



Environmental, Social, & Governance Report

2021



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On the Cover: Hannibal portrait on Tunisia 5 dinars (2013) banknote closeup, Carthaginian general, one of the greatest military strategists in history.

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To Our Fellow Shareholders,

At Canna Holdings, we are committed to responsibly managing our key environmental, social and governance (“ESG”) opportunities and risks in a manner consistent with our goals to achieve superior financial performance for shareholders and maximize the value of our assets while mitigating risk. We understand the importance of a sustainable future to our long-term growth and to the well-being of our companies. For this reason, our Company and our board are committed to addressing ESG issues to better serve our employees, portfolio companies, business partners, and the communities where we live and work.

Building a sustainable business starts with being transparent about our business practices, corporate governance, environmental impact, and our commitments to our employees, customers, and communities. In 2021, we continued to enhance our ESG efforts and advance our ESG strategy. We are pleased to share our progress on these key initiatives in our second annual ESG report.

Our commitment to ESG focuses on:

Responsible Holdings

ESG is embedded across Canna’s approach, from our due diligence in acquisition selection to our value creation partnerships. We manage ESG issues in our businesses to help Canna generate stronger returns for our shareholders while improving our impact on society.

Dun & Bradstreet is enhancing responsible business practices through automated solutions. **Ceridian** is focused on helping organizations enhance human capital management while supporting the communities

where employees live and work through Ceridian Cares, an employee-driven charity. **Alight** is committed to helping companies care for their biggest asset — their people — by empowering workers and their families to make confident decisions around their health, wealth, and well-being. **Paysafe** is driving financial inclusion for some of the world’s underbanked population, while advancing a holistic approach to ESG that focuses on community efforts; diversity, equity, and inclusion; employee well-being and the environment. **The Restaurant Group** is building inclusive workplaces while driving community outcomes in the areas where we operate. Our companies each have unique impacts, and we are working to further formalize and enhance the management of ESG across our entire portfolio.

Preserving the Environment

As a holding company, our direct operations and our environmental impact as a firm is relatively small. However, Canna recognizes the importance of conducting business in an environmentally responsible manner and integrating environmental management best practices into both our business operations and the management of our portfolio.

Canna is continually improving our environmental management practices at our Las Vegas headquarters. From enhancing our corporate headquarters to becoming more environmentally friendly, to efforts to monitor and reduce our carbon footprint and our water consumption, and participating in recycling programs, we are working to reduce our environmental impact.

Supporting Our Employees and Communities

We value our talented workforces and the outstanding contributions our employees make each day. We are dedicated to attracting, developing, and retaining talented teams through competitive compensation and benefits, and building a diverse and inclusive workplace. Canna believes in the importance of

volunteerism and philanthropy to strengthen and engage local communities across our holdings. Through local community involvement, corporate initiatives, and philanthropic giving — as well as an active community volunteer ethos — we support the communities we all live in.

Operating Ethically

Our reputation for integrity is one of our most important assets and each of our employees and directors is expected to contribute to the care and preservation of that asset. We operate in ways that are fair, transparent, and in compliance with the law. We implement strong governance practices, policies, training, and reporting to encourage and promote all employees to adhere to our standards for business integrity.

We know this work never stops and that together, we will continue to have an impact.



Richard N. Massey
 Chief Executive Officer



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2021 At-A-Glance

Unless otherwise noted, this data is current as of December 31, 2021.

Company Overview

Cannae Holdings, Inc.

Name

CNNE

Stock Symbol (NYSE)

Diversified Holding Company

Industry

Las Vegas, NV

Headquarters

12,938

Worldwide Employees of Cannae and Consolidated Subsidiaries

\$742.2M

Total Operating Revenue

Environment

0

(MTCO_{2e})

Carbon Footprint: Scope 1

258 ↓

(MTCO_{2e})

Carbon Footprint: Scope 2

.65 ↓

(million kWh)

Electricity Consumption

4.87 ↑

(million gal)

Water Consumption¹

Social

59%

of employees at Cannae and its consolidated subsidiaries were female.

\$256,758

donated to local and national organizations.

Governance

82%

of our board of directors were independent.

4 out of 11

of our board of directors were racially or gender diverse.²

¹Our water consumption increased in 2021 as employees returned to the office as the COVID-19 pandemic subsided, compared to 2020 work from home levels.

²See demographic data for our Board of Directors on page 28.

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About the Company

Profile

Cannae (NYSE: CNNE) is a diversified holding company. Cannae's current principal businesses include our ownership interests in Dun & Bradstreet Holdings, Inc. ("Dun & Bradstreet" or "D&B"), Ceridian HCM Holding, Inc. ("Ceridian"), Alight, Inc. ("Alight"), Paysafe Limited ("Paysafe"), Sightline Payments Holdings, LLC ("Sightline" or "Sightline Payments"), System1, Inc. ("System1") and AmeriLife Group, LLC ("AmeriLife"). The Company also holds majority equity ownership stakes in O'Charley's Holdings, LLC ("O'Charley's"), 99 Restaurants Holdings, LLC ("99 Restaurants") and in various other controlled companies and certain other minority equity ownership interests.



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Our Approach to ESG

Cannae recognizes that in our rapidly changing global economy, the management of ESG risks and opportunities is important for our long-term business success. Our Company and our board are committed to addressing ESG issues to better serve our employees, business partners, and the communities where we live and work. Cannae aims to achieve superior financial performance for shareholders and maximize the value of our assets while mitigating risk, and managing our business in an environmentally, socially and ethically responsible manner.

To honor that commitment at the highest levels of the Company, our management team leads our ESG efforts. Our board of directors' audit committee reviews these efforts.



Antique Map from 1862 of the Western Mediterranean, at the time of the Punic Wars including the Battle of Cannae, which were fought between Rome and Carthage from 264 BC to 146 BC.

Responsible Holdings

Cannae manages ESG issues in our businesses to generate stronger returns for our shareholders while improving our impact on society.

Cannae's Approach

We primarily acquire interests in operating companies and are engaged in actively managing and operating a core group of those companies. From time to time, we also seek to take meaningful majority and minority equity ownership stakes where we have the ability to control or significantly influence quality companies, and we bring the strength of our operational expertise to each. We are a long-term owner that secures control and governance rights of other companies primarily to engage in their lines of business and we have no preset time constraints dictating when we sell or dispose of our businesses. We believe that our long-term ownership and active involvement in the management and operations of companies helps maximize the value of those businesses for our shareholders.

Cannae was founded and is led by investor William P. Foley, II, who is responsible for the creation and growth of over \$100 billion in publicly traded companies including Fidelity National Information Services, Inc. ("FIS"), Fidelity National Financial, Inc. ("FNF"), and Black Knight, Inc. ("BKI").

