



**CANNAE**  
HOLDINGS, INC.

## **Human and Labor Rights Policy Statement**

### **Introduction**

Cannae Holdings, Inc. (“Cannae” or the “Company”) proudly supports human rights. As such, Cannae is committed to the principle that all of its employees should work in a respectful environment regardless 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 characteristics protected by applicable federal, state or local laws. The Audit committee of Cannae’s board of directors and executive management oversees this Statement.

Every Cannae employee is expected to maintain the highest standard of business conduct and ethics in every aspect of our business including with respect to human and labor rights. 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 way we, collectively, engage with the community.

This Policy applies to all directors, officers, employees (including management and non-supervisory employees), vendors, and contractors of Cannae Holdings, Inc., its majority-owned subsidiaries, and controlled affiliates.

### **Human and Labor Rights Principles**

At Cannae, we are committed to the following principles aimed at promoting, protecting, and supporting all internationally recognized human and labor rights:

- 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 prohibit the use of all forms of forced labor, including, indentured labor, bonded labor, or slave labor and the human trafficking associated with such abuses.

## **Human and Labor Rights Strategy**

Cannae 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 this statement along with our internal policies and practices such as those listed below:

### Forced and Child Labor

Cannae’s operations do not permit the use of forced labor, including slavery, human trafficking, and child labor. We are committed to cease involvement with any party that allows such practice. Workers must freely choose employment, without threat or penalty of any sort.

### Fair Labor Practices

Cannae fairly compensates its employees, in compliance with relevant legislation and legally mandated work hours and overtime compensation. Cannae maintains a robust employee benefits program designed to protect eligible employees from financial hardship due to unexpected illness or injury and enable employees to provide for the health and financial security of their families. Cannae also provides paid leave for a variety of reasons including vacation and illness, and for civic obligations such as voting and volunteerism.

The Company also offers a variety of benefits and resources for employees to manage their mental health. These services also include consultation to provide direct support and assistance including resources for stress management, nutrition, and legal or financial issues.

Cannae will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. Cannae’s Pay Transparency Policy Statement, along with more detailed benefits information, is contained within its Employee Handbook.

### Workplace Health and Safety

The health and safety of our employees are paramount. We are dedicated to providing a safe working environment and to continuously improving workplace safety standards.

Cannae is also committed to fully complying with Titles I and III of the Americans with Disabilities Act (“ADA”). As part of this commitment, Cannae (i) provides to qualified individuals with disabilities the equal opportunity to benefit from the full range of employment-related opportunities available to others; and (ii) accommodates physical or mental limitations of qualified individuals of which Cannae is aware unless such accommodation results in an undue hardship to Cannae. Our commitment to ADA compliance is documented in Cannae’s Employee Handbook and our ADA Compliance Policy.

### Non-Discrimination

Cannae values a work environment where diversity is embraced and where employees’ differences are valued and respected. Cannae provides a work environment that is free from intimidation,

hostility and other behaviors that might interfere with work performance. Cannae prohibits any kind of discrimination, harassment or bullying, whether committed by or against a supervisor, co-worker, customer, vendor, or visitor. Discrimination, harassment, and bullying, whether based on a person's race, gender, gender identity or expression (including transgender status), color, creed, religion, national origin, citizenship, pregnancy, age, physical or mental disability, marital status, sexual orientation, ancestry, veteran status, socioeconomic status, or any other characteristic protected by applicable laws and regulations, are strictly prohibited. More information can be found in our Harassment, Discrimination, and Bullying Policy.

### Diversity and Inclusion

The Company recognizes that promoting an inclusive work environment is key to attracting and retaining its employees. Cannae sees the diversity of viewpoints, background, and experience of its employee-base as a contributing factor to its overall success. The policies and processes below apply to all Cannae employees and majority-owned subsidiaries.

Cannae is committed to ensuring all employees feel welcome, respected, and included. Our organization is committed to providing equal opportunity for all employees at all levels regardless 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 any other characteristic protected by applicable federal, state, or local laws. This includes but is not limited to recruitment, hiring, promotion, transfer, compensation, training, demotion, or layoff.

