we believe our business activities and sustainability initiatives can help advance several of these goals. The SDGs and targets identified below represent areas where First Advantage's operations, programs, and initiatives most closely align with and support broader sustainable development objectives.

Goal 3

Good Health and Wellbeing

Impact Area:

- Employee Engagement & Wellbeing

SDG Target:

3.8: Achieve universal health coverage, including financial risk protection, access to quality essential healthcare services and access to safe, effective, quality, and affordable essential medicines and vaccines for all.

First Advantage supports Target 3.8 by providing employees with access to healthcare and wellness benefits that promote overall health and wellbeing. These offerings include medical, dental, and vision benefits, preventive care services, and wellness initiatives such as mindfulness programming and guided meditation sessions designed to support employee wellbeing and resilience.

For more information, see the Employee Engagement & Wellbeing section of this Report.

Goal 4

Quality Education

Impact Area:

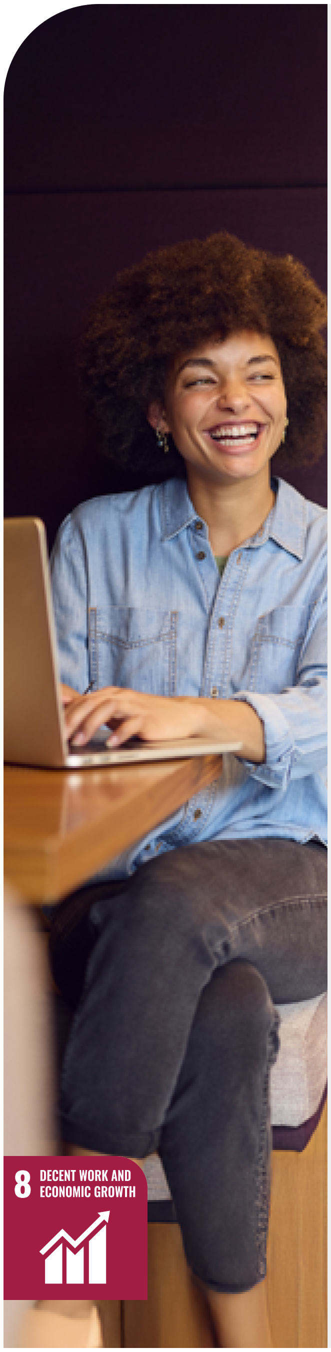
- Talent Development

SDG Target:

4.4: By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs, and entrepreneurship.

First Advantage supports Target 4.4 through ongoing investments in employee learning, training, and leadership development initiatives designed to help employees build technical, professional, and leadership skills. Throughout 2025, employees participated in compliance, technical, and leadership training programs. Additionally, initiatives such as the **SOAR Leadership Development Program** continued to support leadership growth and career development across the global organization.

For more information, see the Talent Development section of this Report.



Goal 8

Decent Work and Economic Growth

Impact Areas:

- Responsible Use of AI
- Responsible Supply Chain

SDG Targets:

8.2: Achieve higher levels of economic productivity through diversification, technological upgrading, and innovation, including through a focus on high-value added and labor-intensive sectors.

8.7: Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labor, including recruitment and use of child soldiers, and by 2025 end child labor in all its forms.

As a global software and data company providing comprehensive, end-to-end identity solutions, criminal background screening, credential verifications, drug and health screening, and continuous risk monitoring, First Advantage contributes to Goal 8 by helping organizations build trusted workforces and make informed hiring decisions. Through continued investment in technology, automation, and AI-enabled innovation, the organization seeks to enhance operational efficiency, customer experience, and hiring processes across the global employment ecosystem, supporting Target 8.2. First Advantage also supports Target 8.7 through governance practices, supplier expectations, and policies designed to reinforce ethical conduct, labor rights, and responsible business practices across our operations and supply chain. These expectations are communicated through the **Supplier Code of Business Conduct** and related governance processes addressing areas such as forced labor, child labor, anti-corruption, and workplace conduct.

For more information, see the Responsible Use of AI and Responsible Supply Chain sections of this Report.

Goal 9

Industry, Innovation, and Infrastructure

Impact Areas:

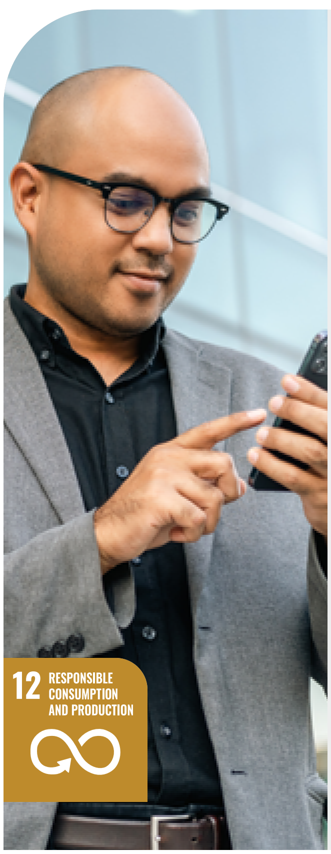
- Data Privacy & Cybersecurity
- Responsible Use of AI

SDG Target:

9.5: Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending.

First Advantage supports Target 9.5 through continued investment in technology, automation, AI-enabled innovation, and secure digital infrastructure designed to enhance hiring, screening, and identity verification processes. Throughout 2025, we continued to advance AI-enabled tools to improve candidate experiences, operational efficiency, and customer service while maintaining strong governance, cybersecurity, and human oversight practices. These efforts help support trusted hiring processes and innovation across the global employment ecosystem.

For more information, see the Responsible Use of AI and Data Privacy & Cybersecurity sections of this Report.



Goal 12

Responsible Consumption and Production

Impact Areas

- All Impact Areas

SDG Target:

12.6: Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

First Advantage supports Target 12.6 by strengthening sustainability governance, enhancing transparency in sustainability reporting, and continuing to integrate responsible business practices across the organization. Throughout 2025, we continued strengthening our greenhouse gas inventory and climate-related risk management processes to improve the quality, consistency, and transparency of environmental reporting. This Global Impact Report reflects First Advantage's broader commitment to communicating sustainability-related priorities, governance practices, and performance transparently to stakeholders.

Social

- Employee Engagement & Wellbeing
- Culture & Belonging
- Talent Development
- Community Impact

Employee Engagement & Wellbeing

Creating an engaging and supportive workplace is a key priority for our organization. We recognize that engaged employees help drive collaboration, innovation, and strong business performance, while also understanding the significant role work plays in people's daily lives and overall wellbeing. We believe we have a responsibility to foster a workplace culture where employees feel supported, connected, and empowered to grow. By investing in employee engagement, wellness, and workplace culture, we aim to create an environment where our people can thrive both personally and professionally.

Management Approach

Oversight of employee engagement and wellbeing at First Advantage is led by our Chief People and Culture Officer, with support from our Communications & Employee Experience team. Our employee engagement strategy is centered around four employee experience pillars:

- Connection
- Recognition
- Wellbeing
- Volunteerism

These pillars help guide global programming, leadership enablement, and employee listening efforts, and support experiences that are meaningful, responsive to employee feedback, and aligned across the organization. Through strategic communications, town halls, watch parties, webinars, events, and recognition initiatives, the Communications & Employee Experience team creates opportunities for employees to connect, feel supported, give back, and be recognized.

Employee listening was an important focus area in 2025, particularly as First Advantage continued integrating Sterling following the 2024 acquisition. During the year, First Advantage conducted targeted pulse surveys and broader culture assessment efforts to better understand employee sentiment, workplace experiences, and organizational culture across regions, roles, and teams. Insights gathered through these efforts helped inform employee engagement initiatives and leadership actions.

Additional information on these efforts can be found in the "**First Advantage Awarded a 2025 Merit Award for Marketing & Communications**" case study.

Throughout 2025, First Advantage hosted a variety of initiatives designed to support employee engagement, wellbeing, and workplace culture.

These efforts included:

- live and on-demand wellness webinars
- global Employee Assistance Program
- mindfulness sessions
- leadership and development programming
- networking opportunities
- newsletters
- onboarding resources
- recognition initiatives
- community-building activities

Throughout 2025, First Advantage delivered a series of wellbeing webinars focused on helping employees navigate personal and professional challenges, strengthen resilience, foster meaningful connections, and support overall health and wellbeing through practical, everyday strategies.

During Mental Health Awareness Month, employees participated in sessions focused on resilience, wellbeing, and navigating organizational change, including the “Thriving Through Transitions” webinar led by psychotherapist and speaker Angela Buttimer, MS, CVP, LPC, which engaged employees globally and received a 4.93 out of 5 employee feedback score.

First Advantage also supports employee wellbeing through globally available Employee Assistance Programs that provide confidential counseling, mental health resources, and work-life support services. By connecting employees and their families with professional guidance and wellbeing resources, the program helps foster a healthy, resilient, and supported workforce.

Community engagement and volunteerism continued to play an important role in supporting employee connection and workplace culture. First Advantage launched our first-ever FA Moves Challenge in 2025, encouraging employees to support both personal wellness and charitable giving through physical activity and community engagement. During the challenge, employees logged more than 79 million steps on the Charity Footprints platform, collectively raising funds for St. Jude Children’s Research Hospital®.

Additional information on volunteerism and charitable initiatives can be found in the **Community Impact** section of this Report.

First Advantage Earns Three Comparably Best Places to Work Awards

In 2025, First Advantage was recognized by Comparably with three **Best Places to Work Awards**: **Best CEO**, **Best Company Culture**, and **Best Compensation**. Based on employee feedback and sentiment data, these recognitions reflect First Advantage’s focus on fostering a positive workplace experience, supporting employees through organizational transformation, and building a culture where employees feel valued, supported, and connected.

