



Hire Smarter.
Onboard Faster.®

2023 SUSTAINABILITY REPORT



Contents

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 discussed herein. Forward-looking statements include all statements that are not historical facts. These forward-looking statements relate to matters such as our industry, business strategy, goals, and expectations concerning our market position, future operations, margins, profitability, capital expenditures, liquidity and capital resources, and other financial and operating information and sustainability. 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, 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 artificial intelligence, among others; inability to identify and successfully implement our growth strategies on a timely basis or at all; potential harm to our business, brand, and reputation as a result of security breaches, cyber-attacks, or the mishandling of personal data or other events; our reliance on third-party data providers; due to the sensitive and privacy-driven nature of our products and solutions, we could face liability and legal or regulatory proceedings, which could be costly and time-consuming to defend and may not be fully covered by insurance; our international business exposes us to a number of risks; the timing, manner and volume of repurchases of common stock pursuant to our share repurchase program; 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 indebtedness could adversely affect our ability to raise additional capital to fund our operations, limit our ability to react to changes in the economy or our industry, and prevent us from meeting our obligations; the failure to complete or realize the expected benefits of our acquisition of Sterling Check Corp.; and control by our Sponsor, “Silver Lake” (Silver Lake Group, L.L.C., together with its affiliates, successors, and assignees), and its interests may conflict with ours 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 December 31, 2023, 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.

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 material to First Advantage or its shareholders.

Reporting Year and Scope

Unless otherwise specified, this report focuses primarily on activities during calendar year 2023. All references to a “year” refer to calendar years. First Advantage’s fiscal years coincide with calendar years; therefore, information relating to financial performance is referring to calendar and fiscal years, which are the same.

Disclaimers

For additional information on the company’s financial results for the year ended December 31, 2023, please see our Annual Report on Form 10-K, filed with the SEC.

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 publication 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.

All information contained in this report is as of December 31, 2023, unless otherwise indicated.

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To Our Customers, Employees, Investors, and Partners,

We are pleased to present our third annual Sustainability Report, providing transparency to our stakeholders, including our customers, investors and global teams around the environmental, human, community and governance considerations concerning our business. We feel privileged to serve a large and growing customer base with tailored background screening solutions delivered through the broad talents and vertical specialization of our employees.

In 2023, we continued to recognize the importance of considerations, ranging from ethical governance, to climate, to employee engagement and inclusion, to the resilience of our company. In this report, we detail the momentum we have continued to build on these topics. We highlight our progress on our Diversity, Equity, and Inclusion (DE&I) initiatives, including the addition of our ¡VIVA! employee resource group (ERG) and a robust number of activities driven by our ERGs. We also detail our continued work to collect and incorporate employee feedback through global pulse surveys. And, we were excited to be recognized in 2023 by the ROI Institute Inc. for the training and development we offer to our employees through our SOAR program.

As a company fueled both by people and technology, we also put a lot of focus in 2023 on our data privacy and cybersecurity efforts. While we felt that our systems and processes have been and continue to be strong, we champion excellence in all aspects of our business. Our Global Data Privacy platform is available publicly on our website for our employees, customers, partners, and investors as a signal of our commitments in this regard.

Given our global team interconnectedness, we also believe that a focus on environmental sustainability is critical for our future. In 2023, we worked with third-party consultants to analyze our current operational footprint – including water, waste, and exposures to Scope 1, 2 and 3 greenhouse gas emissions – and to assess our resilience to a climate-affected future.

Our commitment to ethical and sustainable operations was captured in the finalization of our Corporate Responsibility and Sustainability Policy, published in 2023, which is intended to guide employee behavior by articulating our company values, commitments, initiatives, and goals.

We remain dedicated to a mission of creating innovative solutions that enable companies to hire smarter and onboard faster. Sustainability is deeply embedded in our mission, and we look forward to continuing to deliver a superior customer experience aligned with responsible business practices.



Scott Staples
Chief Executive Officer

First Advantage Business Overview

YOUR FIRST ADVANTAGE

First Advantage (NASDAQ: FA) is a leading provider of innovative employment background screening, identity, and verification solutions, managing one of the earliest and most important interactions between an applicant and an organization.

The Company delivers innovative services and insights that help customers mitigate risk and hire the best talent.

OUR CUSTOMERS

30K+

CUSTOMERS

100M

SCREENS

97%

GROSS RETENTION RATE

12-year

AVERAGE TENURE AMONG TOP 100 CUSTOMERS

OUR FINANCIALS

\$764M

REVENUES
(87% AMERICAS,
13% INTERNATIONAL)

\$163M

CASH FLOW FROM
OPERATIONS

Note: All metrics are approximate and as of and for the year ended December 31, 2023, unless otherwise noted.

OUR VALUES

- ▶ **TRANSPARENCY & INTEGRITY**
- ▶ **COLLABORATION**
- ▶ **RESULTS**
- ▶ **OUTSIDE-IN**
- ▶ **CHANGE AGENCY**
- ▶ **ACCOUNTABILITY & EMPOWERMENT**

OUR PRINCIPLES

- Instill trust and confidence.** By fostering open and clear communication with stakeholders, the company builds trust and credibility in its performance and operations.
- Collaborate and appreciate one another.** We work as a team to achieve our goals and appreciate individual contributions. By fostering a collaborative environment, we achieve excellence together.
- Do the right thing.** We believe in doing what is right, even when no one is watching. We are committed to honesty, consistency, and responsibility.
- Put the customer first.** Our customers are at the heart of everything we do. We take an outside-in approach to building a community of raving fans, meeting their needs, and exceeding expectations.
- Innovate and create.** We believe in out-of-the-box thinking. As change agents, we are all empowered and expected to look for ways to improve our company while staying positive and adaptable as changes occur.
- Show respect for the individual.** Everyone has unique talents and abilities. We strive to foster a culture of inclusion, dignity, respect, and empowerment to enable them to exceed their fullest potential.

First Advantage and Sustainability

As we continue to expand our business and service to our customers, we are consistently guided by the best interests of our shareholders and our corporate social responsibility values. We are proud to employ a diverse global team, unified around our commitments to each other, to our customers, to our investors, and to our communities around the world.

OUR GLOBAL FOOTPRINT

AMERICAS
~1,200 employees

INDIA
~3,100 employees

ASIA-PACIFIC
~500 employees

EUROPE
~200 employees

Our Holistic Sustainability Approach

PEOPLE & COMMUNITY

First Advantage is fundamentally in the people business, and supporting, developing, and fostering a sense of inclusion within our workforce is crucial to our company's success. We believe that our efforts to advance DE&I, develop mentorship programs, gather employee feedback, and create pathways for community engagement all form the foundation from which First Advantage has and will continue to grow.

ENVIRONMENT & CLIMATE

Our focus on minimizing the environmental impact of our business remains steadfast. As a technology-enabled company in the business services industry, we have a relatively small environmental footprint, minimal physical operations, no direct fuel consumption, and a distributed workforce. Nevertheless, we believe we have a corporate responsibility to act with sustainability in mind.

GOVERNANCE & ACCOUNTABILITY

First Advantage's commitments to sustainability, human rights, secure operations, and environmental responsibility are all guided with intentionality from our leadership. From our Board to our executive team and across management throughout the company, the team at First Advantage continues to hold ourselves accountable for acting with transparency, integrity, and oversight.

POLICY & PROCESS

Our ability to meet our objectives and maintain our standards around environmental, human, and operational considerations is facilitated by a robust set of policies and processes that support organization-wide commitment. Guided by compliance with applicable laws and regulations, and with a keen sense of business ethics, we maintain best practices around privacy, security, welfare, and accountability.

2023 ACHIEVEMENTS

Corporate Responsibility

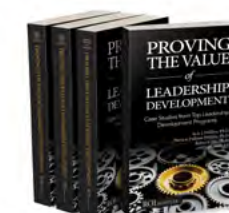
- ▶ Published inaugural climate disclosures in alignment with standards provided by the Task Force on Climate-Related Financial Disclosures (TCFD) and the Sustainability Accounting Standards Board (SASB)
- ▶ Launched our online Global Privacy Center
- ▶ Recognized 438 leaders who graduated from our SOAR management development program
- ▶ Partnered with over 100 diverse suppliers

Employee Engagement and Inclusion

- ▶ Added ¡VIVA! as our fifth ERG, to empower the voices within the Latin community at First Advantage
- ▶ Facilitated collaboration amongst ERG co-chairs to respond to diversity and inclusion survey results
- ▶ Created an integrated ERG calendar
- ▶ Celebrated heritage months with over 20 ERG events
- ▶ Achieved 79% favorability rating on most recent Global Employee Engagement Survey
- ▶ In annual DE&I Survey, sense of belonging saw 79% category favorability where team members related to "I feel like someone of my background, beliefs, and characteristics belongs at First Advantage"
- ▶ Completed inclusivity and diversity training for 314 leaders
- ▶ Hosted 40 customers to participate in unconscious bias training at 2023 Collaborate event
- ▶ Developed Train the Trainer new leader assimilation program

AWARDS & RECOGNITION

In 2023, First Advantage's award-winning manager development program SOAR (see page 13 for further details) was highlighted in the book "Proving the Value of Leadership Development," published by the ROI Institute Inc. This follows the ROI Institute's recognition of the SOAR program in 2021 as a Best Impact/ROI Study Award Business.