As of March 31, 2022, Cannae's current principal holdings include Dun & Bradstreet Holdings, Inc. (NYSE: DNB), in which Cannae holds 88 million shares or 20% interest. Cannae's second principal holding is Ceridian (NYSE: CDAY), in which Cannae owns 8 million shares representing 5% interest. Cannae holds 60 million shares, or 8% of Paysafe (NYSE: PSFE), as well as 8.1 million Paysafe warrants and LLC units. Cannae also holds 52.5 million shares, or 10%, of Alight, Inc. (NYSE: ALIT), and 27 million shares, or 25%, of System1, Inc. (NYSE: SST). Cannae's other principal holdings include Sightline Payments, of which Cannae owns 33%.

ESG Due Diligence and Risk Management Across Cannae's Businesses

ESG is embedded across Cannae's approach, from our due diligence in acquisition selection to our value creation partnerships. We manage ESG issues in our businesses to help Cannae generate stronger returns for our shareholders while improving our impact on society.

In order to maximize the value of each of our diverse assets, our management team takes an individualized approach with each portfolio company and reviews ESG practices that are material to a potential investment. Our review of acquisitions considers, but is not limited to, the following ESG factors:

- Environmental: Energy, waste, water, sustainable products, and overall environmental footprint.
- Social: Human capital management, workforce diversity, supplier diversity, and community engagement.
- Governance: ESG oversight, board composition, data privacy, and adherence to relevant ESG frameworks and standards.

Cannae also recognizes ESG risks, including climate change, cybersecurity breaches, pandemics, and other catastrophic events that may impact the value of our holdings. Our team works diligently to identify, assess, and manage these risks. Through Cannae's long-term ownership, as well as our own ESG efforts, we strive to be a trusted partner in our companies' ESG journey.

dun & bradstreet

Company Overview

Dun & Bradstreet Holdings, Inc.

Name

DNB

Stock Symbol (NYSE)

20%

Ownership Percentage

Data Analytics

Industry

Jacksonville, Florida

Headquarters

6,296

Employees

~\$2.2B

Revenue

[D&B's Corporate Responsibility Webpage](#)



On September 12, Dun & Bradstreet NY and NJ team members and their families volunteered at the 9/11 National Day of Service and Remembrance meal packing event at the Intrepid Sea, Air & Space Museum.

Approach to ESG

Being socially responsible has been embedded in Dun & Bradstreet’s DNA for generations, and the company takes an integrated approach to leveraging its data, insights, talent, and resources to make a positive impact on the world around us.

ESG Solutions:

For nearly two centuries, Dun & Bradstreet has worked to enhance responsible business practices through its data and analytics solutions. In today’s rapidly changing landscape, Dun & Bradstreet’s solutions help customers manage growing regulatory, ethical, environmental, and social risks and opportunities. The most recent example of the innovative application of the D&B Data Cloud was the rapid development of its D&B ESG Intelligence capability.

Dun & Bradstreet ESG scores are derived from a thorough review of a company’s publicly available information combined with proprietary Dun & Bradstreet data mapped to established sustainability standards to provide insights into the company’s material ESG risks and opportunities. The extensive breadth of the Dun & Bradstreet Data Cloud enables the



Dun & Bradstreet Center Valley, PA team members participated in a Feed The Children event providing meals to 520 families.

company to develop ESG rankings for over 35 million public and private organizations around the globe. This gives Dun & Bradstreet deep coverage among ESG data providers and provides a solution to the persistent challenge of limited ESG coverage of private companies. Dun & Bradstreet ESG data facilitates compliance and procurement teams’ identification of third-party ESG risks, goal setting, monitoring shifting ESG risks through automated approaches, streamlining ESG assessment processes, and benchmarking performance against industry peer best practices.

Dun & Bradstreet also offers solutions to help organizations meet the growing regulatory, ethical and social demands that come with being a responsible business. Through its Third-Party Risk & Compliance

solutions, Dun & Bradstreet provides organizations with needed insights into their third-party business partners and screening to ensure compliance with Anti-Bribery, Corruption and Anti-Money Laundering laws and regulations, and other global regulations.

Environment:

Dun & Bradstreet is dedicated to promoting sustainability in its own business practices and providing employees with opportunities to make a positive impact on the environment. The company aims to be a steward of the global environment and shape sustainable futures in its local communities by:

- **Engaging with vendors and suppliers** that use progressive and environmentally-friendly products, materials and technology to advance sustainability across the organization.
- **Adopting internal policies and practices** that enhance energy efficiency management and resource conservation efforts.
- **Creating healthy work environments** that embrace published sustainability guidelines and promote recycling and responsible consumption.
- **Fostering a global workforce aligned with corporate sustainability efforts** and engaged in environmental projects and issues in their local areas.
- **Exploring opportunities to save energy and water resources**, generate less waste, and consume fewer natural resources.

Our People:

With operations around the world, Dun & Bradstreet recognizes that our individual differences strengthen us collectively, which is why the company is committed to cultivating a diverse and inclusive workforce and promoting a business culture that is representative of the unique values, opinions, cultures and needs of employees, clients, communities, and suppliers.

From progressive family leave policies to robust performance management and career development programs, Dun & Bradstreet is committed to cultivating a workplace where everyone’s voice is valued and diversity, in all its forms, is welcomed. In support of this commitment, Dun & Bradstreet works hard to create a diverse, equitable and inclusive culture. In 2021, efforts included:

- **Establishing a global Diversity Equity and Inclusion ("DEI") Committee** with representation from across the organization and formalizing a commitment to DEI through a Corporate Diversity Statement.
- **Launching four Employee Resource Groups ("ERGs")** to further support a diverse and inclusive environment. Dun & Bradstreet has synergized the goals and efforts of the ERGs with its corporate growth objectives.



Dun & Bradstreet’s Public Sector team is a proud sponsor of the Ft. Myer, FL United Services Organization lounge which provides comfort to the military community while traveling.

- **Connecting with student affinity groups through the University Alliances program.** Dun & Bradstreet now has seven partner relationships and sponsors numerous events such as GirlHacks, a sanctioned hackathon in support of local college students in Science, Technology, Engineering and Math programs.
- **Committing to consider all aspects of diversity when selecting new board of director nominees.**

Community:

Dun & Bradstreet is also highly focused on supporting communities around the world through its global “Do Good” program. The company proudly supported the following areas through corporate and employee financial donations, employer-matched employee donations and volunteer efforts focused on making our global community stronger:

- Animal Welfare
- Arts, Culture & Humanities
- Education and Youth Development
- Human Services and Community Support
- International Aid and Disaster Relief
- Medical Research and Health

As part of the Do Good program, Dun & Bradstreet provides employees with two paid volunteer days each year and provides a 100% match for employee personal donations to eligible nonprofit organizations up to \$4,000 / €4,000 / £4,000 per calendar year, subject to global matching caps. In 2021, employees volunteered 6,590 hours to 792 organizations and contributed \$1,033,735 through employer-matched employee donations and corporate giving.

CERIDIAN

Company Overview

Ceridian HCM Holding Inc.

Name

CDAY

Stock Symbol (NYSE)

5%

Ownership Percentage

Software

Industry

Minneapolis, Minnesota

Headquarters

7,462

Employees

~\$1.02B

Revenue

[Download 2022 ESG Report](#)



The mission of Ceridian Cares is to be an employee-driven charity that makes a difference by supporting people and improving the communities in which we live and work.