Read more about the recognition and the culture initiatives behind it **here**.

Metrics

Employee engagement remained a key focus in 2025, with First Advantage achieving an employee favorability score of 81%. Survey results highlighted strengths in workplace culture, including employees feeling accepted by coworkers, supported by managers, and engaged in their work.

While employee favorability decreased modestly compared to 2024, some year-to-year fluctuations are expected, particularly during periods of organizational change and integration. Importantly, favorability scores have remained consistently strong over time, and subsequent survey results from April 2026 showed favorability exceeding 2024 levels. Together, these results reflect the impact of our employee engagement, communication, workplace culture, leadership development, and wellbeing initiatives and reinforce our commitment to continuously improving the employee experience.

81%

overall favorability among employees

Employee Survey Results

	2023	2024	2025
Overall Favorability Score	79%	82%	**81%**[7]

2025 Employee Survey Highlights

2025 EMPLOYEE PULSE SURVEY STATEMENT	SCORE
I feel accepted by my immediate coworkers	88%
I feel well supported by the individual I report to at this time	86%
I find my work engaging	82%

Workforce Turnover

	2023	2024	2025
Voluntary Turnover	20%	19%	**17%**
Involuntary Turnover	11%	5%	**5%**

7. 81% employee favorability represents the average favorability score calculated from two pulse surveys.

First Advantage Awarded a 2025 Merit Award for Marketing & Communications

The Merit Awards for Marketing & Communications recognize innovation, strategic excellence, and impactful storytelling, highlighting the leaders, businesses, and industries that are shaping today's world. The award highlights the "Day One" internal communication plan, which was designed to provide team members with clear, transparent, and timely information to help ensure a smooth transition. The strategy prioritized maintaining productivity and engagement, delivering leadership announcements, comprehensive FAQs, manager and GTM toolkits, and talking points that anticipated employee questions and reinforced FA's vision for the future.

First Advantage also conducted targeted pulse surveys throughout the Sterling integration process to better understand employee sentiment and identify opportunities to strengthen communication, transparency, and change enablement. Feedback from these surveys helped inform leadership actions and reinforce the organization's commitment to employee listening and engagement during periods of transformation.

To further support organizational change, First Advantage launched a Change Management Enablement Program in 2025, providing People & Culture leaders with training, toolkits, templates, and practical assessments to help manage the people side of change. The program also supported the delivery of more than 10 high-impact projects across the organization and received strong participant feedback, with many leaders noting that the resources provided a practical framework for future change initiatives. The toolkit has since been made available to people leaders across the organization.

Planned Initiatives

As First Advantage continues to evolve the company's employee experience strategy, the organization remains focused on strengthening opportunities across four pillars: connection, recognition, wellbeing, and volunteerism. **Building on the initiatives and programming introduced throughout 2025, ongoing efforts include:**

Connection: Initiatives focused on strengthening employee connection and communication, including coffee chat networking opportunities and manager toolkits designed to support employee recognition, effective communication, and the use of employee feedback and survey insights to strengthen team engagement and workplace culture.

Recognition: Expanded recognition programming designed to create more meaningful opportunities to celebrate employee contributions and recognize the moments that matter throughout the employee experience.

Wellbeing: Ongoing mindfulness and wellness programming, including at least 14 guided mindfulness sessions and guided meditation opportunities throughout the year, designed to support employee wellbeing, resilience, and work-life balance.

Volunteerism: Continued support for employee volunteerism and community engagement initiatives as part of First Advantage's broader employee experience strategy. Additional information can be found in the **Community Impact** section of this Report.

Culture & Belonging

As a global organization, we recognize that employees bring a wide range of experiences, skills, and perspectives that strengthen collaboration, engagement, innovation, and leadership across our business. We believe prioritizing culture and belonging not only supports our employees but also helps us better serve our customers, shareholders, communities, and stakeholders around the world.

Management Approach

Oversight of culture and belonging efforts at First Advantage is led by our Chief People and Culture Officer, with support from employee-led groups, leadership teams, and cross-functional stakeholders throughout the organization. Creating a human-centered workplace is a core part of how First Advantage supports employees, strengthens workplace culture, and fosters an environment where people feel respected, valued, and empowered to contribute fully and perform at their best.

Our commitment to culture and belonging is reinforced through our **Corporate Responsibility and Sustainability Policy**, which outlines our approach to supporting employee engagement, workplace culture, and professional growth across our global organization.

> "I truly appreciate the vibrant global workforce at First Advantage. The company brings together people with a wide range of experiences, perspectives, and cultures, and that richness is reflected in how we collaborate. **It fosters a more creative and dynamic problem-solving environment where we learn from each other every day.** Collaborating with such talented colleagues makes the FA experience even more rewarding and inspiring."
>
> – **Finus D.**
> VP, Operations Program Management

First Advantage Workplace Culture Awards

First Advantage's continued investments in workplace culture and employee experience were reflected through external recognition in Q1 2026. These recognitions highlight First Advantage's ongoing efforts to foster a workplace culture that supports employee engagement, professional growth, collaboration, and business success.

Planned Initiatives

Looking ahead, First Advantage plans to continue strengthening employee listening, leadership enablement, and workplace culture initiatives. **Planned initiatives include:**

Embedding culture, engagement, and values-based behaviors into leadership expectations, manager development, and performance conversations.

Expanding structured employee listening opportunities, including leadership listening sessions, skip-level culture discussions, and executive “Ask Me Anything” forums designed to strengthen transparency and trust.

Developing a “Moments that Matter” employee experience framework focused on key employee lifecycle moments that shape workplace culture and employee perception.

Continuing communication and culture activation efforts through intentional culture storytelling, employee communications, and ongoing awareness initiatives across the organization.

Talent Development

At First Advantage, we believe investing in employee learning and development is essential to building a strong, adaptable, and future-ready organization. Supporting employees in developing technical, leadership, professional, and operational capabilities not only helps individuals grow in their careers but also strengthens innovation, operational excellence, customer service, and long-term business performance across the organization.

Management Approach

Oversight of talent development at First Advantage is led by our Chief People & Culture Officer. Our learning and development approach is designed to build capabilities that support both employee growth and organizational priorities, helping employees develop the skills needed to succeed in evolving operational, technical, and leadership environments.

Throughout 2025, First Advantage continued to evolve the company's learning and development programs to create more scalable, efficient, and impactful employee learning experiences. We expanded leadership development initiatives, enhanced technical and operational training programs, and continued fostering mentorship and professional development opportunities across the workforce.

92%

of SOAR participants rated the program 4 or 5 (out of 5) for learning impact

> “The SOAR program provides opportunities to grow as a human while giving you the tools to grow your career. I love being able to learn so much from people from all over the world! I feel I can lead as my authentic self, which is a wonderful gift I received from being a participant in the program. **It’s even more true since I’ve been able to experience the program as a facilitator.**”
>
> – **Jess S.**
> Process Improvement Analyst

SOAR Leadership Development Program

First Advantage continued expanding our award-winning SOAR Leadership Development Program throughout 2025. Designed for current and emerging people leaders, the volunteer-led program provides participants with tools to build teams, become stronger leaders, and lead with confidence, empathy, and impact.

In 2025, the program expanded from nine to twelve cohorts and graduated 130 participants, a 33% increase from the prior year. Its global reach also grew, with participating countries increasing from seven to eleven, with 71% of participants located outside the United States. Program quality and impact improved as well. 92% of participants rated the learning experience a four or five out of five, and pre- and post-program assessments showed an average 51% improvement in leadership capability scores.

SOAR
Empowering Managers. Building Leaders.

SOAR Capstone Projects Deliver Business Impact

Throughout 2025, First Advantage strengthened the SOAR Leadership Development Program by enhancing the Capstone project experience to better align leadership development outcomes with measurable business impact. During the year, we introduced a redesigned, centralized submission framework with embedded return on investment calculations, standardized project classifications, and expanded leadership review processes to improve consistency, transparency, and outcome validation across Capstone initiatives. Stronger manager involvement helped ensure projects aligned with operational priorities and organizational goals.

These enhancements contributed to growth in both participation and measurable impact across the program. In 2025, the number of SOAR participants increased by 40%, and the number of completed Capstone projects increased by 67%. Project contributions were delivered across multiple functions, including Information Services, Finance, and IT, reinforcing SOAR Capstone projects as a scalable driver of operational improvement, innovation, and measurable business value across the organization.

LEAP: Learning Ethics and Professionalism

In 2025, First Advantage began the global rollout of Learning, Ethics, and Professionalism ("LEAP"), a self-directed learning program designed to reinforce our core values and equip entry-level employees with practical strategies for professional success in a primarily virtual workplace. Through interactive courses, employees can practice and apply concepts throughout the learning experience, reinforcing key behaviors in day-to-day work environments. The program delivered measurable improvements in workplace effectiveness and employee confidence.

Following the training, 87% of participants rated themselves as highly capable across key workplace behaviors, including communication, collaboration, meeting effectiveness, and wellbeing.

Mentorship Advantage Program

Mentorship and peer learning opportunities are an important component of employee development at First Advantage. Through our Mentorship Advantage Program ("MAP"), employees are matched with experienced mentors, including members of the executive leadership team, to receive personalized guidance, skill development, and career support. In 2025, the program continued to foster meaningful professional connections across the organization for employees at all career levels. A total of 69 mentorship matches were created, resulting in more than 300 hours of mentorship meetings that supported knowledge sharing, career development, and leadership growth. Participants also reported a positive experience with the program, with mentees rating MAP 3.94 out of 4 and mentors rating the program 3.82 out of 4, reflecting the value of these relationships for both mentors and mentees.