In addition, First Advantage was recognized globally for our commitments to diversity, leadership, customer service, customer satisfaction, human resources, and Board-level gender parity through a variety of awards.



DR. STUART HOFFMAN LIFELONG LEARNER AWARD

In addition to the awards received by the First Advantage organization, we were pleased to recognize two of our employees with the Dr. Stuart Hoffman Lifelong Learner Award. This award was established in 2022 in honor of First Advantage's Chief Medical Review Officer of 21 years, Dr. Stuart Hoffman, who had a passion for development and learning. The annual award recognizes First Advantage team members who exemplify a strong commitment to professional and personal development through learning and upskilling.



Powered by People

IN THE WORDS OF OUR TEAM

“I finally feel like I’ve found an organization where I belong. From how we are treated by leadership to the way we help our clients, I feel proud that I get to work and learn alongside the caliber of professionals that make up First Advantage.”

SALES DEPARTMENT TEAM MEMBER

“For me, the best part about the culture and environment at First Advantage is the people. I have met good friends from the company and have retained friendships with some even if they left the company several years ago.”

CUSTOMER SUPPORT DEPARTMENT TEAM MEMBER



The First Advantage Team

"I take pride in leading a team that is deeply committed to the advancement of First Advantage's company culture. It's been incredible witnessing the evolution of First Advantage's beliefs, values, and behaviors throughout the past decade. Concurrent with tremendous growth, the company has successfully adapted and fostered an inclusive culture where team members feel a strong sense of belonging and see themselves as integral to the company's future."

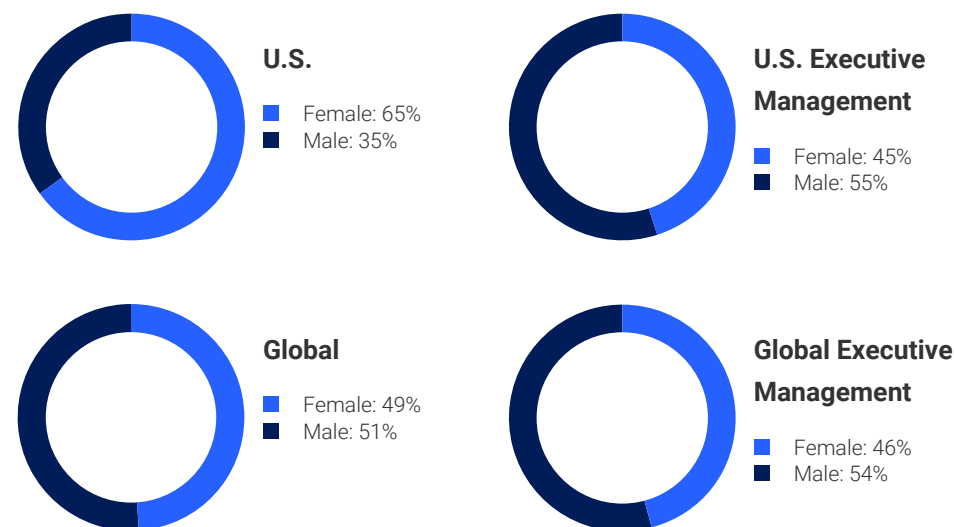
MICHAEL PILNICK,
CHIEF HUMAN RESOURCES OFFICER



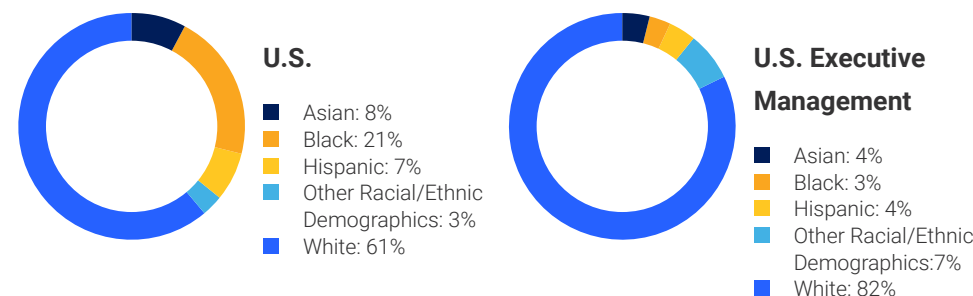
First Advantage's success is powered by our global team, and we remain committed to supporting a diverse and inclusive workforce. We believe the perspective of each one of our team members is valuable – both to our company and to our customers – driving greater mutual outcomes.

ORGANIZATIONAL DIVERSITY*

Gender Diversity



RACIAL/ETHNIC DIVERSITY*



*First Advantage reports racial/ethnic diversity using only U.S. demographic information and excludes any associates who did not disclose, which is consistent with our Equal Employment Opportunity reporting. Gender data is based on the global workforce and excludes associates who do not have a binary gender on record. "Executive Management" includes individuals within two reporting levels of the CEO. "Other" in regard to racial/ethnic diversity encompasses the following associate demographics: American Indian or Alaska Native, Native Hawaiian or Other Pacific Islanders, and Two or More Races.

Employee Engagement and Inclusion

Our culture is built on a foundation of employee engagement and inclusion, where every team member is encouraged to contribute their unique perspectives and talents. We believe that fostering an environment of active participation and mutual respect not only drives innovation and productivity but also ensures that everyone feels valued and empowered to succeed. We continue to make progress through our method of organic communication, continuous feedback, ongoing evolution and deep engagement with our team around the world.

ROADMAP FOR AN ENGAGED AND INCLUSIVE WORKPLACE

First Advantage is proud to have developed its inclusive and multi-cultural approach through a grassroots strategy that taps into the needs of our people, adopting the best practices of our industry in the ways most meaningful to our global workforce. Over time, we have continued to make progress across key identified areas of focus, continually checking back with our team to support alignment, foster inclusion, and promote an ongoing cycle of feedback.

Our approach to diversity and inclusion continues to be guided by our multi-year strategy. We are proud of the advancements we have made and continue to make in strengthening our organizational culture while also making First Advantage a rewarding place to work and a safe environment for all.

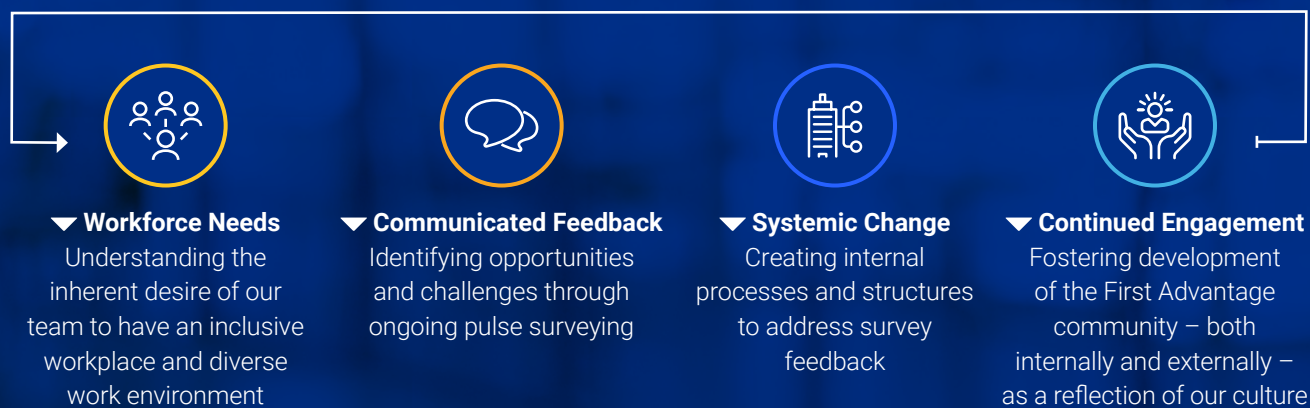
VISION STATEMENT

Operating with empathy and compassion, First Advantage fosters a global inclusive workforce devoted to the diverse voices that make up our talent. Our team members empower each other to be their authentic selves and treat all with respect, integrity, and fairness.

OUR 7 DIVERSITY AND INCLUSION PRIORITIES

- ▶ Improving inclusion and belonging efforts for different geographies
- ▶ Globalizing diverse, engaged and inclusive workplace programs
- ▶ Increasing the impact of ERGs and their membership
- ▶ Educating workforce with award-winning learning resources
- ▶ Celebrating publicly recognized achievements in inclusivity and diversity
- ▶ Measuring growth and progress
- ▶ Personalizing and specifying employee development opportunities

ORGANIC IMPROVEMENT



DE&I AND GLOBAL EMPLOYEE ENGAGEMENT SURVEYS

In 2023, First Advantage continued our annual cycle of collecting feedback, information and suggestions from our team. We used a third-party Global Employee Engagement Survey to measure and understand the levels of engagement and satisfaction amongst employees and our DE&I Survey to determine how different demographic groups experience First Advantage’s culture in different ways.