CERIDIAN

Approach to ESG

Ceridian is a global human capital management ("HCM") software company, focused on helping organizations enhance HCM while supporting the communities where employees live and work. As a promise-driven, purpose-led global company, Ceridian believes in acting responsibly, operating sustainably, and contributing to the greater good.

In 2021, Ceridian sharpened its focus on ESG by conducting the company's first-ever third-party materiality assessment, establishing key pillars and setting measurable goals within them to drive impact over time. This approach supports long-term performance and value creation, allows the company to more effectively mitigate risks and seize opportunities, and strengthens Ceridian's ability to effect change.

These are the five pillars guiding Ceridian's efforts today and into the future:

Governance and trust: Ceridian safeguards the trust from partners, customers, and employees. That means upholding the highest standards of corporate governance and ethics, ensuring customer data is protected, and developing products that are reliable and effective.

People: A diverse, inclusive, and equitable organization is a strong one, which leads to greater innovation, creativity, and productivity. Persistent global challenges make it essential that employees feel valued and safe. Promoting diversity, equity and inclusion within its workforce is a priority for Ceridian. In 2021, Ceridian established a company-wide Global Diversity Advisory Council that is comprised of employees from around the world which expanded the number of inclusivity-building YOUunity groups.

Tech for good: Ceridian believes that tech for good and responsible innovation can have a positive impact on all stakeholders. By innovating responsibly, and ethically harnessing the power of artificial intelligence ("AI") and machine learning, Ceridian's products can lead to better outcomes for organizations and their employees and help reinforce the bonds between them. For example, Dayforce Wallet provides individuals with faster access to their earned pay, which enables them to cover both everyday expenses as well as urgent or unplanned costs.

Communities: Giving back to the local communities where Ceridian's employees live and work is central to the company's approach to philanthropy and volunteering. Through Ceridian Cares, an employee-driven charity, the company provides financial support to individuals and families struggling with basic needs and quality of life. In 2021, the organization donated over \$1.1 million to people in need in the U.S. and Canada. Ceridian also launched a new giving and volunteering platform during 2021 through which employees donated to over 480 nonprofits in 12 countries.

Environment: Climate change poses a dire threat to the long-term survival of humanity and the planet. Ceridian believes the responsibility to act rests upon everyone, and requires meaningful action from us and many others in the private sector. In 2021, the company committed to reduce absolute Scope 1 and 2 emissions from Ceridian's operations by 42% before 2030, compared to a 2019 baseline.

In 2022, the company published its second annual ESG report with the company's ESG framework, 2025 goals, key data and KPIs for 2021, and a SASB index. Ceridian will continue to enhance reporting and transparency to communicate its ESG efforts to all stakeholders, while striving to create a diverse and inclusive workforce, maintain the highest standards of ethics, and act as responsible members of its communities, society, and planet.



Company Overview

Alight, Inc.

Name

ALIT

Stock Symbol (NYSE)

10%

Ownership Percentage

Professional Services

Industry

Lincolnshire, Illinois

Headquarters

+16,000

Employees

~\$2.9B

Revenue



Alight colleagues join force with the United Way to design and build a sensory walk for students in Lake County, Illinois.

Approach to ESG

Alight recognizes the importance of ESG factors and integrates ESG across the company and into its products, leadership, and culture.

Health, Wealth and Well-being Platform

Alight is committed to helping companies care for their biggest asset — their people. Through its integrated health, wealth and well-being platform, Alight powers confident decisions for life for its 30 million users and their families. The Alight Worklife® platform provides a unique opportunity to empower workers and their families to make confident decisions around their health, wealth and well-being.

ESG Strategy and Governance

In 2021, Alight focused on creating an ESG charter and governance structure that reflects its public company status and its place in the human capital landscape. While the full board has ultimate responsibility for ESG matters that impact the business, the nominating and corporate governance committee exercises primary board oversight of ESG risk management, strategy, initiatives, and policies. Alight's ESG committee of cross-functional leaders across the management team drives ESG strategy development and implementation.



Alight colleagues gather together to support the Kenosha, Wisconsin community.

It is led by the general counsel and corporate secretary, who has primary responsibility for corporate governance and the legal and compliance functions.

In addition to creating a governance structure, Alight completed a materiality assessment to identify the ESG issues that are most relevant to the company and its stakeholders. Alight analyzed its business and identified relevant ESG factors using leading sustainability frameworks and guiding principles, such as the Sustainability Accounting Standards Board ("SASB") and the U.N. Sustainable Development Goals ("SDGs").

A Culture of Inclusion

Alight fosters a culture of belonging and inclusion in various ways, including mandatory inclusion training annually, employee resource groups, and celebrating diversity through global cultural appreciation initiatives. In 2022, Alight earned a perfect score on the Human Rights Campaign Foundation's Corporate Equality Index for the third consecutive year and has been named a Great Place to Work for four years in a row.

In 2022, and beyond, Alight will continue to evolve its ESG program in a manner that helps create long-term value for the company's stockholders, employees, clients, communities, and other stakeholders.

Paysafe:

Company Overview

Paysafe Limited

Name

PSFE

Stock Symbol (NYSE)

8%

Ownership Percentage

Online Payments

Industry

London, UK

Headquarters

3,500

Employees

~\$1.5B

Revenue



The Paysafe Vienna team in a local clean up exercise.

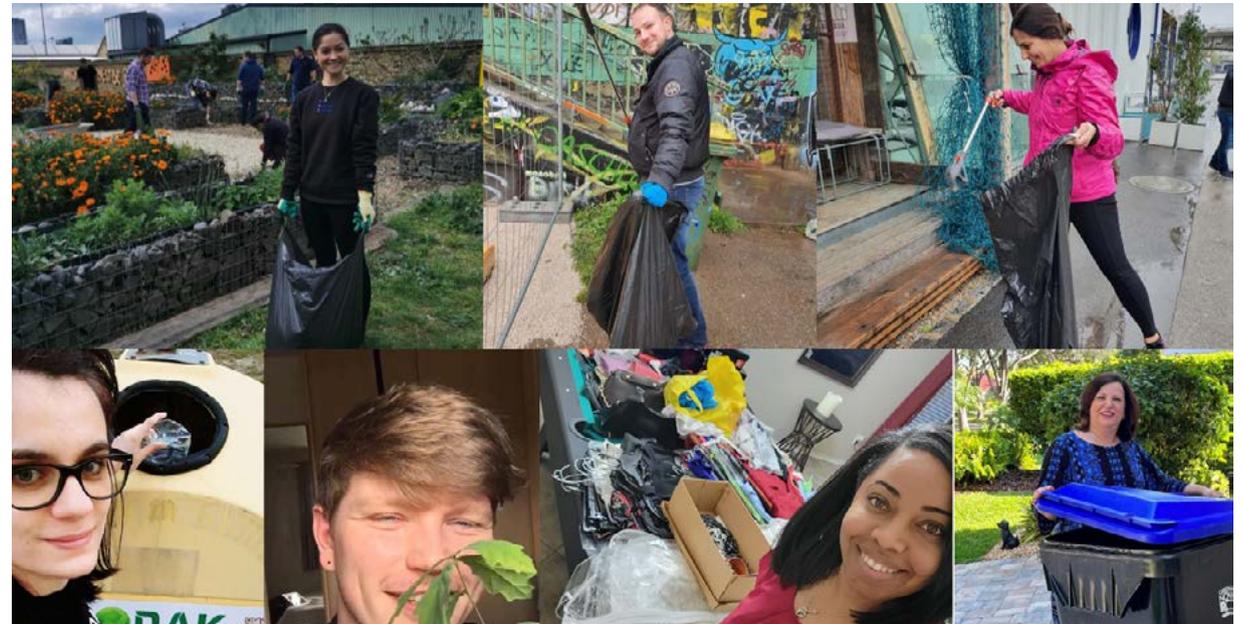
Paysafe:

Approach to ESG

Paysafe is deeply committed to doing business the right way. As part of the company's holistic approach to ESG, Paysafe focuses on driving financial inclusion, supporting the community, ensuring diversity, equity and inclusion ("DEI"), and prioritizing employee well-being and the environment.

Promoting Financial Inclusion

As a leading specialized payments platform, Paysafe's core purpose is to enable businesses and consumers to connect and transact seamlessly through industry-leading capabilities in payment processing, digital wallet, and online cash solutions. The company's eCash product capabilities help drive financial inclusion for some of the world's underbanked population. Paysafe also recently partnered with Rewire, a cross-border financial services platform tailored to the unique needs of migrant workers from developing countries in Asia and Africa in order to drive financial inclusion for migrants across the UK and Europe.



Paysafe employees participating in local initiatives as part of the company's environmental afternoon.

Engaging in Local Community Efforts

Paysafe aims to be a proactive participant and supporter of the local communities where its employees live and work. The company supports both global and local causes including education and health organizations as well as humanitarian issues. All Paysafe employees are provided with a one-day volunteering allowance to support a cause they care about in their communities. Volunteer-led Community teams across Paysafe's offices drive local momentum and push forward local community initiatives. Funds thus far have supported over 50 nonprofit organizations worldwide including: BCause Foundation, The Felix Project, Food Banks Canada, No Kid Hungry, and The Red Cross.

Diversity, Equity, and Inclusion

Paysafe fosters a workplace that aligns with its global footprint and celebrates diversity while creating more opportunities for individuals to collaborate, learn, and be empowered to make a difference in and out of the workplace. Diversity, equity and inclusion is a strategic priority. The Paysafe board and executive team are committed to creating a working environment where everyone's unique contribution is valued. To help achieve Paysafe's DEI goals, six colleague-led DEI teams meet on a regular basis to organize an interactive DEI program that addresses race and ethnicity, gender, and sexual orientation.

Paysafe:

Supporting Employees

Paysafe recognizes that the company's biggest asset is its people, and aims to attract and retain the best talent, motivate them with a culture they can be proud of, and inspire them through a safe, respectful and inclusive working environment. Paysafe encourages curiosity and invests in ongoing development for all team members ranging from technical and product training to work/life balance, business skill development, or leadership development and mentoring.

Through its well-being program, Paysafe puts high value in the welfare of its employees and organizes frequent activities to support their mental, physical and social well-being. These efforts were significantly ramped up at the start of the pandemic and continue to grow as a program today. Wellbeing is about more than health insurance or an employee assistance program. It's about making sure individuals have all the support, resources, and tools they need to be their best selves, in and out of the workplace. Physical, social, financial, and mental well-being support are all key. The well-being program includes:

- Paysafe Days, Team Days, well-being afternoons and summer hours that provide opportunities for team members to take time out and participate in organized activities focused on well-being.
- Voluntary local and virtual events that are focused around meditation and health are provided at no charge.



Raising money for men's health as part of Movember.

- Training and educational sessions cover everything from dealing with stress to making the most of any situation.
- Global employee challenges bring out the competitive spirit of some and get people out and active.

A Certified Carbon Neutral Company:

As part of its environmental program, Paysafe has a robust strategy to reduce carbon emissions across operations through energy efficiency initiatives and has achieved CarbonNeutral® certification from 2019 onwards. Paysafe offsets its unavoidable carbon emissions by funding carbon neutralizing projects in developing countries. In local offices, Paysafe encourages the use of reusables and recycling, and discourages waste.

The Restaurant Group

Company Overview

The Restaurant Group

Name

Restaurants

Industry

Nashville, Tennessee

Headquarters

12,779

Employees

\$704.7M

Revenue



O'Charley's supports the Mayfield, Kentucky community after catastrophic tornadoes in December 2021.

Approach to ESG

Our Restaurant Group is building inclusive workplaces, investing in environmental sustainability, and enhancing supplier due diligence while driving community outcomes in the areas where we operate.

Ensure an inclusive workplace:

Our Restaurant Group embraces diversity and inclusion across all our brands. Our Diversity, Equity, and Inclusion Council is dedicated to educating, cultivating and inspiring team members of different backgrounds to appreciate and celebrate the varying ideas, perspectives and experiences of our diverse employment population. All team members enjoy equal access to opportunities throughout the organization as well as exciting ways to connect with each other and with our guests, enriching both the employment and guest experience. Additionally, a recently created Women in Leadership group was formed with a target of developing our senior-most female leaders through unique experiences, developmental activities and networking.

Gender Representation

	2019		2020		2021	
	Female	Male	Female	Male	Female	Male
Executive Management	29%	71%	31%	69%	28%	72%
Non-Executive Management	35%	65%	34%	66%	36%	64%
Professionals	52%	48%	45%	55%	50%	50%
All Other Employees	60%	40%	61%	39%	61%	39%

Drive environmental sustainability:

In 2021, our Restaurant Group continued to invest in sustainability. At O'Charley's, kWh usage dropped by 5% in 2021, driven in large part by the conversion to LED lights in the restaurants. At Ninety Nine, both electricity use and water use increased by 5%-7%.

This was due to restaurants reopening as the COVID-19 pandemic subsided, compared to 2020 levels. Going into 2022, our Restaurant Group will continue to focus on LED conversion, HVAC upgrades, efficient refrigeration, and smart thermostats for both O'Charley's and Ninety Nine.

For water consumption, we made significant progress in 2020 after we implemented reporting and identified abnormalities in restaurant level water usage. These findings led to repairs of leaks in several restaurants which resulted in a savings in the amount of \$200,000, and a 28% reduction in overall water consumption over prior years. After this significant reduction, our water consumption increased in 2021 as customers returned to restaurants and the COVID-19 pandemic subsided.