"My mentor played an important role in supporting my professional growth by helping me step back and think more intentionally about my career path. Through our conversations, **I gained greater clarity around my strengths, areas for development, and long-term goals.** My mentor encouraged me to think beyond day-to-day responsibilities and focus on building skills that support leadership, strategic thinking, and sustainable impact. The experience helped me feel more confident in my career direction and better equipped to align my work with broader organizational goals."

– **Najeel P.**
Manager, Operations Infinite ID

The FA Way

The FA Way & Curriculum Transformation Process

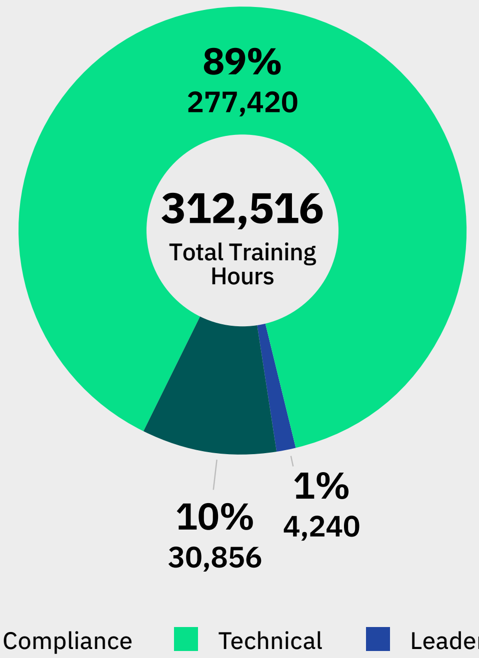
Originally launched in 2024, The FA Way is First Advantage’s structured technical training methodology designed to strengthen operational excellence, accelerate employee readiness, and create more consistent and scalable learning experiences across the organization. Grounded in continuous improvement, hands-on learning, and mentorship, the framework aims to reduce inefficiencies in learning design and help employees build the skills and confidence needed to perform effectively in their roles.

In 2025, First Advantage continued evolving The FA Way into a broader Curriculum Transformation process designed to create a more scalable and standardized approach to technical and operational training. In 2025, the Curriculum Transformation process streamlined high-volume operational training curricula by up to 30%, reducing time to productivity across key technical training processes and learning inefficiencies while optimizing training resource utilization and maintaining consistent operational quality and productivity outcomes. This transformation also enables training managers to work more closely with business stakeholders, allowing curricula to be updated and enhanced quickly and effectively in response to evolving priorities, without compromising quality or delivery timelines.

Metrics

Learning and development efforts in 2025 remained focused on building the technical, operational, leadership, and compliance capabilities needed to support First Advantage's business and workforce. A large portion of training hours was dedicated to compliance-related learning because of the sensitive nature of the data we handle and the importance of equipping employees to operate responsibly, protect information, and uphold First Advantage's standards of integrity and professionalism.
In addition to compliance training, employees participated in technical and leadership development programs designed to strengthen operational effectiveness, professional growth, and employee readiness across the organization.

2025 Learning and Development Breakdown



Talent Development

	2024	2025
Total Training Hours[8]	131,740	**312,516**

100%

of eligible employees received regular performance reviews in 2025

8. 2024 training hours are based on data prior to the Sterling acquisition.

Planned Initiatives

Building on the enhancements and expanded programming introduced throughout 2025, the organization plans to continue to advance several initiatives designed to further strengthen leadership capabilities, employee readiness, and learning effectiveness across the organization. **These ongoing efforts include:**

Emerging Leadership Program: First Advantage is evaluating and piloting an Emerging Leadership Program for India Operations, with the intent to scale globally over time. The initiative is designed to strengthen foundational leadership capabilities for emerging leaders, including communication, coaching, performance management, delegation, escalation management, and data-driven decision-making, while helping address operational gaps commonly experienced by new leaders.

Enhanced Operational Effectiveness Through Sustainable Learning: Building on the Curriculum Transformation process rolled out across more than 60 operational processes, First Advantage plans to continue evolving the company's training approach through enhanced on-the-job learning experiences and targeted learning opportunities embedded into the flow of work. These efforts are designed to improve capability retention, reduce learning inefficiencies, and reinforce consistently high-quality outcomes for customers.

Digital Learning Transformation – India New Employee Orientation ("NEO"): First Advantage also plans to continue expanding digital learning capabilities through the transformation of India NEO into a more scalable and efficient onboarding model. Through digital learning modules and a hybrid delivery approach, the initiative is expected to reduce live training time while maintaining onboarding quality and supporting continuous improvement through ongoing employee feedback and evaluation.

Community Impact

At First Advantage, we believe supporting the communities where we live and work is an important part of being a responsible business and employer. Through volunteering, charitable giving, mentorship, and community partnerships, we aim to create meaningful impact while fostering employee connection, collaboration, and a sense of purpose. By supporting initiatives that align with our values and respond to community needs, we seek to contribute positively to the wellbeing of the communities we serve around the world.

Management Approach

Oversight of community impact efforts at First Advantage is led by our Chief People & Culture Officer, with support from employees and members of the executive leadership team who help identify organizations, partnerships, and causes aligned with the company's values and priorities. Community engagement activities are coordinated primarily through the FA Cares program, which serves as First Advantage's global framework for volunteering, philanthropy, and employee community engagement.

Grounded in six core pillars — Charity, Donation, Togetherness, Community, Kindness, and Global Awareness — FA Cares helps create meaningful opportunities for employees to engage in volunteerism, charitable giving, and community support initiatives throughout the year. To further support employee volunteerism, First Advantage also offers a Volunteer Time Off ("VTO") program; in 2026, VTO was expanded globally, providing paid time off for all employees to volunteer with eligible organizations.

In 2025, employees around the world participated in a variety of volunteer and community engagement activities supporting local organizations and causes. In the United States alone, employees contributed volunteer hours through partnerships with nonprofit organizations, including St. Jude Children's Research Hospital®, AdventHealth, Make-A-Wish, Nicklaus Children's Hospital, Sleep in Heavenly Peace, the American Red Cross, and Ronald McDonald House Charities. Employees supported initiatives focused on health, housing, disaster relief, and community wellbeing. In addition, First Advantage partnered with the Global Mentorship Initiative ("GMI") to provide mentorship opportunities for underrepresented students, supporting career readiness and workforce equity initiatives.

2025 Community Impact Highlights

First Advantage is proud of the positive impact our employees contribute to their communities. **Select 2025 community impact highlights are included below.**

Philippines Blood Drive

As part of First Advantage's ongoing global commitment to supporting local communities, employees in the Philippines partnered with the Philippine Red Cross in 2025 to host a blood donation drive benefiting patients and healthcare systems facing ongoing blood supply shortages across the region. The event demonstrated employees' continued commitment to community service and the important role local employee-led initiatives play in supporting communities where First Advantage operates.

Collaborate 2025 Build-A-Bear Initiative

During First Advantage's Collaborate 2025 user conference, employees and customers participated in a Build-A-Bear initiative benefiting children's hospitals and community organizations in Miami. The activity combined employee and customer engagement with hands-on community impact. In total, 200 stuffed animals were donated to organizations, including AdventHealth, Make-A-Wish, Nicklaus Children's Hospital, and Sleep in Heavenly Peace, to support children and families in need.

Planned Initiatives

In 2026, First Advantage expects to expand opportunities for employee volunteerism by strengthening community partnerships and creating meaningful ways for employees and customers to give back throughout the year. **Planned efforts are included below.**

In-Person Volunteer Activations

The Company plans to further integrate volunteer service activities into team gatherings and company events, including initiatives such as the Adopt-a-Family event supporting Grace Care Center in Noblesville, Indiana, and the Build-a-Backpack initiative benefiting Children's Hospital of Philadelphia during the Sales Kick Off in Orlando, Florida. The Sales Kick Off will open through our FA Cares initiative, where team members will assemble 100 care packages for the Children's Hospital of Philadelphia Homeless Health Initiative.

Year-Round Remote Volunteer Opportunities

First Advantage intends to expand remote volunteer opportunities designed to increase accessibility and participation across the global workforce, including activities such as tree tagging, hospital letter writing, and cereal campaigns supporting local food banks.

Customer Engagement Through Collaborate User Conference

In 2026, the Company plans to continue customer engagement in community impact initiatives through First Advantage's annual Collaborate User Conference, including a planned giveback initiative supporting Boys & Girls Clubs of America ("BCGA") in Broward County, Florida.
During Collaborate, First Advantage will present nearly 250 "curiosity kits" to the Boys & Girls Clubs of Broward County in South Florida through a national initiative with BGCA. This initiative will be led by members of FA Cares, with the goal of sparking curiosity, **a company value**, and creativity in BGCA youth. At the start of the conference, attendees will be invited to assemble drawstring bags filled with items designed to inspire young minds. Each kit will include supplies such as crayons, markers, watercolor paints, and pouches for organizing materials, along with a variety of snacks and other fun additions — everything needed to encourage imagination, exploration, and creative play.

Governance

- Data Privacy & Cybersecurity
- Responsible Use of AI
- Responsible Supply Chain
- Business Ethics

Data Privacy & 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 customers, employees, investors, and partners. 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.