- ▶ Globally, we continue to see positive developments across areas of teamwork and collaboration, equity and fairness, and belonging and inclusion.
- ▶ Areas of identified opportunity for improvement include career growth and development.
- ▶ We are leveraging our mentorship and leadership programs to contribute to our employees’ sense of professional satisfaction.
- ▶ Notably, the gap between the highest-rated questions and the lowest-rated questions is quite small – an indication that our focus is in the right areas.
- ▶ First Advantage’s leadership team values the results of this surveying, and managers are trained to look at each employee holistically for their own personal motivations and needs.

73%
Diversity and Inclusion Survey overall favorability rating

79%
Global Employee Engagement Survey overall favorability rating



Surveying is now conducted in

5 languages

Chinese (Simplified), English (United States), Japanese, Korean, Spanish

2023 ERG EVENTS AT A GLANCE

February:

AB&C: Black History Month Literature, Speculative Fiction, and Afro Futurism Conversation

Generations: Protecting the Wealth of Vulnerable Adults Webinar

March:

Women @ FA: Women’s History Month Panel

April:

Generations: Conversation about “Staying Sharp for All Ages to Prevent Cognitive Decline”

May:

Women @ FA: Networking Made Simple Event

June:

Pride Month Activations:

- ▶ Educational session with PFLAG called, “When Someone Comes Out”
- ▶ Silent art auction to benefit The Trevor Project
- ▶ Podcast Release: “What Does Pride Mean to You?”
- ▶ Health Matters Fitness Session

AB&C: Juneteenth Roundtable Discussions

July:

AB&C/FA Cares: Nelson Mandela Commemorative Food Drive

September:

Generations: Going Forward - The Care Partners’ Journey Webinar

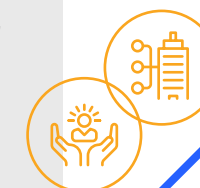
Women @ FA: Mastering Momentum Panel

October:

Collaborative ERG/HR Event: The Allyship Advantage: Elevating the Role of Employee Resource Groups for You

December:

ERG End of Year Holiday Bash



GENERATIONS

Established ¡VIVA! – our Latin representation group – adding to our existing 4 ERGs that are available to all employees: Women @ FA; African, Black, and Caribbean (AB&C); Pride; and Generations

Strengthened the impact of these groups by facilitating collaboration amongst the co-chairs to review and create plans of action based on DE&I Survey results

Launched *We Are Proud*, an internal podcast developed and hosted by the Pride ERG

Leveraged the calendar of diverse celebrations and heritage months to create opportunity for ERG leadership and programming

Established the *Walk in My Shoes* podcast to create educational content from the ERGs to be shared with the full organization

DEVELOPING LEADERSHIP SKILLS AND TRAINING PROGRAMS

Measuring Training Effectiveness

We are committed to rigorously evaluating the impact and performance of our training programs, utilizing a systematic process. Our chosen methodology (ROI Methodology) is globally recognized and provides us with a comprehensive measurement standard that connects the impact of our programs, process, and initiatives with our training investment.

We measure training programs using five key levels: reaction, learning, application, impact, and return on investment. These evaluations often trigger modifications to training, processes, or systems to improve performance.



Inclusive and Multi-Cultural Practices Training for

314 leaders

Hosted 40 customers

to participate in unconscious bias training during 2023 Collaborate customer conference

Developed

Train the Trainer new leader assimilation program



SOAR



In 2023, we continued to expand our SOAR program, a learning experience which provides the tools our managers need to build stronger teams, become better leaders, and drive more effective outcomes. It is our aim that the SOAR program empowers our frontline managers – many of whom are subject-matter experts that have been promoted from within the company – in leading their teams into the future.

SOAR IN 2023



13

Total groups



10

Represented regions



126

Participants



438

SOAR graduates since 2019

Manager, Verifications

"The SOAR program significantly contributed to my development as a leader and manager, and I apply insights from the program every day."

GLOBAL MENTORSHIP INITIATIVE



The mission of the Global Mentorship Initiative (GMI) is to enable thousands of college students to launch successful careers by providing structured, short-term, online mentorship from business professionals. We are proud to be a participant in this program among other companies focused on the development and success of their employees.

Monica

United States | Senior UX Designer at FA | FA Mentor

"FA's partnership with GMI reinforces its commitment to diversity and inclusion because it gives us the opportunity to give back to the global community."

FA team members mentored students from Canada, Ghana, Sierra Leone, and the U.S.

Kojo

United Kingdom | Goldman Sachs | Mentored by FA

"I am extremely excited to be partnered with an amazing mentor through the GMI program to guide me through my career journey. Thanks to my mentor for guiding me."



Community Engagement

We extend our culture and sense of community from our internal teams outwards through the FA Cares program. By encouraging and supporting corporate volunteerism through this program – and extending Volunteer Time Off (VTO) through which to participate – we demonstrate to our team the importance of community and provide the opportunity to give back.

CORE PILLARS



CHARITY



TOGETHERNESS



KINDNESS



DONATION



COMMUNITY



GLOBAL AWARENESS



The FA Cares global mission is to strengthen the communities we live and work in. We do this through volunteering and philanthropy.

THE ADVANCEMENT OF THE FA CARES PROGRAM

2021

- ▶ Establish committee to advance the FA Cares program
- ▶ With support from Executive leadership, launch first FA Cares events in U.S.

2022

- ▶ Launch online platform to share and promote volunteerism opportunities
- ▶ Initiate partnership with ERGs

2023

- ▶ Rollout VTO Policy in U.S.
- ▶ Launch partnership with GMI

Expected for 2024

- ▶ Ongoing events with ERGs
- ▶ Global expansion of VTO where applicable

OUR IMPACT IN 2023

- ▶ GMI – 31 First Advantage team members registered to become mentors
- ▶ Pride ERG Silent art auction to benefit the Trevor Project – Raised \$1,030
- ▶ AB&C/FA Cares Nelson Mandela Commemorative Food Drive – 321 lbs. of food
- ▶ AB&C ERG Coat Drive – Donation value \$10,000
- ▶ Wreaths Across America – Laid 300 wreaths
- ▶ Sleep in Heavenly Peace – Assembled 40 beds
- ▶ Feed My Starving Children – Packed 93,888 meals
- ▶ Letter to Veterans – Created 100 holiday cards
- ▶ Participated in American Cancer Society - Making Strides Against Breast Cancer 5k and BMW Dallas White Rock Marathon



321 lbs
canned goods donated

Through FA Cares, the AB&C ERG hosted the first Nelson Mandela Commemorative Food Drive for First Advantage in 2023. The event served to help connect people with food during difficult moments in their lives, building on the nationwide Feeding America movement to combat hunger for tens of millions of people.



Structured for Sustainability

IN THE WORDS OF OUR TEAM

“As a company specializing in background screening, we hold a steadfast commitment to integrity, compliance, and security. We diligently work to maintain the company’s adherence to applicable laws, regulations, and policies – providing our customers with the confidence that they are working with an organization of integrity and legal oversight.”

BRET JARDINE, EVP, GENERAL COUNSEL

“First Advantage is committed to complying with privacy laws and other compliance requirements as demonstrated by its ISO 27701 Privacy Information Management System (PIMS) Certification and its updated, user friendly Global Privacy Center.”

JOSEPHINE ELIZABETH KENNEY, J.D., CHIEF GLOBAL COMPLIANCE OFFICER

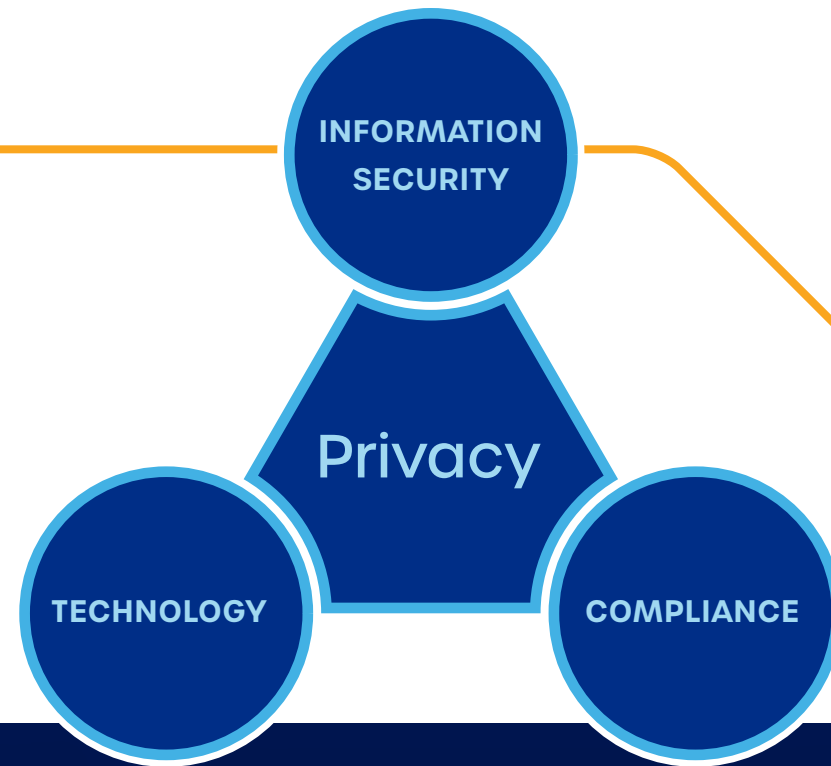


Global Data Privacy

In 2023, First Advantage was proud to launch our online [Global Privacy Center](#), a reflection of our commitments to data privacy on a global scale. As a technology-enabled company, we understand the critical nature of data privacy to our business, and we continue to identify and execute best practices to support our efforts in this space.