Electricity Use (Million kWh)

Business	2020	2021	% Change
O'Charley's	75.10	71.20	-5%
Ninety Nine	31.42	33.11	+5%
Total Restaurant Group	106.52	104.31	-2%

Water Use (Gal)

Business	2020	2021	% Change
O'Charley's	163,640	178,307	+9%
Ninety Nine	68,658	73,169	+7%
Total Restaurant Group	232,298	251,476	+8%

Waste (Tons)*

Business	2021
O'Charley's	20,848
Ninety Nine	10,575
Total Restaurant Group	31,423

* The Restaurant Group began tracking waste in 2021.

The Restaurant Group



Annual Summer BBQ Outing hosted by local Ninety Nine Restaurants supporting the Boys & Girls Club of Lynn.



Members of the Boys & Girls Club of Salem, NH thanking the Ninety Nine Restaurants for their support over the years.

Waste Diverted from Landfill (Tons)*

Business	2021
O'Charley's	2,872
Ninety Nine	6,577
Total Restaurant Group	9,449

Dedication to Food Safety:

Food safety and quality is critical to the Restaurant Group's success. We are focused on ensuring safe and high-quality food across all of our brands and in every restaurant. We have contracted with EcoSure, one of the nation's premier food safety organizations, to help us identify food safety risks and drive corrective actions where needed. We have also put into place a robust internal-auditing program to ensure a high degree of food safety with our employees.

Focus on Supplier Due Diligence:

Our Restaurant Group partners with responsible suppliers that have established animal welfare practices, as well as strong recycling, energy efficiency, and waste minimizing approaches. Our suppliers share our commitment to finding the most environmentally sound and ethical methods to meet our product requirements and our guests' expectations.

Support Charitable Organizations Across the Country:

Our Restaurant Group supports such national charitable organizations as American Cancer Society, Big Brothers Big Sisters of America, Boys & Girls Clubs of America, The Folded Flag Foundation, Making Strides, Muscular Dystrophy Association, Operation Gratitude, Second Harvest and St. Jude Children's Research Hospital. In 2021, The Restaurant Group was the top corporate donor for The Folded Flag Foundation, with donations surpassing \$675K.

We delight in feeding our communities, which is especially critical in times of crisis. Whether we are providing food to victims of devastating fires or floods, feeding first responders in the wake of tornadoes or hurricanes, or nourishing healthcare workers who served selflessly throughout COVID-19 — if there is a need in our community, our Restaurant Group is there to serve.

* The Restaurant Group began tracking waste in 2021.

Environment

CannaE recognizes the importance of conducting business in an environmentally responsible manner and integrating environmental management best practices into our operations. As a holding company, our direct operations are based in our Las Vegas headquarters, and our environmental impact as a firm is relatively small.

Our [Environmental Policy Statement](#) summarizes our commitment to environmental principles, including:

- Conducting business in a manner that demonstrates responsibility and accountability for our impact on the environment;
- Adhering to, or acting in accordance with, all legal requirements related to the environment;
- Monitoring our environmental performance;
- Reducing emissions, releases and waste, and preventing pollution;
- Using natural resources and energy more efficiently;
- Incorporating climate-change risk into our existing enterprise risk management function and board/committee reporting; and
- Reporting to our broader stakeholder community through our annual CannaE ESG report and other means of communication as practical.

Although 2020 and 2021 were unusual years for reporting environmental impacts due to reduced office capacity from COVID-19, we are still excited to share our efforts and aim to continue making progress.

Carbon Footprint and Energy Use

In 2021, at CannaE's Las Vegas headquarters, we made several enhancements to reduce our carbon footprint including the following:

- Conversion of exterior lighting to energy-efficient LED lights; and
- Installation of an EV car charger in our parking garage.

In 2021, we reduced our energy use and scope 2 carbon footprint:

Carbon Footprint and Energy Use¹

Metric	2020	2021	% Change
Scope 1 GHG Emissions	0 MTCO ₂ e	0 MTCO ₂ e	0%
Scope 2 GHG Emissions	295 MTCO ₂ e	258 MTCO ₂ e	-12.9%
Total Electricity Consumption	.68 million kWh	.65 million kWh	-4.1%



CannaE has installed an electric vehicle charger to promote and support environmentally friendly ways to reduce our carbon footprint.

¹The reduction in scope 2 emissions is due to a combination of CannaE's electricity reduction and the state of Nevada adding more renewable energy to the grid, causing a decrease in Nevada's grid emissions factor.



The Company replaced an existing water fountain with desert landscaping to help conserve water on the corporate campus.

Water Use

At Canna’s Las Vegas headquarters, we also take a responsible approach to water conservation and consumption, including replacing grass with water-smart landscaping. To reduce water use in 2021, Canna replaced a water fountain at the company’s headquarters with desert landscaping.

Water Use

Metric	2020	2021	% Change
Total Water Consumed	4.12 million gal	4.87 million gal	+16.9%

Compared to 2020, our water consumption increased. 2020 was an unusual year for reporting environmental impacts due to reduced office capacity from COVID-19. We believe the increase in water consumption from 2020 to 2021 is due to employees returning to the office after many were able to work from home during the peak of COVID. Looking ahead to 2022, we will continue to work to reduce our water consumption.

Waste Management

We work to reduce waste, and where we do produce waste in our operations we seek to dispose of that waste in an environmentally responsible manner. At Canna’s Las Vegas headquarters, we are reducing our paper use and waste in the following ways:

- Participating in recycling programs.
- Digitizing records management.
- Using Certified Green Seal® paper products and eco-cleaning products.
- Partnering with sustainable vendors to dispose of IT equipment and other materials in an environmentally friendly manner:
 - Our information technology asset disposal (computers, monitors, servers, mobile devices) vendor is eSteward® certified and manages the waste stream of electronics retired by Canna each year.
 - Another partner, Iron Mountain Secure Shredding, is committed to shredding and recycling in an environmentally responsible manner, and our waste disposal provider utilizes single stream recycling.

Social

Cannae is dedicated to serving our employees and their families, building a diverse and inclusive workplace, and supporting our local communities.

Our Employees

At Cannae and across our portfolio companies, we value our talented workforces and the outstanding contributions our employees make each day. We are dedicated to attracting, developing, and retaining talented teams and as such offer competitive compensation and benefits.

Diversity & Inclusion

Diversity is a key component of Cannae’s success, including our portfolio companies. We believe that the diversity of our employees and directors provides a variety of ideas and perspectives that allow us to achieve superior business results. Cannae and our portfolio companies are committed to being equal opportunity employers and enhancing diversity and inclusion across our businesses.

Cannae’s corporate policies, such as its [Diversity & Inclusion Policy Statement](#), [Code of Business Conduct & Ethics](#), Harassment, Discrimination, and Bullying Policy, Americans with Disabilities Act Compliance Policy, and Workplace Violence Prevention Policy prohibit discrimination and harassment. Our Employee Handbook contains our Equal Employment Opportunity

and other non-discrimination statements. In addition, all employees must acknowledge policies and documents annually including the Employee Handbook, our Code of Business Conduct & Ethics, and our Harassment, Discrimination, and Bullying Policy. Our employees participate in annual training programs including Code of Business Conduct, and Ethics and Reporting Harassment.