Management Approach

Our approach to data privacy and cybersecurity is built around defined policies and standards, strong governance, employee training, technical safeguards, and ongoing risk management processes designed to protect sensitive information and strengthen operational resilience. Our data privacy and cybersecurity strategy is guided by our **Data Privacy Principles**, Global Information Privacy Policy, and Data Protection and Privacy Policy (refer to the **Selected Policies** appendix of this Report for additional information).

Oversight of global data privacy at First Advantage is led by our Global Compliance team, which is overseen by our Chief Legal Officer and Corporate Secretary and supported by regional subject matter experts. The Governance Council and the Privacy, Security, and Compliance Organization (“PSCO”) also play important roles in overseeing the Company’s Third-Party Risk Management Program and broader global data privacy efforts.

Oversight of cybersecurity and information security is led by our Chief Information Security Officer, who manages a global team focused on threat management, application security, compliance, vulnerability assessment, audit activities, and incident response. The Chief Information Security Officer works cross-functionally to align security priorities, assess risks, and support cybersecurity preparedness across the organization. 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. The Audit Committee, composed of independent directors, also oversees cybersecurity policies, infrastructure protection efforts, and responses to significant cybersecurity incidents.

Prevention, Detection, & Response

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.

Employee Training & Awareness

All employees participate in our annual Global Information Security and Privacy training to better understand their role in protecting data and reducing the risk of security and privacy incidents. Employees handling personal data also receive specialized training related to international data transfer requirements, and personnel working with European data complete mandatory training focused on compliance with the General Data Protection Regulation (“GDPR”) and related requirements.

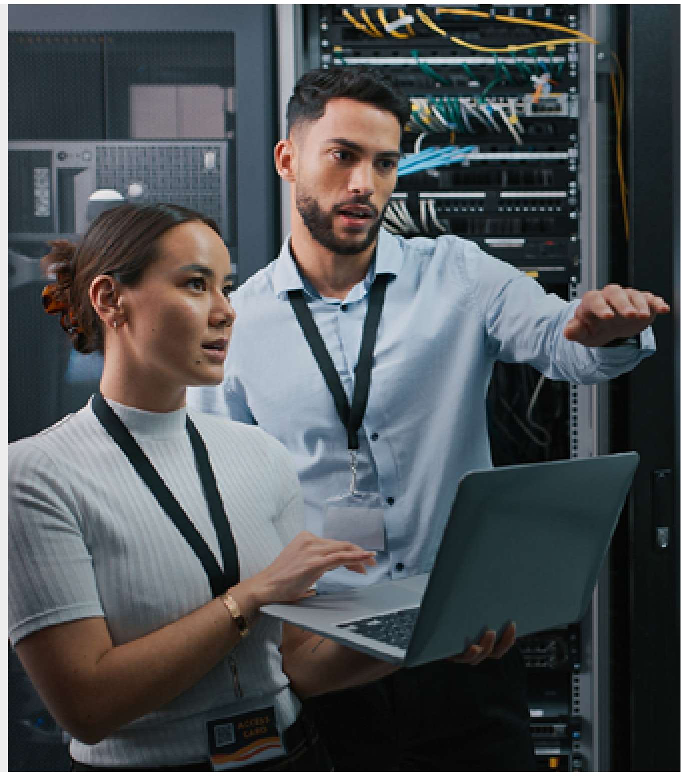
Certifications & Accreditations

First Advantage maintains a range of internationally recognized certifications and accreditations that reflect the strength and maturity of our data privacy, cybersecurity, and information security practices. These certifications and reviews help validate alignment with global standards, customer expectations, and regulatory requirements across our operations.

- **Criminal Justice Information Services ("CJIS") certification** through a division of the U.S. Federal Bureau of Investigation ("FBI"), demonstrating compliance with security requirements for handling criminal justice information.
- **Data Privacy Framework certifications** for locations in the European Union and the United Kingdom supporting compliant cross-border transfers of personal data between participating jurisdictions and the United States.
- **ISO/IEC 27001 certification**, the international standard for Information Security Management Systems ("ISMS"), and **ISO/IEC 27701 certification**, the international standard for Privacy Information Management Systems ("PIMS").
- **Professional Background Screening Association ("PBSA") accreditation**, demonstrating adherence to industry-recognized standards and best practices for background screening operations.
- **SOC 2 ("System and Organization Controls 2")**, an independent attestation assessing controls related to security, availability, processing integrity, confidentiality, and privacy.

2025 Highlights

In 2025, First Advantage conducted "Celebrating Privacy Awareness" and "Celebrating Data Privacy Day" campaigns. These initiatives included interactive learning sessions, employee engagement activities, and communications designed to strengthen awareness of data protection practices and reinforce employees' role in safeguarding personal data. During the year, we also expanded our global Data Privacy Center and introduced a new privacy assessment tool to further support privacy governance and risk management.



Planned Initiatives

In 2026, First Advantage plans to continue strengthening the company's data privacy and cybersecurity capabilities through ongoing recertification efforts and expanded information security initiatives. We intend to utilize the scope and impact of the Trust Center we built to strengthen and advance First Advantage's commitment to data protection and security practices globally.

Responsible Use of AI

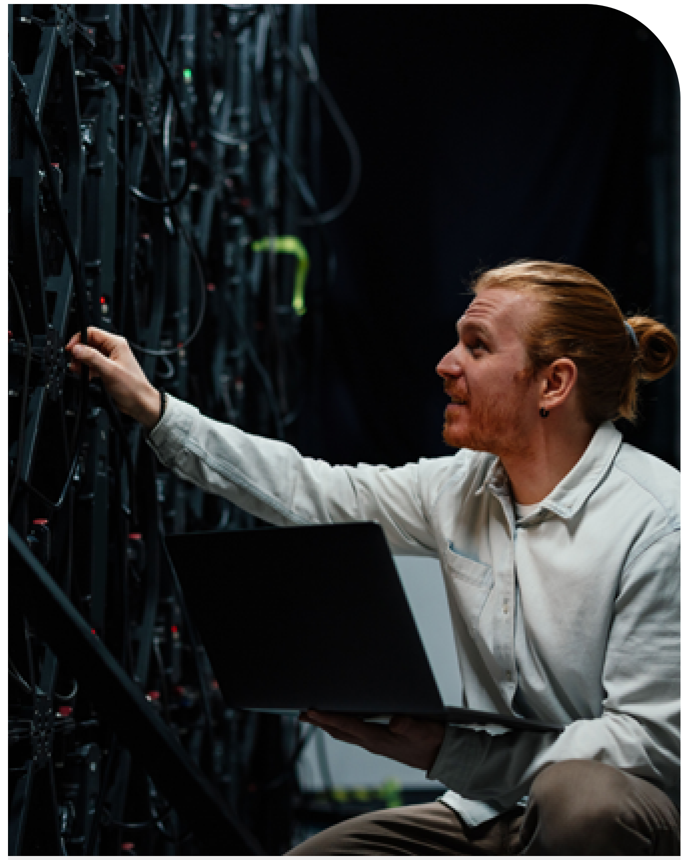
At First Advantage, we recognize that AI presents opportunities to enhance efficiency, innovation, and customer experience across the global background screening and identity ecosystem. We also recognize that the responsible deployment of AI is critical to maintaining trust with employees, customers, shareholders, regulators, candidates, and other stakeholders. As AI capabilities continue to evolve, First Advantage remains focused on deploying AI technologies transparently, ethically, and securely, and in alignment with applicable laws, regulatory expectations, and our core values.

Management Approach

We have developed a governance program to support the responsible use of AI across our organization. Oversight of AI governance at First Advantage is provided through our Artificial Intelligence Steering Committee, a cross-functional body with representation from Legal & Compliance, Information Security, Product Management, Architecture, Engineering, Operations, Finance, and People & Culture. Reporting through our internal Privacy, Security, and Compliance organization, the Artificial Intelligence Steering Committee helps oversee 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.

To support responsible AI use across the organization, all employees are required to complete AI-related training and adhere to our AI Usage Policy, which establishes guidelines for acceptable AI use, protection of intellectual property and personal data, and alignment with global regulatory requirements. Updates to AI-related policies and practices are reviewed by the Chief Legal Officer and the Privacy, Security and Compliance Organization, and are approved by the AI Steering Committee.

Our AI governance approach is risk-based and incorporates controls that address privacy, data protection, fairness, security, and resiliency, with appropriate human oversight embedded in workflows. To help mitigate risk, First Advantage does not permit the use of public AI systems and does not use confidential, sensitive, or personal data to train AI models. Although First Advantage is an employment screening service provider, the company does not make any employment-related decisions for end-user customers in any context. Likewise, First Advantage does not use AI that includes automated employment decisioning features within its screening services that are inconsistent with applicable laws and company policies.



Planned Initiatives

Looking ahead, First Advantage intends to introduce a formal AI Impact Assessment ("AIIA") framework in 2026 to further enhance the company's governance capabilities. This framework is expected to provide a structured approach for evaluating AI-enabled initiatives across legal, regulatory, operational, ethical, security, and business dimensions prior to deployment. By expanding our existing governance model in this way, First Advantage aims to strengthen our ability to assess emerging risks, support transparency, and align with evolving global AI regulatory standards, reinforcing our commitment to responsible innovation and long-term value creation.

Responsible Supply Chain

At First Advantage, we recognize that maintaining a responsible and resilient supply chain is important to supporting ethical business practices, operational continuity, and long-term value creation. We are committed to working with suppliers that align with our expectations related to integrity, compliance, human rights, and responsible business conduct. Through defined governance structures, supplier standards, and supplier engagement processes, we seek to promote accountability and responsible practices throughout our supply chain.