PROTECTING PRIVACY AT FIRST ADVANTAGE

First Advantage's approach to data privacy is integrated in the systems which underpin our safe and responsible operations.



HIGHLIGHTS OF THE FIRST ADVANTAGE DATA PRIVACY APPROACH

- ▶ Globally executed with local management to capture the legislative and regulatory nuances of each region in which we operate.
- ▶ Overseen through a monthly meeting of our Global Compliance Team, led by our Chief Global Compliance Officer who also serves as our Global Privacy Officer.
- ▶ Meets the standards of ISO 27701 PIMS, under which we have been certified or recertified annually for the past four years; the First Advantage PIMS manual is revised annually.
- ▶ Guided by Design and Default, a privacy control process, First Advantage strives to create a control environment that designs and develops applications, products, processes, and systems that inherently protect sensitive candidate and customer information.
- ▶ Expanded existing biometrics in 2023 to account for new technologies and privacy considerations, such as consents.
- ▶ Minimizes presence of data in our services to maintain compliance with the Global Data Protection Regulation (GDPR) and other Country data protection and privacy laws.
- ▶ Includes an ongoing focus on data transfer, with self-certification to the EU-US Data Privacy Framework. The current framework replaced the previous self-certification-based data transfer mechanisms, Privacy Shield and Safe Harbor, to which First Advantage was also self-certified.
- ▶ Supports privacy requirements through Global Compliance Team direct support to Global Procurement in the vetting and monitoring of our suppliers through our Third-Party Risk Management Program overseen by a Governance Council.
- ▶ Further supported by newly designed, user-friendly Global Privacy Center, which we are expanding in 2024.

First Advantage Data Privacy Principles

The First Advantage Data Privacy Principles address the handling of personally identifiable information (PII), including sensitive PII, that is collected, maintained, used, or shared in relation to the services provided by First Advantage for both our global and U.S. domestic products and services, where applicable.

Security

- ▶ First Advantage safeguards the PII we maintain or disseminate by implementing appropriate administrative, physical, and technical measures to ensure it is not accessed by unauthorized individuals or used improperly.

Restricting Access of Personally Identifiable Information

- ▶ First Advantage limits PII distribution based on its sensitivity, granting access to non-public PII only to authorized users or customers. Additional safeguards have been implemented for sensitive information, such as Social Security numbers and driver's license numbers.

Accuracy

- ▶ First Advantage is committed to accurately reporting information in its products and ensuring the accuracy of the data received from its sources.

Education

- ▶ First Advantage regularly educates its employees, users, and the public about the proper use of its products and services.

Reputable Sources

- ▶ First Advantage obtains PII from established, reputable sources within both the government and private sectors. To uphold this principle, First Advantage takes reasonable measures to evaluate the reputation and reliability of its private sector data sources before integrating PII from these sources into its products and services.

Choice

- ▶ First Advantage provides customers with the option to opt out of the dissemination of PII from certain First Advantage-owned databases that are used exclusively for marketing our services.

Access & Correction

- ▶ First Advantage offers consumers a central point of contact for any questions they may have about the company and its commitment to the responsible use of PII.

Accountability

- ▶ First Advantage advocates for accountability in industry standards, effective federal regulation, and legislation for data providers. The company supports industry oversight, privacy community engagement, and believes strong privacy and security protections are essential for a trusted data industry.

Online Privacy

- ▶ First Advantage safeguards the privacy of PII obtained online by applying our Data Privacy Principles and evolving standards to the digital environment.

Identity Theft

- ▶ First Advantage is committed to preventing the misuse of information from its products and services, including for purposes like identity theft.

Compliance

- ▶ First Advantage obtains assessments from a qualified, objective, independent third party to assess administrative, technical, and physical safeguards, as appropriate.

Information Security

Processing information is the core of our business, making our commitment to high standards of data protection mission-critical.



Our Cybersecurity Program

PREVENTION, DETECTION, AND RESPONSE

- ▶ Just-in-time privileged access escalation procedures mean all administrative access is time bound, logged and approved
- ▶ An Identity and Access Management (IAM) framework based on the principles of “least privilege” with continuous review ensures sensitive data is protected
- ▶ Data encrypted at rest and in-transit
- ▶ Embraces a strategy of defense in depth by leveraging multiple layers of protection. Next generation and web application firewalls protect our perimeter and public facing applications while endpoint detect and respond (EDR) software monitors every endpoint in the environment
- ▶ Secure VPN for critical applications and to support our distributed workforce
- ▶ Dedicated threat management function that monitors 24/7 for security events through a mix of automation and dedicated security analysts
- ▶ Multi-factor authentication and robust conditional access policies protect sign-ins for all employees
- ▶ Robust testing including phishing emails and penetration testing against ransomware

CERTIFICATION AND AUDITING

- ▶ ISO 27001 and ISO 27701
- ▶ SOC 1 and SOC 2
- ▶ Outsourced Service Provider Audit Report (OSPAR – Asia)
- ▶ Criminal Justice Information Services (CJIS) certification by a division of the U.S. Federal Bureau of Investigation
- ▶ Professional Background Screening Association (PBSA)
- ▶ Regular First Advantage customer audits for the most up-to-date processes
- ▶ Annual First Advantage internal review

REGULATION AND OVERSIGHT

- ▶ Directed by our Chief Information Security Officer (CISO)
- ▶ Regular meetings between the CISO and First Advantage leadership
- ▶ Quarterly Risk Register report to the Audit Committee of the Board of Directors
- ▶ Monitoring of regulation through engagement of outside counsel
- ▶ Global internal management with a dedicated team of specialists for threat management, application security, audit and compliance, vulnerability management, and incident management

TRAINING

- ▶ Annual training of the entire First Advantage employee base in privacy and security
- ▶ Annual global Fair Credit Reporting Act (FCRA) training
- ▶ Annual global training in records management
- ▶ Specific training for those handling PII, including Privacy Shield training for all those accessing European data for GDPR compliance
- ▶ Annual global Foreign Corrupt Practices Act (FCPA) and Anti-Bribery training





Corporate Oversight and Responsibility

Corporate Responsibility and Sustainability Policy

The commitments and aspirations of our sustainability approaches have been memorialized in our Corporate Responsibility and Sustainability Policy, [published](#) in 2023.

GUIDING PRINCIPLES

- ▶ Minimize the impact and maximize the benefits that our work has on the environment and people around us
- ▶ Integrate our sustainability considerations into our business decisions and encourage our business partners to do the same
- ▶ 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

CORPORATE RESPONSIBILITY AND SUSTAINABILITY POLICY KEY AREAS



Employees

- ▶ Workplace Wellness
- ▶ Occupational Health & Safety
- ▶ DE&I
- ▶ Employee Resource Groups



Environmentalism

- ▶ LEED Silver Certified Headquarters
- ▶ Energy Star Certified Headquarters
- ▶ Environmental Management System
- ▶ Regional Recycling Programs



Cybersecurity

- ▶ Prevention, Detection, and Response
- ▶ Certification and Auditing
- ▶ Regulation and Oversight
- ▶ Training



Ethics

- ▶ Anti-Slavery Transparency Statement
- ▶ Global Code of Conduct and Ethics



Responsible Trading

- ▶ Supplier Code of Business Conduct
- ▶ Supplier Diversity
- ▶ Supplier Health and Safety
- ▶ Supplier Environmentalism



Community

- ▶ Corporate Volunteerism
- ▶ Directly contribute to, and sponsor, causes

Governance and Accountability

Commitments we make are governed by an extensive suite of policies and our engaged, active leadership. Our talented executives and our experienced Board of Directors hold the organization accountable for responsible progress.

First Advantage is proud of – and we believe has benefited from – the diversity of our Board of Directors



Susan Bell
Managing Partner,
Atlanta Office, EY (retired)



James Clark
President & CEO, Boys & Girls
Clubs of America



Joseph Osnoss
Chair of the Board
Managing Partner, Silver Lake



Bridgett Price
Global Human Resources
Officer, Marriott (retired)



John Rudella
Director, Silver Lake



Judith Sim
Chief Marketing Officer,
Oracle (retired)



Scott Staples
CEO, First Advantage



Bianca Stoica
Director, Silver Lake

ETHICS AND POLICIES

The quality of First Advantage's services and operations affects our reputation, productivity, profitability, and market position. Our principles are memorialized in a variety of policies, which are detailed in the Appendix.