Cannae demonstrates its commitment to diversity at the highest levels of management. Championing diversity ensures that we have a variety of employee ideas, perspectives, values, and experiences, all of which are key components to our success and expected by our stakeholders. The diversity of our employee base allows us to connect to our stakeholders in important ways and offer meaningful solutions that resonate with their unique needs. When making decisions regarding hiring and advancement opportunities, Cannae requires its management team to hire the best talent. It is the responsibility of all employees to promote and uphold this tradition. More information can be found in our Diversity & Inclusion Policy Statement.

### Equal Employment Opportunities

Cannae is committed to providing equal employment opportunities. All decisions regarding personnel actions are to be based upon demonstrated abilities, achievements, and experience, and made without discrimination. It is the responsibility of all employees to ensure that the Company's policy regarding equal employment opportunities is implemented in all phases of human resources administration. More information can be found in our Employee Handbook.

### Workplace Violence Prevention

The Company is committed to providing a workplace free of threats or acts of violence and protecting its employees from such conduct on its premises. Therefore, the Company has established a policy that prohibits any violent, threatening, or intimidating behavior by any employees, agents, vendors, and non-employees while on Company property or while they are engaged in business with or on behalf of the Company. This policy prohibits not only physically violent behavior, but also threats,

threatening language or any other acts of aggression or violence made toward or by any Company employee. For purposes of this policy, a threat includes any verbal or physical harassment or abuse, any attempt at intimidating or instilling fear in others, menacing gestures, flashing of weapons, stalking or any other hostile, aggressive, injurious, and/or destructive action undertaken for the purpose of domination or intimidation. More information can be found in our Workplace Violence Prevention Policy.

### Reporting, Accountability, and Enforcement

Cannae maintains an open-door culture which encourages both employee feedback and reporting potential policy violations. Employees who have experienced, witnessed, or suspect conduct violations, such as discrimination or harassment, are provided with channels through which to report. Employees are encouraged to use the channel with which they are most comfortable, may remain anonymous, and are reminded that the Company prohibits retaliation against any employee who reports a concern in good faith.

If you have any questions regarding the best course of action in a particular situation, or if you suspect a violation of the law, this statement, or any Company policy, you are highly encouraged to promptly utilize any of the following channels for reporting allegations of non-compliance with our policies include:

- The employee's supervisor or manager
- Corporate Human Resources
- Either Cannae's Corporate Controller or General Counsel
- Cannae's 24-Hour Compliance and Ethics Hotline

Cannae's toll-free Compliance and Ethics Hotline is operated by an independent third-party vendor and is available 24 hours a day, 7 days a week. You may call the hotline to report suspected misconduct, raise concerns about compliance and ethics matters, or ask questions. Trained interviewers will protect your confidentiality and, if desired, your anonymity during the reporting process.

- For Calls Within the United States: 833-CNNE-TIP (833-266-3847)
- To Report Online: [www.cannaeholdings.ethicspoint.com](http://www.cannaeholdings.ethicspoint.com)

Cannae maintains formal Escalation Guidelines for Unethical or Illegal Incidents which provide a framework for proper internal assessment, investigation, and escalation of allegations of illegal or unethical conduct, including alleged violations of Cannae's policies. All incidents are treated as sensitive. If it is found that misconduct has occurred, Cannae is committed to taking prompt action to correct the situation and, when appropriate, discipline responsible individuals.

### Compliance Training

Cannae's annual compliance training serves as a reminder to employees of its core compliance policies and our zero-tolerance approach to discrimination and harassment.

All Cannae employees must acknowledge the following Cannae Corporate policies and documents annually:

- Employee Handbook
- Equal Employment Opportunity Statement
- Workplace Violence Prevention Policy
- ADA Compliance Policy
- Code of Business Conduct and Ethics
- Harassment, Discrimination, and Bullying Policy

In addition to other required trainings, employees must complete learning modules annually for Reporting Harassment as well as the Code of Business Conduct and Ethics, which includes instruction on anti-corruption.

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