Management Approach

Oversight of responsible supply chain practices at First Advantage is jointly led by our Chief Procurement Officer and VP of Global Vendor Management and supported by a cross-functional team of senior leaders. Our approach to supplier relationship management is guided by our Supplier Relationship Management and Global Vendor Management Policies, which establish expectations for supplier engagement, accountability, and alignment with our standards for responsible business conduct across the supply chain.

All suppliers are required to abide by our **Code of Business Conduct**, which outlines expectations related to ethics, integrity, compliance, human rights, and responsible business practices. These expectations include prohibitions on child or forced labor, discrimination, harassment, and abuse, as well as requirements related to health and safety management, compliance with applicable wage and working-hour laws, environmental responsibility, and adherence to anti-corruption standards.

To further strengthen supply chain oversight and risk management capabilities, First Advantage continuously monitors suppliers, regularly screening for global sanctions and evaluating financial health.

We recognize that supplier excellence and supply chain resilience are strengthened by engaging qualified suppliers that bring valuable capabilities, innovation, and expertise to our business. A broad supplier network supports agility, enhances risk management, and drives innovation across our operations. Throughout 2025, we continued to engage a wide range of qualified suppliers that contributed to the strength and resilience of our supply chain.

Business Ethics

At First Advantage, integrity and trust are foundational to our business and central to the services we provide. As a global provider of comprehensive, end-to-end identity solutions, criminal background screening, credential verifications, drug and health screening, and continuous risk monitoring, we recognize our important responsibility to operate ethically, protect sensitive information, and maintain the trust of customers, employees, investors, and partners. For us, business ethics means operating with integrity, accountability, transparency, and respect for applicable laws and regulations across every aspect of our business. Through defined governance structures, policies, training programs, and management systems, we seek to foster a culture of accountability, compliance, and professional integrity across all levels of the organization.

Management Approach

Responsibility for business ethics and professional integrity at First Advantage is shared among Corporate Compliance, Legal, Information Security, and People & Culture departments, with oversight by executive leadership. Our approach is guided by key policies and standards, including our Code of Conduct, anti-bribery and anti-corruption standards, data privacy requirements, and information security policies (see **Selected Policies** section of the Appendix for more information), and is further supported through our Information Security Management System ("ISMS"), internal audit activities, and broader enterprise risk management processes. First Advantage also maintains ISO/IEC 27001 certification at key operational locations, reinforcing alignment with globally recognized information security standards (see the **Data Privacy & Cybersecurity** section of this Report for more information).

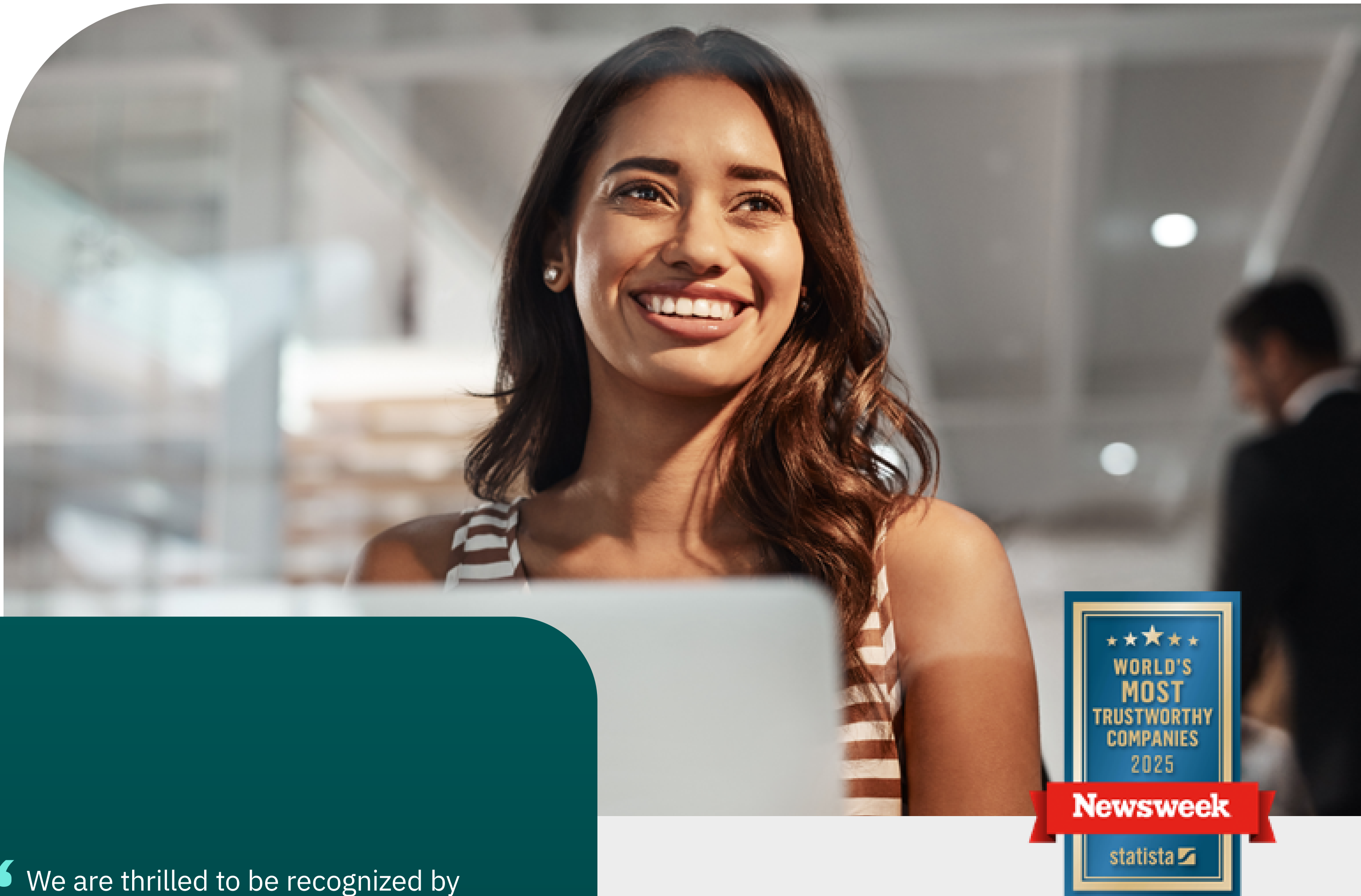
First Advantage is committed to fostering a culture of integrity and ethical conduct across all levels of the organization through our global compliance training program, which reinforces ethical standards and regulatory expectations across all roles. Through this mandatory learning program, employees receive regular training on a variety of policies and procedures that support our business ethics framework. The program equips employees with the knowledge and tools necessary to make ethical decisions, comply with applicable laws and regulations, and uphold our commitment to responsible business practices.

In 2025, First Advantage undertook strategic planning to further strengthen and scale the company's compliance training program to support the organization's size and global footprint. A key priority of this initiative was reducing the operational burden on internal teams by minimizing the need for frequent updates to region-specific regulatory content, while still ensuring employees receive training aligned with applicable local laws and requirements. The strategy also addressed the delivery of multilingual training content, emphasizing the need to maintain accurate, consistent translations to support clarity across regions. Strategic planning for the enhanced global compliance training program was completed in 2025, and the program was officially launched in January 2026.

Metrics

Business Ethics & Compliance Metrics

METRIC	2025
Monetary losses resulting from legal proceedings associated with professional integrity	$0
Percentage of sites internally assessed or audited on business ethics topics	100%



"We are thrilled to be recognized by Newsweek as one of the World's Most Trustworthy Companies for 2025. **This distinction is a testament to the integrity, transparency, and dedication our team brings to every customer interaction.** Trust is the foundation of our business, and being acknowledged for it on a global scale reinforces our commitment to delivering reliable, secure, and innovative solutions that empower organizations worldwide."

– **Scott Staples**, CEO

Newsweek Recognizes First Advantage as One of the World's Most Trustworthy Companies

In 2025, First Advantage was recognized on Newsweek's *World's Most Trustworthy Companies* list, a ranking that honors organizations demonstrating high levels of trust among key stakeholder groups. The ranking is based on an independent evaluation that incorporates survey feedback and public perception data on factors such as integrity, transparency, ethical business practices, and stakeholder confidence.

Environment

- Greenhouse Gas Emissions
- Climate Resilience

Greenhouse Gas Emissions

First Advantage recognizes the importance of addressing greenhouse gas emissions as part of global efforts to mitigate climate change. We are focused on understanding and managing emissions associated with our operations and value chain while continuing to strengthen transparency in how we measure and report performance over time.

Management Approach

Oversight of our GHG emissions management efforts is supported by our Corporate Responsibility and Sustainability Board Sub-committee, which meets quarterly to align on our broader sustainability approach and provide updates to the Board of Directors. Through this governance structure, we work to integrate environmental considerations into operational decision-making and support ongoing accountability around emissions management and reporting.

We recognize that effective emissions management begins with reliable data. In partnership with an external consultant, we continued updating our greenhouse gas data collection and emissions tracking processes during 2025. We have expanded the completeness of our emissions inventory by adding new scope 3 categories and increasing the use of primary activity data where available. These efforts help improve the accuracy and completeness of our emissions reporting and better position us to identify emissions hotspots and opportunities for operational improvement and reduction over time.