[Global Information Privacy Policy](#)

[Data Protection and Privacy Policies](#)

[Global Code of Conduct and Ethics](#)

[Code of Business Conduct](#)

[Corporate Responsibility and Sustainability Policy](#)

[Anti-Slavery Transparency Statement](#)

[Global Anti-Fraud and Whistleblower Policy](#)

[Global Anti-Bribery and Foreign Corrupt Practices Act \(FCPA\) Policy](#)

[Global Anti-Money Laundering and Sanctions Statement](#)

[Business Continuity Policy](#)

[Securities Trading Policy](#)

[Facility and Personnel Security Policy](#)

[FA Cares Volunteer Time Off Program and Policy](#)

[DE&I Program](#)

Supply Chain Governance and Diversity

2023 Overview

120+

DIVERSE SUPPLIERS

42

WOMEN-OWNED BUSINESS ENTERPRISES

37

SMALL BUSINESS ENTERPRISES

32

MINORITY-OWNED BUSINESS ENTERPRISES

11

SELF-CERTIFIED SMALL DISADVANTAGED BUSINESS ENTERPRISES

2

VETERAN-OWNED BUSINESS ENTERPRISES

As detailed in last year's Sustainability Report, we have made an intentional effort to enhance responsibility and governance within our supply chain. Among many advancements, this massive undertaking involved the implementation of a software platform to track supplier diversity as well as standards and contractual language around human rights and supply chain integrity. In 2023, we continued to implement this program, emphasizing ongoing responsibility and diversity throughout our global supply chain.

HIGHLIGHTS OF OUR SUPPLY CHAIN GOVERNANCE

Code of Business Conduct

All suppliers must agree to comply with the First Advantage Code of Business Conduct, requiring:

- ▶ Avoidance of child or forced labor
- ▶ Prohibition of discrimination, harassment, or abuse
- ▶ Implementation of a health and safety management system
- ▶ Compliance with applicable wage and work hours laws
- ▶ Commitment to reduction of environmental impact and regulatory compliance
- ▶ Ethical behavior, including compliance with anti-corruption standards
- ▶ Refraining from unfair business practices / committing to fair dealing
- ▶ Appropriate handling and security of information and data

Supplier Diversity

We have worked hard to direct our spend, where practical, towards responsible, diverse suppliers.

- ▶ We leverage a digital management tool to track these initiatives, recording diverse suppliers and spend
- ▶ We define a Diverse Supplier as one that is owned, operated, and controlled by a person or persons who are part of commonly recognized diverse categories
- ▶ Our definition extends to diversity of gender, race / ethnicity, ability, sexual orientation, socioeconomic background, geography, and education
- ▶ We require that the ownership interest be real, substantial and continuing
- ▶ We further ask our suppliers to utilize diverse suppliers

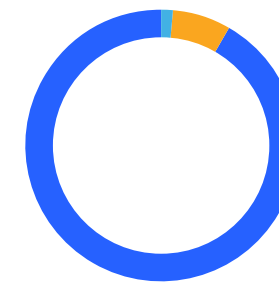
Where practical, we encourage suppliers that are not diverse to make best efforts to spend a percentage of spend with suppliers that are diverse.

Forward-Looking Climate Approach

SCOPE 1, 2, AND 3 GREENHOUSE GAS (GHG) FOOTPRINT ASSESSMENT

In 2023, we partnered with a third-party consultant to perform an analysis of our carbon footprint, including Scope 1, 2 and 3 greenhouse gas (GHG) emissions. The assessment of our GHG emissions followed the GHG Protocol. The methodology used includes data collection from various company operations and the use of the Trucost EEI-O Model to estimate Scope 3 emissions where direct data is not available. The GHG assessment of relevant categories reveals the company's Scope 3 emissions, which stem from its upstream value chain, particularly from purchased goods and services, capital goods, and employee commuting contribute about 92% of our overall emissions profile. By focusing on these areas, the company can take steps to reduce its overall carbon footprint and enhance its environmental performance.

FIRST ADVANTAGE GHG EMISSIONS, BY CONTRIBUTION



Scope 1
1%
Scope 2
7%
Scope 3
92%

GHG emissions data reported herein is 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.

FIRST ADVANTAGE GHG EMISSIONS, BY SCOPE

EMISSION SCOPE	FY2023 TOTAL GHG (tCO2e)	CONTRIBUTION (%)
Scope 1	253	1%
Scope 2	1,277	7%
Scope 3	16,521	92%
Total	18,051	100%

CLIMATE RISK REPORTING ASSESSMENT



First Advantage is committed to addressing the challenges posed by climate change through comprehensive risk assessment and strategic planning. As a result, First Advantage commissioned an evaluation of our physical and transition risk climate exposure, in alignment with the recommendations of the TCFD.

Transition Risk: Market Risk Exposure

Transition risks arise from the shift towards a low-carbon economy, which can impact market dynamics, regulatory landscapes, and technology. For First Advantage, the primary market risks include exposure to suppliers and customers who are vulnerable to regulatory changes and shifts in consumer preferences towards sustainable products and services. By assessing the market risk exposure of our top suppliers and customers, we have evaluated potential vulnerabilities in our supply chain and customer base that could affect our financial performance.

Physical Risk Assessment

Physical risks pertain to the direct impacts of climate change, such as extreme weather events and long-term shifts in climate patterns. We have assessed multiple physical risk scenarios to gauge their potential effects on our physical locations. These scenarios help us prepare for a range of outcomes, from immediate impacts like flooding and hurricanes to long-term changes such as sea-level rise and temperature fluctuations. In terms of climate hazards, the top 3 of import for First Advantage in the 2030s include temperature extremes, pluvial flooding, and wildfires - though this risk was determined to be low.

Conclusion

From our people to our practices, First Advantage is a organization consistently focused on collaboration, transparency, accountability, and results. We remain passionately driven by our values and our commitments to delivering the highest quality services with the highest levels of responsibility.

As part of this culture and our commitment to strong business practices, we believe that the work we did in 2023 to advance our diversity and inclusion initiatives will continue to support engagement and belonging for our organization on a global scale. We are excited to continue to recognize and support the people connected to our business, both through ongoing events and programming internally through our ERGs as well as continued volunteerism for the communities that surround us through FA Cares.

Operationally, we also believe that our continued focus on global data privacy and meeting, or exceeding, the requirements of our global business and customers will underpin secure and successful outcomes for our company. The extensive work we did in 2023 to understand our exposure to climate-related risks is yet another way in which we are securing First Advantage for the decades to come.

As we look ahead, our aim is to continue to drive best practices and advance responsible business efforts that support our teams and our overall resiliency. We continue to find purpose through our dedication to our global teams, our customers and our stakeholders.

Appendix

Sustainability Accounting Standards Board (SASB) Index

This report marks the second consecutive year that First Advantage has aligned its metrics with specific SASB indicator standards relevant to the industry. The goal is to provide stakeholders with industry-comparable sustainability information. The following content is aligned with the Professional & Commercial Services SASB standard. It is important to note that not all metrics or information specified in that standard have been reported; in some instances, alternative metrics or information have been provided. Unless explicitly stated otherwise, all disclosed data pertains to the global organization and covers the full calendar year ending December 31, 2023.

While disclosures made in accordance with SASB standards are not necessarily considered material under U.S. federal securities laws, their inclusion in this report reflects a dedication to providing comprehensive and relevant information to stakeholders. This approach underscores a commitment to sustainable business practices and ongoing efforts to align with industry best practices and regulatory expectations.

TABLE 1. SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

DATA SECURITY		
ACCOUNTING METRIC	DISCLOSURE	CODE
Description of approach to identifying and addressing data security risks	Ensuring data privacy and security remains a top priority for First Advantage. We have implemented comprehensive systems designed to prevent data breaches and safeguard our customers' information. Our Information Security Risk Program is well-established and encompasses various elements, including risk assessments, identification and evaluation of vulnerabilities and threats (both process-based and technical testing), and an information security management framework and lifecycle. This framework defines the threat and risk criteria that guide the prioritization of control implementations and remediation efforts. Our ISO 27001, ISO 27701, SOC 1 and SOC 2 certifications demonstrate our proactive approach to risk management. This program undergoes a thorough review at least annually or whenever significant changes occur in the business process.	SV-PS-230a.1
Description of policies and practices relating to collection, usage, and retention of customer information	In accordance with applicable laws and the contractual terms and conditions of its services, data collected from customers about candidates, or directly from candidates, is stored in First Advantage's secure data centers. The specific data center used may depend on the geographic location of the candidate. This data is managed in compliance with the company's data retention and destruction policies. First Advantage typically collects and processes candidate data solely to perform the relevant services and only for the purposes for which the candidate has provided authorization or permission. Upon the completion of data purging, a data destruction certificate is issued to the client.	SV-PS-230a.2
Number of data breaches		SV-PS-230a.3
Percentage of data breaches involving customers' confidential business information (CBI) or personally identifiable information (PII)	Except as a matter of public record, First Advantage does not disclose this information.	
Number of customers affected by data breaches		