Earlier this year, we formalized our commitment to provide equal opportunities to our suppliers. We support minority, women, and veteran-owned businesses along with all other types of underrepresented enterprises as we believe that supplier diversity creates a competitive advantage for Cannae and positively impacts the communities we serve.

Human Rights

Cannae proudly supports human rights and is committed to making a positive impact on the people and communities in which we work. Cannae’s commitment to fair, ethical, and responsible business practices, as we engage with our employees, clients, third parties and communities around the world, is embodied in our [Human and Labor Rights Policy Statement](#). Our approach to Human Rights is overseen by the audit committee of Cannae’s board of directors and executive management.

The Policy Statement summarizes our commitment to the following Human Rights principles:

- Recognizing human rights in all parts of the world and opposing discrimination on the basis of race, color, creed, religion, age, sex/gender, pregnancy,

national origin or ancestry, citizenship status, veteran status, marital status, physical or mental disability, sexual orientation, gender identity or expression (including transgender status), genetic information and/or any other characteristic protected by applicable federal, state or local laws.

- Banning the practice of recruiting children and exploiting child labor, as well as ceasing partnership with any third party involved in such practices.
- Prohibiting any form of abuse of employees such as corporal punishment, as well as prohibiting the use of all forms of forced labor, including indentured labor, bonded labor, or slave labor and the human trafficking associated with such abuses.

The Human Rights Policy Statement outlines our approach to forced and child labor, fair compensation and pay transparency, reporting and accountability, our compliance and ethics hotline, remediation, and training.

Philanthropy

Cannae believes in the importance of volunteerism and philanthropy to strengthen and engage local communities.

At a local level, Cannae executives support the Vegas Golden Knights Foundation (nhl.com/goldenknights/community/vgkfoundation), which benefits Las Vegas nonprofits focusing on youth, health and wellness, education, military, and first responders, and fighting hunger and homelessness.

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In 2021, CannaE also supported local and national organizations, through donations and/or representation as board members, including:

American Heart Association
heart.org

The American Heart Association funds cardiovascular medical research and other efforts to reduce disability and deaths caused by cardiovascular disease and stroke.

Folded Flag Foundation
foldedflagfoundation.org

The Folded Flag Foundation provides educational scholarships and support grants to spouses and children of fallen U.S. military and government personnel.

Inner-City Scholarship Fund of the Catholic Schools Foundation
innercityscholarshipfund.org

Inner-City Scholarship Fund changes lives for the better by providing families with demonstrable financial needs the opportunity to give their children a quality, values-based K-12 Catholic education within the Archdiocese of New York.

Keep Memory Alive
keepmemoryalive.org

Built on the power of one family's promise and community philanthropy, Keep Memory Alive and the Lou Ruvo Center for Brain Health, at Cleveland Clinic Nevada, aims to find, fund, and facilitate the most effective and innovative research and caregiver



CannaE Field within Betty's Village, an independent living community for adults with intellectual and related disabilities.

programming for patients and their families. Collectively as one — their shared mission is to care for patients with brain disorders, support their families, and develop treatments and cures for diseases affecting the brain.

NY Police and Fire Widows' and Children's Benefit Fund
answerthecall.org

The mission of the New York Police and Fire Widows' and Children's Benefit Fund is to provide financial assistance and a network of support to the families of New York City Police Officers, Firefighters, Port Authority Police, and EMS Personnel who have been killed in the line of duty.

Opportunity Village
opportunityvillage.org

Opportunity Village is a nonprofit serving adults in the Southern Nevada community with intellectual and related disabilities. In 2021, CannaE supported the building of a unique residential campus, called Betty's Village, an independent living community for people to live active and engaging lives and to reach their full potential. CannaE sponsored all of the green areas at Betty's Village and the campus opened in 2021.

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PS27 Foundation

ps27foundation.org

We support entrepreneurship through our founding sponsorship of the PS27 Foundation which provides educational resources to early-stage companies and startups to help them achieve sustainable growth.

Spread the Word Nevada

spreadthewordnevada.org

Spread the Word Nevada is a children’s literacy nonprofit, dedicated to advancing early childhood literacy by placing books into the hands and homes of children within Nevada’s at-risk, low-income communities. While developing a love of reading, these libraries promote future academic achievement and self-confidence, which impacts lifelong success.



Adrienne Burke, Cannae’s Tax Manager (pictured far left), also serves as the Vice Chairman of the Board of Directors of Spread the Word Nevada. Adrienne, along with other pictured Spread the Word Nevada volunteers, celebrate a successful third party fundraising effort for the advancement of childhood literacy within low-income communities.

Oxford American Literary Project

oxfordamerican.org

The Oxford American is a nonprofit, quarterly literary magazine dedicated to featuring the best in Southern writing while documenting the complexity and vitality of the American South. The journalism and literature published in the Oxford American has received numerous prizes, including The O. Henry Prize and The Pushcart Prize, and has been featured in The Best American Essays, The Best American Short Stories, The Best American Mystery Stories, and The Best American Travel Writing. Over its quarter century, the Oxford American has won four National Magazine Awards—including an award for General Excellence in 2016.

The Crisis in Ukraine

In 2022, given the unfolding humanitarian crisis following the invasion of Ukraine, Cannae made donations through the American Red Cross of Southern Nevada earmarked for Ukraine relief, and to Direct Relief to support humanitarian efforts in Ukraine.

The American Red Cross of Southern Nevada

redcross.org/local/nevada/about-us/locations/Southern-Nevada.html

As conflict in Ukraine continues, the Red Cross is committed to provide lifesaving aid to those in need — both in the country and in neighboring areas. Of the more than 12 million people who have been displaced by this conflict, an estimated 7.1 million are still inside the country and in need of urgent life-saving assistance. The Red Cross has reached 1 in 10 people impacted by this crisis and is committed to assisting the most vulnerable.

Direct Relief

directrelief.org

Direct Relief is a recognized international partner of Ukraine’s Ministry of Health and supports several groups in Ukraine and regionally with requested medical aid—including trauma kits, cancer drugs, insulin, antidotes used in chemical attacks, and more.

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Governance

Cannae is committed to strong governance systems and policies that ensure fair, transparent, and efficient business practices.