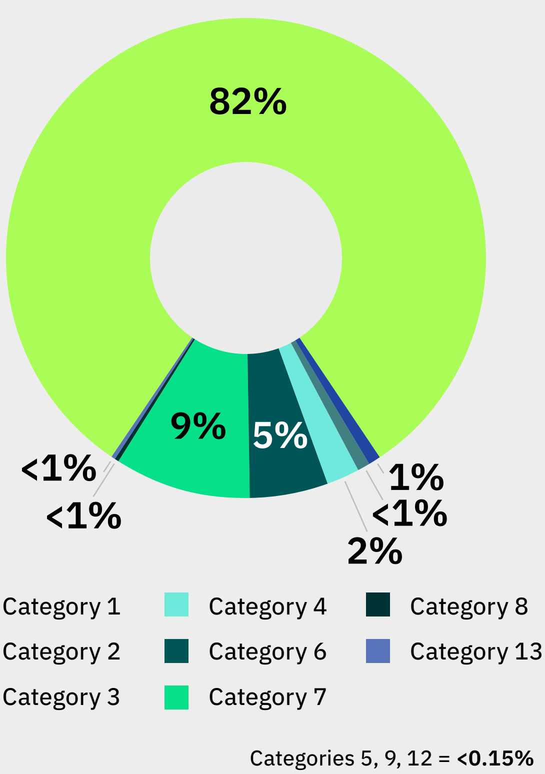
In parallel, First Advantage maintained a remote-first workforce model in 2025 and further optimized the company's real estate footprint by consolidating office locations, including terminating select lease agreements and reducing the footprint of existing office space where appropriate.

As a result of continued operational optimization efforts and ongoing improvements in emissions data accuracy, First Advantage reported a year-over-year decrease in total greenhouse gas emissions in 2025, despite adding two new scope 3 categories to our emissions inventory.

Metrics

In 2025, First Advantage completed the company's second GHG inventory in alignment with the Greenhouse Gas Protocol, increasing transparency into our environmental footprint and emissions profile. Our inventory included scope 1 (including purchased heating fuels and fugitive emissions associated with fire suppression systems), scope 2 (including purchased electricity and chilled water for facilities), and 11 applicable scope 3 categories, including two newly calculated downstream scope 3 categories in 2025: downstream transportation and distribution (Category 9) and end-of-life treatment of sold products (Category 12). From 2023 to 2024, total reported emissions increased due to expanded inventory coverage, improved data collection, and operational growth associated with the Sterling acquisition. As our greenhouse gas inventory continues to mature, emissions data from 2024 onward provide a more complete and comparable representation of our environmental footprint over time.

2025 Scope 3 GHG Emissions Breakdown



Scope 3 emissions continued to represent the majority of our emissions footprint, accounting for approximately 98% of total emissions in 2025. Purchased goods and services remained the largest contributor within scope 3 emissions, representing approximately 82% of total scope 3 emissions, followed by employee commuting (9%) and business travel (5%). Purchased goods and services emissions are largely associated with third-party technology, software, and data processing services that support our operations, cybersecurity, compliance, and customer solutions. Employee commuting emissions also reflect the impacts of our remote-first workforce model, including estimated work-from-home energy use among remote employees. While these activities are essential to the services we provide, we continue to evaluate opportunities to improve efficiency and reduce emissions across our value chain.

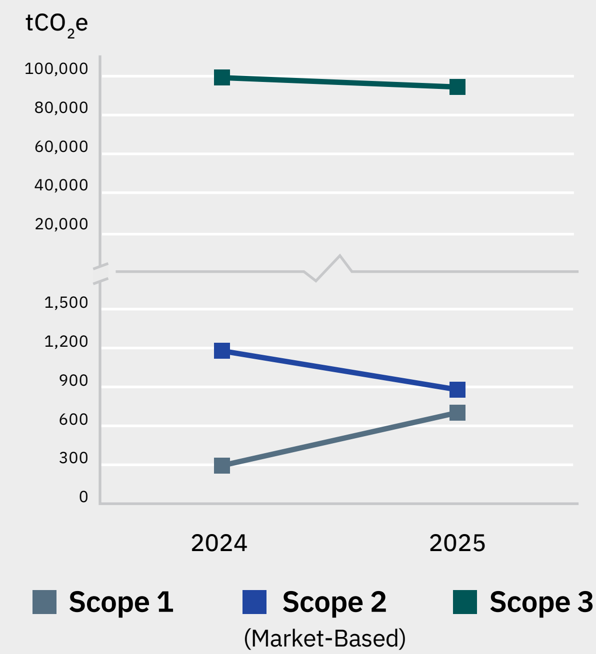
Total GHG emissions decreased approximately 4% from 2024 to 2025 despite the addition of two new downstream scope 3 categories to our inventory. The decrease was primarily driven by reductions in scope 2 and scope 3 emissions. Scope 2 emissions declined due to facility closures and lower electricity consumption, while purchased goods and services emissions decreased due to lower spend across several categories and ongoing improvements in data collection. Scope 1 emissions increased year over year due to the replacement of refrigerants associated with fire suppression systems; however, these emissions represented a relatively small portion of the overall inventory and are not expected to occur at similar levels annually.

As we continue to mature our GHG inventory and reporting processes, we remain focused on improving data completeness, refining emissions calculations, and strengthening visibility into emissions hotspots across our operations and value chain. Our 2025 global Scope 1 and 2 greenhouse gas emissions were successfully verified by a third party at a limited assurance level.

Total GHG Emissions[9]

METRIC (TCO_2e)	2024	2025
Scope 1	294	**705**
Scope 2 (Market-Based)	1,218	**878**
Scope 3	98,495	**94,440**
TOTAL	**100,007[10]**	**96,023[11]**

2024-2025 Total GHG Emissions[9]



Scope 3 GHG Emissions Breakdown - 2025

SCOPE 3 CATEGORY	TCO_2e	% CONTRIBUTION
Category 1: Purchased Goods & Services	77,044	82%
Category 7: Employee Commuting	8,853	9%
Category 6: Business Travel	4,754	5%
Category 4: Upstream Transport & Distribution	2,158	2%
Category 2: Capital Goods	801	1%
Category 3: Fuel & Energy Related Activities	782	<1%
Category 5: Waste from Operations	118	<1%
Category 8: Upstream Leased Assets	194	<1%
Category 9: Downstream Transport & Distribution	32	<1%
Category 12: End-of-Life Treatment of Sold Goods	13	<1%
Category 13: Leased Assets	126	<1%

9. GHG emissions data reported herein are based in part on estimates and third-party methodologies that incorporate various assumptions and third-party data. Actual emissions may differ from those reported herein.

10. Includes scope 3 categories: 1, 2, 3, 4, 5, 6, 7, 8, and 13.

11. Includes scope 3 categories: 1, 2, 3, 4, 5, 6, 7, 8, 9, 12, and 13.

Climate Resilience

As climate change continues to shape the global business environment, we know it is important to evaluate climate-related risks and opportunities that may affect our operations, financial performance, and long-term strategic objectives. Understanding these risks and opportunities supports informed decision-making, strengthens business resilience, and enables us to respond to evolving stakeholder expectations, allowing us to continue delivering trusted services to customers in a changing world.

Management Approach

Oversight of climate-related risks and opportunities is integrated into our broader sustainability governance structure. The Corporate Responsibility and Sustainability Board Sub-committee is responsible for evaluating and managing environmental and climate-related risks, reporting to the Nominating and Corporate Governance Committee, and providing quarterly updates to the Board of Directors on climate-related matters. We are committed to implementing policies, practices, and initiatives designed to advance our climate-related objectives, while continuously gathering data to enhance and expand our sustainability strategies.

In 2025, we conducted a structured climate-related risk assessment aligned with the recommendations of the TCFD. The assessment evaluated physical risks, including acute and chronic climate hazards, as well as transition risks related to policy and legal developments, technology, market shifts, and reputation. Risks and opportunities were assessed across short-, medium-, and long-term time horizons and evaluated under two climate scenarios: SSP1-2.6, a lower-emissions scenario involving stronger climate action and transition activity, and SSP5-8.5, a higher-emissions scenario involving greater long-term physical climate impacts.[12]

12. Since completion of this assessment, the World Climate Research Programme has published the CMIP7 scenario framework, which does not carry forward SSP5-8.5 in its core scenario set. As CMIP7 model outputs become available and are incorporated into climate risk assessment methodologies, First Advantage intends to evaluate and update the scenario analysis as appropriate during future climate risk assessment refreshes.

The assessment identified evolving customer sustainability expectations as a material transition risk, reflecting increasing stakeholder focus on sustainability performance, transparency, and climate-related disclosures. At the same time, we see this evolving landscape as an opportunity to further strengthen customer trust and competitive positioning through enhancements to our sustainability program, GHG reporting, governance practices, and data management capabilities.

The assessment also identified potential long-term physical climate risks related to severe weather events and operational disruption. Existing operational flexibility, including our remote-first workforce model, geographically distributed operations, and ongoing business continuity planning, already supports resilience in certain disruption scenarios. We will continue evaluating opportunities to improve preparedness, governance oversight, and operational resilience as climate-related risks and stakeholder expectations evolve over time.

A summary of the material climate-related risks and opportunities identified through the assessment is provided below. Additional details can be found in the **TCFD Appendix**.

Key Climate-Related Risks and Opportunities

Transition Risks

CLIMATE-RELATED RISK	POTENTIAL BUSINESS RELEVANCE	TIME HORIZON	RESILIENCE ACTIVITIES
Changing Customer Expectations	Customers increasingly request sustainability disclosures and climate-related information as part of procurement and vendor evaluations.	Medium-Term	Strengthening sustainability disclosures, GHG inventory processes, and climate-related data management capabilities.