WORKFORCE DIVERSITY & ENGAGEMENT

ACCOUNTING METRIC	DISCLOSURE	CODE																																	
The entity shall describe its policies and programs for fostering equitable employee representation across its global operations	<p>EMPLOYEE DEMOGRAPHICS Percentage of racial/ethnic group and gender representation for Executive Management and overall associate population¹</p> <hr/> <p>Racial/Ethnic Diversity</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 33%;">U.S.</td> <td style="width: 33%;"></td> <td style="width: 33%;">U.S. EXECUTIVE MANAGEMENT</td> </tr> <tr> <td>Asian: 8%</td> <td></td> <td>Asian: 4%</td> </tr> <tr> <td>Black: 21%</td> <td></td> <td>Black: 3%</td> </tr> <tr> <td>Hispanic: 7%</td> <td></td> <td>Hispanic: 4%</td> </tr> <tr> <td>Other: 3%</td> <td></td> <td>Other: 7%</td> </tr> <tr> <td>White: 61%</td> <td></td> <td>White: 82%</td> </tr> </table> <hr/> <p>Gender Diversity</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 33%;">U.S.</td> <td style="width: 33%;"></td> <td style="width: 33%;">GLOBAL</td> </tr> <tr> <td>Female: 65%</td> <td></td> <td>Female: 49%</td> </tr> <tr> <td>Male: 35%</td> <td></td> <td>Male: 51%</td> </tr> </table> <hr/> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 33%;">U.S. EXECUTIVE MANAGEMENT</td> <td style="width: 33%;">GLOBAL EXECUTIVE MANAGERS</td> </tr> <tr> <td>Female: 45%</td> <td>Female: 46%</td> </tr> <tr> <td>Male: 55%</td> <td>Male: 54%</td> </tr> </table>	U.S.		U.S. EXECUTIVE MANAGEMENT	Asian: 8%		Asian: 4%	Black: 21%		Black: 3%	Hispanic: 7%		Hispanic: 4%	Other: 3%		Other: 7%	White: 61%		White: 82%	U.S.		GLOBAL	Female: 65%		Female: 49%	Male: 35%		Male: 51%	U.S. EXECUTIVE MANAGEMENT	GLOBAL EXECUTIVE MANAGERS	Female: 45%	Female: 46%	Male: 55%	Male: 54%	SV-PS-330a.1
U.S.		U.S. EXECUTIVE MANAGEMENT																																	
Asian: 8%		Asian: 4%																																	
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U.S. EXECUTIVE MANAGEMENT	GLOBAL EXECUTIVE MANAGERS																																		
Female: 45%	Female: 46%																																		
Male: 55%	Male: 54%																																		
Voluntary Turnover²	20%	SV-PS-330a.2																																	
Involuntary Turnover²	11%	SV-PS-330a.2																																	
Total employee engagement as a percentage³	Overall Favorability: 79%	SV-PS-330a.3																																	
DE&I-specific employee engagement as a percentage⁴	Overall Favorability: 73%																																		

¹First Advantage reports racial/ethnic diversity using only U.S. demographic information and excludes any associates who did not disclose, which is consistent with our Equal Employment Opportunity (EEO) reporting. Gender data is based on the global workforce and excludes associates who do not have a binary gender on record. "Executive Management" includes individuals within two reporting levels of the CEO. "Other" with respect to racial/ethnic diversity encompasses the following associate demographics: American Indian or Alaska Native, Native Hawaiian or Other Pacific Islanders, and Two or More Races.

²First Advantage reports its turnover rate using global workforce data. Through the Diversity, Equity, and Inclusion initiatives at First Advantage, we strive to create a happy and healthy work environment, provide competitive benefits, and encourage employee retention.

³We leverage our annual confidential employee engagement survey to design purposeful approaches to positive relationship and culture building at First Advantage.

⁴Our ERGs are executive-sponsored and employee-led organizations that support the cultural focus of our DE&I program and inclusion networks. Open to all employees, our ERGs foster impactful networks and development opportunities, champion inclusivity, and bring diverse talent to First Advantage. As of December 31, 2023, we have five ERGs: the African, Black, and Caribbean (ABC) ERG, Women @ FA ERG, PRIDE ERG, Generations ERG, and ¡VIVA! ERG. These communities, with a common affinity or focus, connect employees and their allies across locations, job roles, levels, and functional expertise. ERG leaders also inform and govern our DE&I strategy and action plan and help drive accountability at all levels.

PROFESSIONAL INTEGRITY

ACCOUNTING METRIC	DISCLOSURE	CODE
Description of approach to ensuring professional integrity	<p>Our global presence forms the bedrock of a corporate culture rooted in professional integrity and respect. Commitment to professional responsibility for employees, customers, and investors is demonstrated through our mission statement, codes of ethics, and policies.</p> <ul style="list-style-type: none"> A Global Code of Conduct and Ethics has been established, applicable to all employees and contractors. Additionally, vendors are expected to adhere to First Advantage's Code of Business Conduct, which encompasses ethical employment practices, human rights, health and safety, and environmental protection. Compliance with applicable regulations, standards, and laws is mandatory for all employees, vendors, and contractors. Annual training is conducted for all directors and officers, and where appropriate, for employees, agents, and business partners. Non-participation in such training and failure to acknowledge policies may result in disciplinary action, up to and including termination of employment or termination of a third party's contract. A whistleblower mechanism has been established for the confidential and anonymous submission of concerns through an independent third party. Multiple channels are available for employees, directors, officers, and vendors to report their concerns. Fraud prevention and control are collective responsibilities shared by all employees, vendors, and contractors, rather than being confined to specific individuals or departments within First Advantage. Each member of the management team is well-versed in recognizing various types of improprieties and is expected to remain vigilant for any signs of irregularity. First Advantage enforces stringent policies on security access and privacy guidelines. 	SV-PS-510a.1
Total amount of monetary losses as a result of legal proceedings associated with professional integrity	\$0	SV-PS-510a.2

TABLE 2. ACTIVITY METRICS

ACTIVITY METRICS		
TOPIC	2023	CODE
NUMBER OF ASSOCIATES		SV-PS-000.A
Full-Time Employees	4914	
Part-Time Employees	53	
Temporary Employees	2	
Employee Hours Worked and % Billable	N/A	SV-PS-000.B

*First Advantage uses global workforce information when reporting the activity metrics above. We have not disclosed SV-PS-000.B as this data is not applicable to our business.

Task Force on Climate-related Financial Disclosures (TCFD)

The chart below outlines First Advantage’s approach to governance, strategy, risk management, metrics, and targets concerning climate change. While First Advantage is in the process of implementing the TCFD framework, not all elements have been fully adopted yet. The company has not provided all the disclosures recommended by the TCFD framework, and in some instances, alternative information has been supplied. It is important to note that disclosures made in line with the TCFD framework are not necessarily considered material under U.S. federal securities laws or other law and regulations for First Advantage. Therefore, their inclusion here should not be construed as a determination of their materiality by the company.

GOVERNANCE	
TCFD RECOMMENDATIONS	DISCLOSURE
Board oversight of climate-related risks, opportunities, processes, and frequency by which the Board and/or Board committees (e.g., audit, risk, or other committees) are informed about climate-related issues	Board members receive updates on sustainability matters, including climate-related issues, on a quarterly basis or more frequently if necessary. Additionally, First Advantage’s Board of Directors has established a sub-committee dedicated to corporate responsibility and sustainability. This sub-committee is responsible for evaluating and managing environmental risks.
Management’s role in assessing or managing climate-related risks and opportunities	Management is tasked with implementing policies and practices that advance our climate-related objectives. We are committed to continuously gathering data to enhance and expand our sustainability strategies.

STRATEGY	
TCFD RECOMMENDATIONS	DISCLOSURE
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	<p>First Advantage has identified a range of climate-related risks and opportunities across short, medium, and long-term horizons.</p> <p>Short-term Risks and Opportunities:</p> <p>Risks: Immediate physical risks such as extreme weather events (e.g., flooding, hurricanes) that could disrupt operations and supply chains.</p> <p>Opportunities: Enhancing operational resilience through improved infrastructure and emergency preparedness plans.</p> <p>Medium-term Risks and Opportunities:</p> <p>Risks: Transition risks arising from regulatory changes and shifts in market dynamics as the economy moves towards low-carbon solutions. This includes potential vulnerabilities in our supply chain and customer base due to evolving consumer preferences for sustainable products and services.</p> <p>Opportunities: Investing in sustainable technologies and practices to meet regulatory requirements and market demands, thereby gaining a competitive edge and improving brand reputation.</p> <p>Long-term Risks and Opportunities:</p> <p>Risks: Long-term physical risks such as sea-level rise and temperature fluctuations that could have lasting impacts on our operations and assets.</p> <p>Opportunities: Developing long-term strategies for sustainability, including reducing Scope 3 emissions, which constitute 92% of our overall emissions profile. By focusing on our value chain, particularly purchased goods and services, we can reduce our carbon footprint and enhance environmental performance.</p>

RISK MANAGEMENT

TCFD RECOMMENDATIONS	DISCLOSURE
Describe how the company identifies, assesses, and manages climate-related risks	<p>First Advantage employs a comprehensive approach to identify, assess, and manage climate-related risks, aligned with the Task Force on Climate-related Financial Disclosures (TCFD) guidelines.</p> <p>Identification:</p> <p>We partner with expert third parties to conduct in-depth analyses of our carbon footprint, including Scope 1, 2, and 3 greenhouse gas (GHG) emissions. This involves data collection from various company operations and the use of models like the Trucost EEI-O to estimate emissions where direct data is unavailable.</p> <p>We also evaluate physical and market risk climate exposure, considering both immediate and long-term impacts.</p> <p>Assessment:</p> <p>Our GHG assessment follows the GHG Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard, ensuring a standardized and comprehensive approach.</p> <p>We conduct detailed analyses of tiered impact functions to understand the sensitivity and vulnerability of our operations to various climate scenarios, including extreme weather events and long-term climate shifts.</p> <p>Management:</p> <p>Management is responsible for implementing policies and practices that support our climate-related goals.</p> <p>We have established a sub-committee within our Board of Directors dedicated to corporate responsibility and sustainability, focusing on evaluating and managing environmental risks.</p> <p>We continuously gather data to expand our sustainability strategies and ensure compliance with regulatory requirements and best practices in sustainability reporting.</p> <p>The Physical Risk analysis was conducted to prepare for a range of outcomes, from immediate threats like flooding to long-term changes such as sea-level rise, ensuring that we are adaptable to both short-term and long-term climate shifts.</p> <p>By integrating these practices into our strategic planning, First Advantage aims to mitigate risks and capitalize on opportunities, thereby enhancing our resilience and sustainability.</p>