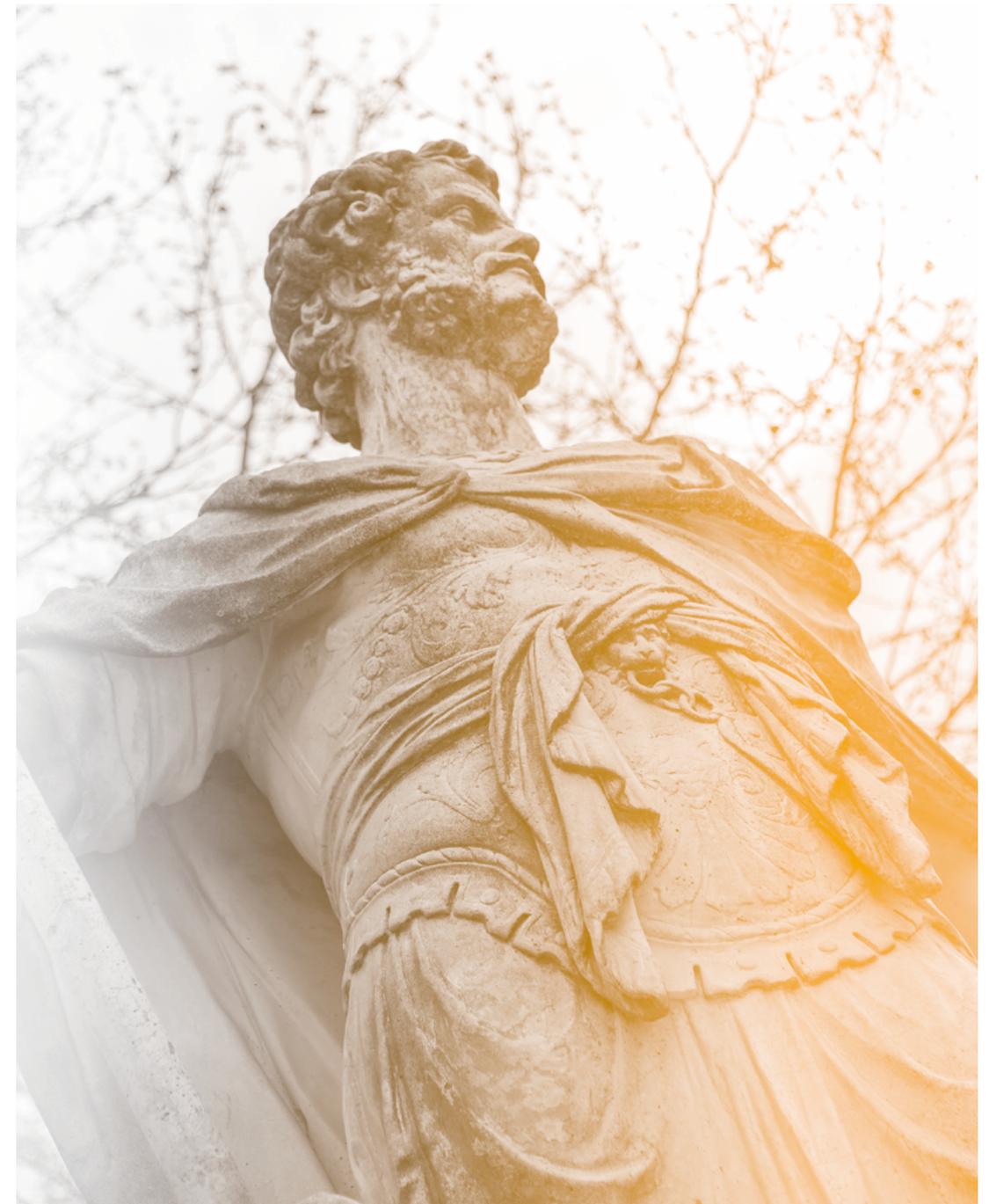
The most important of our six corporate principles is “Highest Standard of Conduct.” Every Cannae employee is expected to maintain the highest standard of business conduct and ethics in every aspect of our business. To achieve this objective, we are each responsible for behaving in a manner that reflects positively on both our personal reputation and the reputation of our Company. This includes how we treat our employees, how our employees treat each other and the manner in which we, collectively, engage with the community.

ESG Oversight

To honor our commitment to strong governance at the highest levels of the Company, our management team leads our ESG efforts with oversight from the audit committee, which reports our ESG progress and efforts to the board of directors.

Board of Directors

We are proud to have a dynamic, effective and diverse board of directors with the right mix of skills, experiences and backgrounds for Cannae. The management of our Company is overseen by a highly qualified board of directors, 82% of whom are independent from management. Each member brings to the table a wide variety of skills and qualifications that contribute to our ongoing success.



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	William P. Foley, II (Chair)	Richard N. Massey (CEO)	David Aung, CFA	Hugh R. Harris	C. Malcolm Holland	Mark D. Linehan	Frank R. Martire	Erika Meinhardt	Barry B. Moullet	James B. Stallings, Jr.	Frank P. Willey
Director Qualifications and Experience											
Board of Directors Experience	●	●	●	●	●	●	●	●	●	●	●
Entrepreneurs/Business Growth	●	●	●	●	●	●	●	●	●	●	●
CEO/Business Head/Leadership	●	●		●	●	●	●	●	●	●	●
Mergers & Acquisitions	●	●		●	●		●	●			●
International	●	●		●			●		●	●	
Human Capital Management/Compensation	●	●	●	●	●	●	●	●	●	●	●
Financial/Capital Allocation	●	●	●	●	●	●	●	●	●	●	●
Financial Literacy	●	●	●	●	●	●	●	●	●	●	●
Regulatory	●	●	●	●	●	●	●	●	●	●	●
Risk Management	●	●	●	●	●	●	●	●	●	●	●
Corporate Governance	●	●		●	●	●	●		●		●
Technology/Information Security	●	●	●	●	●		●	●		●	●
Legal	●	●									●
Marketing/Sales	●	●	●	●	●	●	●	●	●	●	●
Board Tenure	3	3	1	3	3	2	3	3	1	3	3
Age	77	66	42	71	62	59	74	63	64	66	68

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Board Diversity

	Female	Male	Total
Directors	1	10	11
Number of Directors who identify in Any of the Categories Below:			
African American or Black	0	1	1
Alaskan Native or Native American	0	1	1
Asian	0	1	1
White	1	7	8

Board Committees

Our board of directors has appointed three standing committees including an audit committee, a compensation committee, and a corporate governance and nominating committee. All of our board committees are composed of independent directors. The audit committee is responsible for the quality and integrity of our financial statements and related disclosures; our compliance with legal and regulatory requirements; the performance of our internal audit function; and oversight of our risk management plans and programs, including our business continuity, and environmental and sustainability programs. The compensation committee's responsibilities include reviewing and approving compensation matters for our executive officers, and our board of directors, and approving our compensation plans, programs, and awards made to our executives. The corporate governance and nominating committee is responsible for identifying qualified individuals for our board of directors and reviewing matters relating to board composition, including independence and diversity matters.

The responsibilities of each committee are generally described here but are laid out in detail in a committee charter. Our Corporate Governance Guidelines and each committee's charter are reviewed annually as part of our ongoing governance practices and are publicly available on the Investor Info page of our website at investor.cannaeholdings.com/corporate-governance.

Board's Commitment to Diversity

Our Board of Directors leads by example in its commitment to diversity. In 2019, our board codified in our Corporate Governance Guidelines its commitment to consider all aspects of diversity when selecting new director nominees, including diversity of age, gender, nationality, race, ethnicity, and sexual orientation. As of December 2021, four out of eleven directors identify themselves as diverse or female.