Physical Risks

CLIMATE-RELATED RISK	POTENTIAL BUSINESS RELEVANCE	TIME HORIZON	RESILIENCE ACTIVITIES
Surface Flooding	Flooding may disrupt facility access, employee productivity, telecommunications, and service delivery at certain operational locations.	Long-Term	Enhancing business continuity planning, operational flexibility, and cross-site workflow support.
Severe Storms and Cyclones	Severe weather events may impact facilities, transportation, power availability, and employee access in certain regions.	Long-Term	Strengthening work-from-anywhere capabilities, outage response coordination, and operational redundancy.

Climate-Related Opportunities

OPPORTUNITY	POTENTIAL BUSINESS RELEVANCE	TIME HORIZON	RESILIENCE ACTIVITIES
Reputational Capital	Strong sustainability performance and transparency may strengthen customer confidence and support competitiveness in supplier evaluations.	Short-Term	Improving sustainability disclosures, governance practices, and sustainability performance management.

Appendix

- Selected Policies
- Adjusted EBITDA Reconciliation
- Sustainability Accounting Standards Board Disclosures
- Task Force on Climate-related Financial Disclosures Index
- Additional Disclosures

Selected Policies

The following represents a non-exhaustive list of key policies that help guide our approach to responsible business practices. Where available, hyperlinks are provided to publicly accessible policies. Policies without hyperlinks are internal documents that are not publicly available.

POLICY	OBJECTIVE
AI Usage Policy	Governing First Advantage's use of AI, the AI Usage Policy establishes an AI Steering Committee and generally governs how AI may be used (and not used) at First Advantage. It is the first step in our "Responsible Use of AI" governance framework and is intertwined with our privacy controls.
Anti-Slavery Transparency Statement	Demonstrating our commitment to ethical labor practices and our commitment to identifying and addressing slavery and human trafficking risks.
Business Continuity Policy	Establishing a comprehensive program for continuing to provide essential services during natural disasters or emergencies.
Code of Business Conduct	Upholding high supplier standards by requiring compliance with the Code of Business Conduct, covering key areas such as employment practices, and undergoing a comprehensive screening process.
Corporate Responsibility and Sustainability Policy	Outlining our commitment to socially responsible and sustainable practices and establishing values and objectives in alignment with this policy.
Culture and Employee Engagement Program	Operating with empathy and respect, First Advantage fosters a global workplace culture that benefits from the experiences, perspectives, and contributions of employees across our organization. Our team members support one another and strive to treat all individuals with respect, integrity, and fairness. First Advantage has programs and resources available to all employees to help support a workplace culture grounded in inclusion, collaboration, and belonging across our global workforce.
Data Protection and Privacy Policies	Using information responsibly and continuing to protect privacy rights, as well as promoting transparency through consumer education and privacy principles.
Facility and Personnel Security Policy	Establishing measures to provide global physical security for First Advantage personnel and facilities.
Global Anti-Bribery and Foreign Corrupt Practices Act Policy	Ensuring compliance with anti-bribery laws (e.g., "FCPA," U.K. Bribery Act); defining due diligence processes for third-party agents and mechanisms for reporting suspected violations.
Global Anti-Fraud and Whistleblower Policy	Promoting ethical business behavior by facilitating the detection and prevention of fraud, as well as protecting employees who report wrongdoing.
Global Anti-Money Laundering and Sanctions Statement	Acknowledging and complying with global regulations and communicating legal obligations to stakeholders.
Global Code of Conduct and Ethics	Encompassing directors, officers, and employees, outlining the ethical standards they are expected to uphold while maintaining service quality and market position.
Privacy Information Management System ("PIMS") Manual	Serving as an extension of First Advantage's ISO 27001 and 27701 certifications, the PIMS manual is the governance document that establishes and requires such things as a privacy team, privacy training, and generally implements principles such as privacy by design and default.
Securities Trading Policy[13]	Committing to preventing insider trading by requiring employees to comply with laws and avoid actions that may be deemed improper.
Volunteer Time Off Program and Policy	Encouraging employees to support their communities through FA Cares, which includes volunteering and enabling participation during work hours.

13. See Exhibit 19.1 of the Form 10-K for the Securities Trading Policy.

Adjusted EBITDA Reconciliation

(IN THOUSANDS, EXCEPT PERCENTAGES)	YEAR ENDED DEC. 31, 2025
Net loss	$(34,824)
Interest expense, net	$168,667
Benefit for income taxes	$(2,427)
Depreciation and amortization	$248,583
Loss on extinguishment of debt	$1,052
Share-based compensation[14]	$24,456
Transaction and acquisition-related charges[15]	$8,741
Integration, restructuring, and other charges[16]	$27,147
Adjusted EBITDA	**$441,395**
Revenues	**$1,574,389**
Net Loss Margin	**(2.2)%**
Adjusted EBITDA Margin	**28.0%**

14. Share-based compensation for the year ended Dec. 31, 2025, includes approximately $7.1 million of incrementally recognized expense associated with the May 2023 modification of the vesting terms of outstanding unvested and unearned performance-based options, restricted stock units, and restricted stock awards.
15. Transaction and acquisition-related charges for the year ended Dec. 31, 2025, include approximately $8.0 million of expense associated with the Sterling Acquisition, primarily consisting of $7.7 million of compensation expense attributable to converted Sterling equity awards.
16. Represents charges from organizational restructuring and integration activities, non-cash, and other charges primarily related to nonrecurring legal exposures, foreign currency (gains) losses, impairment of capitalized software, (gains) losses on the sale of assets, and other non-recurring items. Integration, restructuring, and other charges for the year ended Dec. 31, 2025, include approximately $18.1 million of expense associated with the integration of Sterling, $1.5 million of expenses related to debt refinancing activities, as well as capitalized software impairment charges of approximately $1.2 million.

Sustainability Accounting Standards Board Disclosures

Industry: Professional and Commercial Services

Activity Metrics

SASB ACCOUNTING METRIC	SASB CODE	PAGE/RESPONSE
Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	**SV-PS-000.A**	See **Our Employee Footprint** for our employee counts by region. First Advantage does not disclose the number of employees by full-time, part-time, or contract.
Employee hours worked, percentage billable	**SV-PS-000.B**	Not reported

Data Security

SASB ACCOUNTING METRIC	SASB CODE	PAGE/RESPONSE
Description of approach to identifying and addressing data security risks	**SV-PS-230a.1**	See Data Privacy & Cybersecurity, pg. 41
Description of policies and practices relating to collection, usage, and retention of customer information	**SV-PS-230a.2**	See Data Privacy & Cybersecurity, pg. 41 and Selected Policies, pg. 58
(1) Number of data breaches, (2) percentage that (a) involve customers' confidential business information and (b) are personal data breaches, (3) number of (a) customers and (b) individuals affected	**SV-PS-230a.3**	First Advantage discloses this information to the extent required in periodic reports filed with the U.S. Securities and Exchange Commission.

Workforce Composition & Engagement

SASB ACCOUNTING METRIC	SASB CODE	PAGE/RESPONSE
Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, and (c) all other employees	**SV-PS-330a.1**	See Additional Disclosures, pg. 66
(1) Voluntary and (2) involuntary turnover rate for employees	**SV-PS-330a.2**	See Employee Engagement & Wellbeing, pg. 21
Employee engagement as a percentage	**SV-PS-330a.3**	See Employee Engagement & Wellbeing, pg. 21 ("Favorability Score")

Professional Integrity

SASB ACCOUNTING METRIC	SASB CODE	PAGE/RESPONSE
Description of approach to ensuring professional integrity	**SV-PS-510a.1**	See Business Ethics, pg. 48
Total amount of monetary losses as a result of legal proceedings associated with professional integrity	**SV-PS-510a.2**	First Advantage discloses this information to the extent required in periodic reports filed with the U.S. Securities and Exchange Commission.

Task Force on Climate-related Financial Disclosures Index

This section discusses the climate-related financial risks and opportunities that we believe are the most relevant to First Advantage. The climate-related risks discussed below may not be the only climate-related risks applicable to First Advantage.

Governance

TCFD RECOMMENDATION	PAGE/RESPONSE
Board oversight of climate-related risks, opportunities, processes, and the frequency with which the Board and/or Board committees (e.g., audit, risk, or other committees) are informed about climate-related issues	See Climate Resilience, pg. 55
Management's role in assessing or managing climate-related risks and opportunities	See Climate Resilience, pg. 55