METRICS AND TARGETS

TCFD RECOMMENDATIONS

DISCLOSURE

Disclose scope 1, scope 2 and, if appropriate, scope 3 greenhouse gas (GHG) emissions, and describe targets used by the organization to manage climate-related risks and opportunities, and performance against targets

Scope 1, 2, and 3 Greenhouse Gas (GHG) Footprint Assessment

In 2023, we partnered with a third party consultant to perform an analysis of our carbon footprint, including Scope 1, 2 and 3 greenhouse gas (GHG) emissions. The assessment of our GHG emissions followed the GHG Protocol. The methodology used includes data collection from various company operations and the use of the Trucost EEI-O Model to estimate Scope 3 emissions where direct data is not available. The GHG assessment reveals the company's Scope 3 emissions, which stem from its value chain, particularly from purchased goods and services, contribute about 92% of our overall emissions profile. By focusing on these areas, the company can take steps to reduce its overall carbon footprint and enhance its environmental performance.

Climate Risk Reporting Assessment

First Advantage is committed to addressing the challenges posed by climate change through comprehensive risk assessment and strategic planning. As a result, First Advantage commissioned an evaluation of our physical and transition risk climate exposure, in alignment with the recommendations of the TCFD.

Transition Risk: Market Risk Exposure

Transition risks arise from the shift towards a low-carbon economy, which can impact market dynamics, regulatory landscapes, and technology. For First Advantage, the primary market risks include exposure to suppliers and customers who are vulnerable to regulatory changes and shifts in consumer preferences towards sustainable products and services. By assessing the market risk exposure of our top suppliers and customers, we have evaluated potential vulnerabilities in our supply chain and customer base that could affect our financial performance.

Physical Risk Assessment

Physical risks pertain to the direct impacts of climate change, such as extreme weather events and long-term shifts in climate patterns. We have assessed multiple physical risk scenarios to gauge their potential effects on our physical locations. These scenarios help us prepare for a range of outcomes, from immediate impacts like flooding and hurricanes to long-term changes such as sea-level rise and temperature fluctuations. In terms of climate hazards, the top 3 of import for First Advantage in the 2030s include temperature extremes, pluvial flooding, and wildfires - though this risk was determined to be low.

Employee Learning and Development

It is essential to ensure that all employees deliver products, services, and expertise in a consistently reliable manner, adhering to all relevant laws, regulations, and First Advantage guidelines and policies. To support this commitment, team members are provided with comprehensive ethics and information security training, along with various learning and development opportunities. These training initiatives are integral to maintaining high standards of integrity and accountability across the organization, aligning with our broader sustainability objectives. By fostering a culture of continuous learning and ethical conduct, First Advantage not only ensures compliance but also strengthens its commitment to sustainability and corporate responsibility.

On average, employees dedicate 7 to 10 hours annually to compliance training. Below is a sample of the key training programs offered to our employees.

CATEGORY	LEARNING MODULE	DESCRIPTION	CADENCE	AUDIENCE	REGION
Security and Data Protection	Fair Credit Reporting Act (FCRA) (English and Spanish)	Builds awareness of this federal law that regulates the collection, use, and dissemination of consumer information.	Annual	Required for all employees	Global
	Privacy Shield	The training defines the different methods for legally transferring personal data outside the European Union (EU) and the United Kingdom (UK). This course enables employees to understand the key aspects of the Privacy Shield Framework and international data transfers.	Annual	Required for all employees who access European data	Global
	Foreign Corrupt Practices Act (FCPA) & Anti-Bribery (English & Spanish)	FCPA training is to ensure that employees understand their obligations under the law and are equipped with the knowledge and skills necessary to avoid corrupt practices when conducting business with foreign governments or companies. Anti-bribery training provides knowledge and skills to identify situations where bribery may occur.	Annual	Required for all employees	Global
	Information Security and Privacy (English & Spanish)	Helps employees understand risks related to safeguarding information from security threats and the importance of a secure work environment while handling PII (Personally Identifiable Information) and SPII (Sensitive Personally Identifiable Information).	Annual	Required for all employees	Global
	Compliance Policy & Framework (English & Spanish)	This course highlights a structured set of guidelines to aggregate, harmonize, and integrate all the compliance requirements that apply to First Advantage.	Annual	Required for all employees	Global
	Records Management (English & Spanish)	This course helps employees understand the global process for identifying, storing, retaining, protecting, and disposing of all First Advantage records.	Annual	Required for all employees	Global
	Criminal Justice Information Services (CJIS) - F.B.I.	This course provides an overview of the fingerprint product, terminologies used, and customer base for Third-Party Administrator (contractor) outsourcing and channeling Criminal History Record Information (CHRI) data.	Annual	Required for all employees who have access to or have the potential to access CHRI	Global

CATEGORY	LEARNING MODULE	DESCRIPTION	CADENCE	AUDIENCE	REGION
Employee and Customer-Related Policy Training	Sexual Harassment Prevention	Sexual harassment prevention training aims to educate individuals on what constitutes sexual harassment, how to recognize it, report it, and how to prevent it from happening.	Annual	Required for all employees	US and India
	Anti-Fraud Policy (English & Spanish)	This course teaches employees about the detection, prevention, response, and remediation of fraud against First Advantage. This training shows the confidential and anonymous method of reporting suspected fraudulent acts.	Annual	Required for all employees	Global
	Customer Treatment Policy	Key topics of this training include core values of the customer treatment policy, effective communication, accessible customer service, managing customer issues, and the critical importance of empathy.	Annual	Required for all employees	EMEA
	TransUnion Reseller Policy	This training ensures that First Advantage is in compliance with our agreement with TransUnion.	Annual	Required for all employees who use TransUnion information	Global
	Securities Trading Policy	This training highlights the policy that pertains to the disclosure of inside information regarding First Advantage or another company, and trading in securities while in possession of such inside information.	Annual	Required for all employees	Global
	Global Code of Conduct and Ethics	This module highlights the policy designed to guide the conduct of all First Advantage employees globally, regardless of function or position, on issues encountered during the normal course of business.	Upon Hire & Annual	Required for all employees	Global
	Dealing with Drug and Alcohol Abuse	A basic understanding of what substance misuse is, why it presents workplace safety issues, and tools for responding should one observe such indicators in others in the workplace.	Annual	Required for all employees	U.S.
Country-Specific	Understanding Canadian Compliance	Explains how employers make their workplace practices accessible to potential or current workers with disabilities in accordance with the Accessibility for Ontarians with Disabilities Act (AODA).	Annual	Required for all employees	Canada
	Personal Information Protection and Electronic Documents Act (PIPEDA)	Provides an overview of the law, policies, and procedures regarding the confidentiality and security of personal information.	Annual	Required for all employees	Canada
	U.K. Data Protection Act & General Data Protection Regulation (GDPR)	Provides a broad understanding of the GDPR, which refers to the safekeeping of people's personal data and the protection of their interests.	Annual	Required for all employees	EMEA