ESG Risk Management

Canna recognizes ESG risks, including climate change and severe weather conditions, cybersecurity risks, pandemics, and other catastrophic events that may impact our business. At Canna, we manage material risks, including ESG risks, through our Enterprise Risk Management ("ERM") program. Our ERM program conducts risk assessments to identify and assess any material business, operational and environmental risks, and works with our management team to develop strategies and plans to mitigate and manage those risks.

Our experienced management team oversees our ERM program and reports to the audit committee of our board of directors on a regular basis regarding our ERM program.

Our ERM program is overseen by a group of highly qualified individuals and is tailored to the unique structure of our business. At our corporate office, we maintain plans for our core processes that include predetermined actions to be taken, resources to be used, and procedures to be followed before, during, and after a disaster. Each of our various businesses separately maintain business continuity functions that adhere to the unique requirements of their business. Our management team reports to the audit committee of our board of directors on a regular basis about our ERM and business continuity programs, and the programs are presented to the audit committee.

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Ethics

We aspire to be positive corporate citizens and operate in ways that are fair, transparent, and compliant with all applicable regulations. We implement strong governance practices, policies, training, and reporting to encourage all employees to adhere to the highest standards of business integrity. Policies include CannaE's Code of Conduct & Ethics and Code of Ethics for Senior Financial Officers that detail our commitment to ethics, diversity, environment, and communities.

Data Privacy & Cybersecurity

CannaE and our companies are highly dependent on information technology. We are focused on making strategic investments in information security to protect our clients and our information systems. Our investments include both capital expenditures and operating expenses for hardware, software, personnel, and consulting services. As the primary products and services of our companies evolve, we apply a comprehensive approach to the mitigation of identified security risks. We have established policies and controls, including those related to privacy, information security and cybersecurity, and we employ a broad and diversified set of risk monitoring and risk mitigation techniques. Our employees participate in an annual Information Security Training.

Our board has a strong focus on cybersecurity. Our approaches to cybersecurity and privacy are overseen by the audit committee. At each regular meeting of the audit committee of our board of directors, our key management and internal audit group provide reports relating to existing and emerging risks at our companies, including, as appropriate, risk assessments, cyber and data security risks, and any security incidents. Our audit committee chairman reports on these discussions to our board of directors on a quarterly basis. The employees at our portfolio companies are the strongest assets in protecting their customers' information and mitigating risk. We monitor their security practices, including training programs that focus on applicable privacy, security, legal, and regulatory requirements that provide ongoing enhancement of their respective security and risk cultures.

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Metric	Unit of Measure	2020	2021	% Change
Environment - Cannae Standalone				
Scope 1 GHG Emissions	Metric Tons CO ₂ e (MTCO2e)	0	0	0%
Scope 2 GHG Emissions	Metric Tons CO ₂ e (MTCO2e)	295	258	-12.9%
Total Electricity Consumption	Million kWh	.68	.65	-4.1%
Total Water Consumed	Million Gal	4.17	4.87	+16.9%
Social - Cannae Standalone				
Total Employees	Number	19	15	-21%
Female Employees	Number	6	2	-66.7%
Male Employees	Number	13	13	0%
Diverse Employees	Number	3	3	0%
Charitable Giving	Dollars	70,000	256,758	+266.8%
Board Independence	Percentage	82%	82%	82%

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Metric	Unit of Measure	2021
Social - CannaE Consolidated		
Total Employees	Number	12,938
Female Employees	Number	7,580
Male Employees	Number	5,358
Gender, Executive Management	Percentage Male	76
	Percentage Female	24
Gender, Non-Executive Management	Percentage Male	64
	Percentage Female	36
Gender, Professionals	Percentage Male	45
	Percentage Female	55
Gender, All other Employees	Percentage Male	39
	Percentage Female	61

Metric	Unit of Measure	2020	2021	% Change
Governance - CannaE Standalone				
Board Independence	Percentage	82	82	0%

SASB Index³

Topic	Accounting Metric	Category / Unit of Measure	SASB Code	2021
Employee Diversity & Inclusion	Percentage of gender and racial/ethnic group representation for (1) executive management, (2) non-executive management, (3) professionals, and (4) all other employees	Percentage (%)	FN-AC-330a.1	Data Tables , gender only
Incorporation of Environmental, Social, and Governance Factors in Investment Management & Advisory	Description of approach to incorporation of environmental, social, and governance ("ESG") factors in investment and/or wealth management processes and strategies	Discussion & Analysis	FN-AC-410a.2	ESG Due Diligence and Risk Management Across CannaE's Portfolio
	Description of proxy voting and investee engagement policies and procedures	Discussion & Analysis	FN-AC-410a.3	Proxy, April 2022
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice, or other related financial industry laws or regulations	Reporting currency	FN-AC-510a.1	10-K, February 25, 2022 , See Commitments & Contingencies , Footnote M
	Description of whistleblower policies and procedures	Discussion & Analysis	FN-AC-510a.2	Code of Business Conduct and Ethics

³SASB metrics include those from SASB's Asset Management industry. While CannaE is not an Asset Management company as defined by SASB, we have used metrics from this industry for the purposes of reporting the ESG metrics of our holding company.



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Forward-Looking Statements

This ESG Report includes forward-looking statements. These statements are not historical facts, but instead represent only our beliefs regarding future events, many of which, by their nature, are inherently uncertain and outside of our control. Forward-looking statements include statements about our business and future performance. These statements can be identified by words such as "anticipates," "intends," "plans," "seeks," "believes," "estimates," "expects" and similar references to future periods, or by the inclusion of forecasts or projections. Potential future events or risk factors referenced in this report do not necessarily equate to the level of materiality of disclosures required under U.S. federal or state law. For a discussion of some of the risks and important factors that could affect our future results and financial condition, see "Risk Factors" in our Annual Report on Form 10-K for the year ended December 31, 2021.

Additional Information

Canna's ESG Report provides a point-in-time overview of our organization's ESG initiatives beyond traditional financial disclosures overseen by U.S. federal and state regulators. In this report we seek to highlight our corporate culture, including information about our employee base, our governance practices, our risk management framework, our commitment to our customers, and our dedication to the communities in which we operate. We believe that each of these aspects may impact shareholder value creation and our ability to sustain our business over the long run. Various standard-setting bodies have published disclosure frameworks for sustainability reports. We reviewed several of these standards and have incorporated disclosure practices and principles we believe to be most relevant to industries in which we operate. This ESG report is for informational purposes only. The Information contained in this report is subject to change without notice. Canna Holdings, Inc. is a public company and our stock is traded on the New York Stock Exchange ("NYSE") under the ticker symbol "CNNE." As a public company, we are subject to the rules and regulation of the Securities and Exchange Commission ("SEC"), as well as listing standards for NYSE companies.

We provide regular communication to our investors and the public in the form of quarterly filings with the SEC that include our financial performance; risks that may impact our operations, or financial results; the composition of our board of directors, board committees, and executive management team and the compensation they receive for their service; our corporate governance practices; and other required information.

The Company's public filings made with the SEC can be found on the SEC's website at sec.gov or on the Investor Info page of our website cannaeholdings.com.