Strategy

TCFD RECOMMENDATION	PAGE/RESPONSE
Describe the climate-related risks and opportunities the organization has identified over the short-, medium-, and long-term[17]	**Transition Risk: Changing Customer Expectations (Medium-Term)** Customer expectations for climate-related information are emerging as a baseline requirement for remaining competitive in vendor evaluations. To the extent more customers adopt emissions-reduction goals, including scope 3 supplier expectations, vendors like First Advantage are likely to be expected to provide consistent and accurate GHG emissions data and demonstrate meaningful emissions reductions over time. Meeting these expectations may increase operational costs related to data collection, reporting, and internal sustainability processes. In the long term, if expectations continue to rise and First Advantage is unable to meet them or keep pace with competitor performance, future contract opportunities could be affected—particularly in scenarios where customers face stronger sustainability requirements of their own. **Physical Risk: Surface Flooding (Long-Term)** First Advantage operates a global network of office, administrative, and operational support sites that perform critical functions, including processing screening requests, reviewing records, conducting verifications, and supporting customer interactions. The locations face exposure to localized surface flooding during heavy rainfall or rapid-onset storms. Flooding can restrict site access, interrupt power or telecommunications, and disrupt employee operations, slowing key processing and service functions. These interruptions can result in lost productivity, workflow backlogs, and short-term revenue impacts tied to delays in service delivery. **Physical Risk: Severe Storms and Cyclones (Long-Term)** First Advantage has a large workforce in Manila, Philippines that supports core processing and service functions. Manila is exposed to cyclones (typhoons), which can cause power outages, transportation shutdowns, and temporary facility closures. Because this location handles essential operational work, even short disruptions can slow processing timelines, reduce productivity, and temporarily affect service delivery. These interruptions can create workflow backlogs that impact turnaround times and contribute to revenue loss. Under a rapid-transition scenario (SSP1–2.6), anticipated improved infrastructure resilience and slower increases in storm intensity help limit cyclone-related disruptions in Manila, leading to shorter workflow delays and relatively minor revenue impacts. Under a higher-warming scenario (SSP5–8.5)[18], more intense storms and slower infrastructure adaptation are projected to result in longer facility disruptions and greater impacts on employee access and operations, which would increase the likelihood of revenue loss from extended downtime. **Opportunity: Reputational Capital (Short-Term)** Many of First Advantage's largest customers use sustainability indexes and ratings (e.g., EcoVadis) as part of their supplier review and procurement processes. To the extent customer sustainability expectations continue to grow, strong sustainability performance and transparency may reinforce customer confidence, support contract renewals, and help us to maintain competitiveness in vendor evaluations. We believe that increasing First Advantage's sustainability disclosures better positions us to meet customer expectations and strengthens our reputation as a responsible and reliable service provider. Starting on page 17 of our **Annual Report** for the fiscal year ended Dec. 31, 2025, First Advantage discloses business risks, with sustainability- and climate-related risks on page 31.

17. Separate time horizons are applied for transition and physical risks. Physical risks were assessed over longer periods because their impacts typically unfold gradually over decades. Transition risks were assessed using a fixed-probability approach within a 0-5-year range to align with First Advantage's Enterprise Risk Management system. Short-term risks were considered those occurring in 0-2 years; medium-term risks were those occurring in 2-3 years; and long-term risks were those occurring in 10 or more years.
18. Since completion of this assessment, the World Climate Research Programme has published the CMIP7 scenario framework, which does not carry forward SSP5-8.5 in its core scenario set. As CMIP7 model outputs become available and are incorporated into climate risk assessment methodologies, First Advantage intends to evaluate and update the scenario analysis as appropriate during future climate risk assessment refreshes.

TCFD RECOMMENDATION	PAGE/RESPONSE
Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	Transition risks may increase the need for investments in sustainability reporting, greenhouse gas accounting, climate-related data management, and governance capabilities, while physical risks may influence business continuity planning and operational resilience efforts. At the same time, opportunities associated with reputational capital may strengthen customer confidence, support competitiveness in procurement activities, and contribute to long-term revenue protection. Additional information on the actions First Advantage is taking to strengthen resilience and respond to these risks and opportunities is provided below.
Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	**Adaptation and Mitigation Activities for Transition Risks** First Advantage is strengthening its climate data management and reporting capabilities to stay competitive as customer expectations evolve. By doing so, First Advantage believes it can respond more effectively to customer requests and expects to maintain a strong position in vendor evaluations. **Adaptation and Mitigation Activities for Physical Risks** Because the identified physical risks are expected to primarily affect productivity and service timelines, First Advantage's resilience measures are focused on minimizing workflow delays and maintaining customer delivery when access to certain facilities is temporarily disrupted. Among other things, this includes: ▪ Enhancing business continuity and work-from-anywhere protocols ▪ Strengthening cross-site redundancy ▪ Enhancing communication and outage response coordination ▪ Engaging landlords and local facility managers on drainage, infrastructure vulnerabilities, and building readiness ▪ Conducting scenario planning for down-day events ▪ Reviewing, periodically, insurance coverage and recovery procedures

Risk Management

TCFD RECOMMENDATION	PAGE/RESPONSE
Describe the organization's processes for identifying and assessing climate-related risks	First Advantage conducted a structured climate assessment in 2025 to identify and evaluate climate-related risks and opportunities, as further described in this Report. This assessment included a screening for potential risks, evaluating the probability and magnitude of identified risks, and a review with senior leadership. As part of the assessment process, members of cross-functional governance bodies responsible for oversight of enterprise risk and sustainability provided input. In parallel, business unit representatives contributed tangible examples and operational context to help evaluate how climate-related risks could manifest across different parts of the organization. Our risk assessment methodology is further discussed under "Strategy" above.
Describe the organization's processes for managing climate-related risks	Management is responsible for implementing policies, practices, and initiatives that support First Advantage's climate-related objectives and broader sustainability strategy. Oversight of environmental and climate-related risks is integrated into the Company's sustainability governance structure, with a Board sub-committee responsible for evaluating these risks and providing regular updates to the Board of Directors. To support the management of climate-related risks, First Advantage continues to strengthen sustainability data collection, greenhouse gas inventory processes, climate-related disclosures, and governance practices. These activities help the Company monitor evolving stakeholder expectations, respond to emerging regulatory requirements, and identify opportunities to enhance climate-related performance and transparency. First Advantage also maintains business continuity planning and operational resilience measures to support continuity of operations during potential disruptions. Existing capabilities, including geographically distributed operations and flexible work arrangements, help support operational resilience in the face of physical climate-related risks.
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	Transition risks were assessed using the same enterprise risk management ("ERM") methodology applied to other business risks. Each risk was evaluated using a five-point scale for probability and severity, with materiality determined against standard thresholds used across the corporate risk register. Climate risks were incorporated into the register under both inherent and mitigated evaluations, reflecting the consideration of actions already underway that may reduce potential impacts. First Advantage recognizes that climate-related risks often unfold over longer time horizons than those typically used in ERM. While the Company generally assesses business risks over a 12- to 18-month period, the climate-related risk assessment considered longer-term transition and physical risk horizons, supported by scenario analysis that evaluates macroeconomic, political, social, technological, and climate-related trends over time. Climate-related risks are also considered alongside existing risk management and business continuity processes, including operational resilience planning, cross-site workflow support, and flexible work capabilities designed to maintain service continuity during disruptions.

Metrics and Results

TCFD RECOMMENDATION	PAGE/RESPONSE
Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	The most significant metrics used in assessing risks and opportunities relate to the financial impacts posed by risks and opportunities: revenues, costs, and Adjusted EBITDA. First Advantage also tracks climate-related risks and opportunities using a combination of regulatory, operational, and stakeholder metrics. This includes monitoring climate-related regulations, evaluating customer requests related to climate expectations, tracking impacts of weather events and supply chain disruptions, and assessing evolving sector standards and disclosure guidance. First Advantage incorporates feedback from customers, investors, suppliers, and other stakeholders to help ensure identified risks and opportunities remain relevant and aligned with business priorities.
Disclose scope 1, 2, and if appropriate, scope 3 greenhouse gas emissions and related risks	See Greenhouse Gas Emissions, pg. 52 for scope 1, scope 2, and scope 3 GHG emissions. First Advantage recognizes that greenhouse gas emissions data and related climate disclosures are increasingly requested by customers as part of procurement processes, supplier evaluations, and vendor selection decisions. As identified through the Company's climate-related risk assessment, evolving customer expectations regarding sustainability performance, emissions reporting, and transparency represent a key climate-related transition risk. To address this risk, First Advantage continues to strengthen our GHG inventory processes, climate-related data management capabilities, and sustainability reporting practices.
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	First Advantage has not set formal climate-related targets or goals. The organization maintains a continuous assessment process to better understand risks, opportunities, and performance trends, while considering relevant industry developments and best practices. As data availability improves and the company’s climate strategy matures, targets may be considered.

Additional Disclosures

Metrics

Training on Discrimination and Harassment

	2023	2024	2025
Percent of Employees Trained on Discrimination and Harassment[19]	100%	100%	**100%**

Gender Representation – Global & United States

		2025
Global Overall Workforce	**Female**	53%
	Male	47%
Global Executive Management	**Female**	45%
	Male	55%
Board of Directors[20]	**Female**	50%
	Male	50%
U.S. Overall Workforce	**Female**	64%
	Male	36%
U.S. Executive Management	**Female**	48%
	Male	52%

Race/Ethnicity Representation – United States

		2025
U.S. Overall Workforce	**Asian**	7%
	Black	16%
	Hispanic	7%
	Other	3%
	White	67%
U.S. Executive Management	**Asian**	4%
	Black	4%
	Hispanic	2%
	Other	6%
	White	84%

19. 100% of employees are in scope to receive training on discrimination and harassment through mandatory Global Code of Conduct and Employee Handbook acknowledgments and required harassment prevention training, with region-specific modules assigned where required by law.
20. Changes to the composition of the Board of Directors occurred in 2026. As a result, the Board's gender composition has changed and differs from the percentage breakdown presented in this table, which reflects Board membership as of the 2025 reporting period.

2025 Global Impact Report

First Advantage **(NASDAQ: FA)** is a global software and data company. We provide comprehensive, end-to-end identity solutions, criminal background screening, credential verifications, drug and health screening, and continuous risk monitoring. Combining AI-powered proprietary technology platforms with proprietary data, primary source data, and third-party data, we help organizations hire with confidence and manage risk across the entire employee lifecycle. With over 80,000 customers worldwide, including approximately two-thirds of the Fortune 100, we deliver fast, comprehensive, and reliable solutions for employers, their candidates, and their employees. We conduct more than 200 million screens annually across over 200 countries and territories, supported by our verticalized go-to-market strategy, decades of experience, and proprietary databases containing over 1 billion records.

For more information, please visit our website at **https://fadv.com/**.

First Advantage