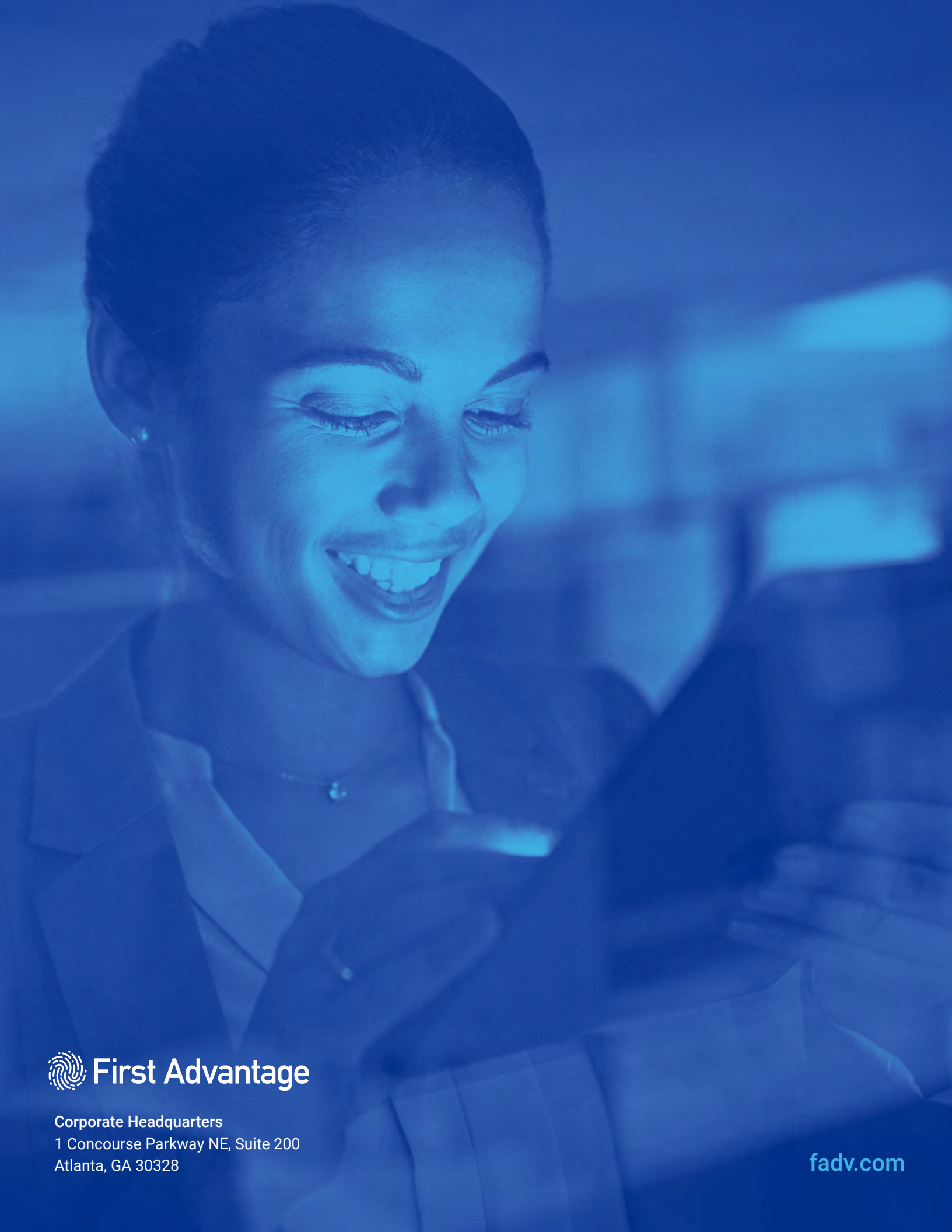
CATEGORY	LEARNING MODULE	DESCRIPTION	CADENCE	AUDIENCE	REGION
Learning & Development	Empowering managers and building leaders (SOAR)	People managers and emerging leaders receive the tools needed to effectively manage themselves, their team, and become a better leader in this 6-month program.	Annual	Optional for people managers	Global
	Global Mentoring Program	This mentee-driven 6-month program focuses on a mentee's professional and personal development.	As needed	Optional for all employees	Global
	Unconscious Bias	The course provides psychological insights into how our own behavior might be affected by prejudice, how it impacts the workplace, and what we can do to reduce or eliminate its influence in the decisions that we make.	As needed	Required for new people managers	Global
	Diversity, Equity and Inclusion + Unconscious Bias Foundational	Gives leadership the tools to have meaningful conversations about DE&I to build a diverse workforce and foster an equitable and inclusive experience for a global, diverse employee base.	As needed	Optional for C-Suite to director level employees	North America, United Kingdom, Canada, India, New Zealand, Philippines, Australia
	Customer Learning	With an emphasis on the customer experience, a variety of online modules provide foundational content for dozens of First Advantage's products and services.	Ongoing	Optional for First Advantage customers and employees	Global
	Train-the-Trainer Programs	A variety of programs to support leadership training, subject matter expertise, and cross-skilling of trainers, which leads to consistency in program delivery and promotes employee development.	As needed	Required for specific positions	Global
	Culture as a Competitive Advantage	This 3-month, hands-on program enables teams to develop their leadership competence for their future at First Advantage.	As needed	Optional for all employees	Global
	Employee Resource Group (ERG) Programs	Multiple educational programs led by ERG committee members to enrich our communities and sense of belonging.	As needed	Available to all employees	Global

Selected Policies

First Advantage is dedicated to advancing our employee and supplier-centric sustainability programs through our policies, a selection of which are outlined below.

POLICY	OBJECTIVE
Global Information Privacy Policy	The objective of this policy is to establish appropriate practices and requirements for maintaining the privacy of information managed or used by First Advantage. First Advantage is certified to meet ISO Standard 27001:2013, and 27701:2019, and is regularly audited to ensure that the privacy and security controls are effective and in place.
Data Protection and Privacy Policies	First Advantage is committed to the responsible use of information and protecting individual privacy rights. First Advantage strives to provide services to businesses, consumers, non-profit organizations, and government agencies that help reduce fraud, mitigate risk, facilitate more informed decisions, and make society safer, in ways that protect consumer privacy. We aspire to protect consumer privacy through the design of our products, by credentialing, monitoring, and auditing our customers as appropriate, and through other information security safeguards. We also strive to promote transparency through consumer education initiatives, privacy principles and policies, and appropriate opportunities for consumer choice, access, and correction with respect to personal information about the consumer. Country-specific privacy policies are publicly displayed on our website at https://fadv.com/privacy-policy/ .
Global Code of Conduct and Ethics	The quality of First Advantage's services and operations affects our reputation, productivity, profitability, and market position. Our objective is to create a work environment that allows and encourages all directors, officers, and employees (collectively, the "Covered Persons") to perform their duties in an efficient, effective manner. For this reason, First Advantage has established a Global Code of Conduct and Ethics that applies to all Covered Persons.
Code of Business Conduct	First Advantage is committed to maintaining the highest standards among our suppliers. First Advantage requires all its suppliers to comply with First Advantage's Code of Business Conduct, which addresses ethical employment practices. In furtherance of this commitment, we subject all new suppliers to a comprehensive screening process prior to onboarding.
Corporate Responsibility and Sustainability Policy	The Corporate Responsibility and Sustainability Policy is a formal statement that outlines First Advantage's commitment to acting in a socially responsible and environmentally sustainable manner. The policy articulates the company's values and objectives in relation to sustainability and responsible business practices.
Anti-Slavery Transparency Statement	The purpose of the policy is to demonstrate First Advantage's commitment to ethical and responsible business practices and to provide transparency about its efforts to identify and address any potential risks of slavery and human trafficking in its operations and supply chains.
Global Anti-Fraud and Whistleblower Policy	This corporate Global Anti-Fraud and Whistleblower Policy is established to facilitate the development of controls that will aid in the prevention, detection, response, and remediation of fraud against First Advantage. It is our intention that First Advantage promote consistent organizational behavior by providing guidelines, facilitating the reporting of wrongful conduct through the whistleblower website and hotline, and assigning responsibility for the development of controls and conduct of investigations. We are committed to protecting employees from retaliation for individuals making a protected disclosure of wrongdoing.

POLICY	OBJECTIVE
Global Anti-Bribery and Foreign Corrupt Practices Act (FCPA) Policy	The purpose of this policy is to help ensure that First Advantage conducts business in compliance with U.S. and foreign anti-bribery laws, including the FCPA and the U.K. Bribery Act 2010. This policy defines prohibited conduct under anti-bribery laws, describes the required due diligence process for retaining a third-party agent, consultant, or intermediary internationally, explains how the policy is administered, audited, and enforced, and provides mechanisms for reporting suspected violations.
Global Anti-Money Laundering and Sanctions Statement	As money laundering schemes become more complex and sophisticated and the volume of such schemes continues to amplify, institutions are increasingly faced with the risks associated with money laundering and with the need to comply with anti-money laundering regulations imposed by regulatory bodies and governments across the globe. Further, these risks intensify as sanctions are imposed on governments, financial institutions, and individuals across the globe. Through this statement, First Advantage intends to convey to all stakeholders that it is mindful of its legal obligations on the above issues and how it complies with the same.
Business Continuity Policy	The objective of this policy is to establish a comprehensive business continuity program for First Advantage that will allow First Advantage to continue to provide essential operations and services to our corporation and customers in the event of a natural disaster or other serious business emergency.
Securities Trading Policy	This policy concerns compliance as it pertains to the disclosure of inside information regarding First Advantage or another company and to trading in securities while in possession of such inside information. In addition to requiring that insiders comply with the letter of the law, it is First Advantage's policy that insiders exercise judgment so as to also comply with the spirit of the law and avoid even the appearance of impropriety.
Facility and Personnel Security Policy	The objective of this policy is to establish the required practices and measures needed to adequately educate and provide global physical security for First Advantage, personnel working on behalf of First Advantage, and First Advantage's facilities.
FA Cares Volunteer Time Off Program and Policy	First Advantage encourages its employees to participate in measures to support the communities in which we operate through corporate volunteering. Corporate volunteering is the combination of activities promoted and supported by First Advantage to get employees involved and participating by taking time, part of which may be during work hours, and using their skills and talent to help causes, projects, and not-for-profit organizations.
Diversity, Equity, and Inclusion Program	First Advantage champions a people-based approach to DE&I, seeking to ensure a welcoming and inclusive workplace. We believe that promoting diversity plays an important role in attracting and retaining the most expansive pool of qualified applicants, fostering greater innovation and creativity, and enhancing our communication and relationships with customers and the community. By planning and executing prioritized strategies with our employees and customers, we will make self-sustaining changes and have a lasting impact on our business culture.



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