



Environmental, Social, and Governance



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Introduction

At HireRight, our role as a trusted global partner for background screening extends beyond delivering reliable insights; it encompasses a responsibility to operate sustainably, support our stakeholders, and contribute to a more resilient and low-carbon future. We are committed to embedding environmental, social, and governance (ESG) principles into our business strategy, ensuring long-term value creation for our customers, team members, and communities.

HireRight's organizational ethos is reflected in our commitment to responsible business practices.



We aim to be the world's most respected, **sustainable**, accurate, and accessible background screening partner.



At HireRight, we are committed to getting it right every time, everywhere, and doing so in a **sustainable manner**.

Since establishing our baseline in 2023, we continued in 2025 to build on our ambition to achieve net zero emissions by 2050. A key milestone in this journey has been the validation of emissions reduction targets by the Science Based Targets initiative (SBTi), reinforcing that our climate commitments are aligned with the latest climate science and the goals of the Paris Agreement. This validation reflects our structured approach to decarbonization across our operations and value chain, including ongoing efforts to enhance emissions measurement, and engage suppliers in reducing their environmental impact.

Our sustainability strategy continues to be guided by the materiality assessment conducted in 2023, with focused execution across four strategic pillars. Over the past year, we have made measurable progress in embedding these priorities into governance structures, operational processes, and performance metrics; strengthening both accountability and transparency.

Under **Environmental Sustainability**, we are advancing initiatives to reduce our operational footprint through optimized real estate usage, energy-efficient technologies, and a growing emphasis on responsible supply chain practices. As a technology-enabled organization, we recognize the opportunity to decouple growth from emissions by leveraging digital solutions that minimize resource intensity.

Through **Social Stewardship**, we remain committed to fostering an inclusive, safe, and engaging workplace while creating positive impact in the communities we serve. In 2025, we continued to align our practices with the principles of the United Nations Global Compact, reinforcing our commitment to human rights, fair labour practices, environmental responsibility, and ethical business conduct.

Our focus on **ESG Leadership** is reflected in our efforts to strengthen oversight, enhance data integrity, and align disclosures with leading global frameworks. We are evolving our reporting practices to meet increasing stakeholder expectations and to provide clear, decision-useful insights into our ESG performance.

Finally, **Responsible Business** remains foundational to how we operate. We uphold high standards of integrity, data privacy, and compliance, while working collaboratively with our customers and suppliers to promote responsible practices across the value chain.



As we move forward, HireRight remains committed to continuous improvement in our ESG journey. By aligning our strategy with global standards and embedding sustainability into our core operations, we aim to drive meaningful impact while supporting the transition to a more sustainable global economy.

ESG Performance Snapshot



-19%

Absolute reduction of emissions over base year. Total CY2025 GHG emissions were 39,332 tCO₂e



SBTi

Science-based targets validated for Net Zero by 2050 from a 2023 base year



-50%

Absolute reduction in energy consumption across leased offices and Co-lo data centers



CDP 2025

Disclosure on climate change



55%

Of total workforce is Women



13995 hrs

total training completed

Environmental



Responsibility

HireRight does more every year to be sustainable and demonstrate leadership in ways that matter to our stakeholders and our global community.

In 2025:

- We continued to strengthen our environmental stewardship by transitioning from foundational measurement to structured decarbonization and performance management.
- HireRight officially established science-based targets in 2023 that have been validated by the Science Based Targets initiative (SBTi). Following a rigorous assessment process by SBTi Services, our near-term targets to reduce absolute Scope 1 and 2 emissions by 42% by 2030 and Scope 3 emissions 51.6% per FTE have been confirmed to be aligned with the 1.5°C pathway of the Paris Agreement. The SBTi methodology is primarily based on the GHG Protocol Corporate Standard, Scope 2 Guidance, and Corporate Value Chain (Scope 3) Accounting and Reporting Standard.
- Building on our first full greenhouse gas inventory established in 2023, we enhanced the accuracy, completeness, and coverage of our emissions data in alignment with the GHG Protocol. This includes refined methodologies across Scope 1, Scope 2, and key Scope 3 categories. The GHG Protocol provides the world's most widely used greenhouse gas (GHG) accounting standards, enabling businesses to measure, manage, and report emissions. The methodology to calculate emissions at HireRight is aligned to GHG Protocol Standards.
- A significant milestone in 2025 was the validation of our emissions reduction targets by the Science Based Targets initiative, aligning our pathway with the Paris Agreement and reinforcing our commitment to achieving net zero emissions by 2050.

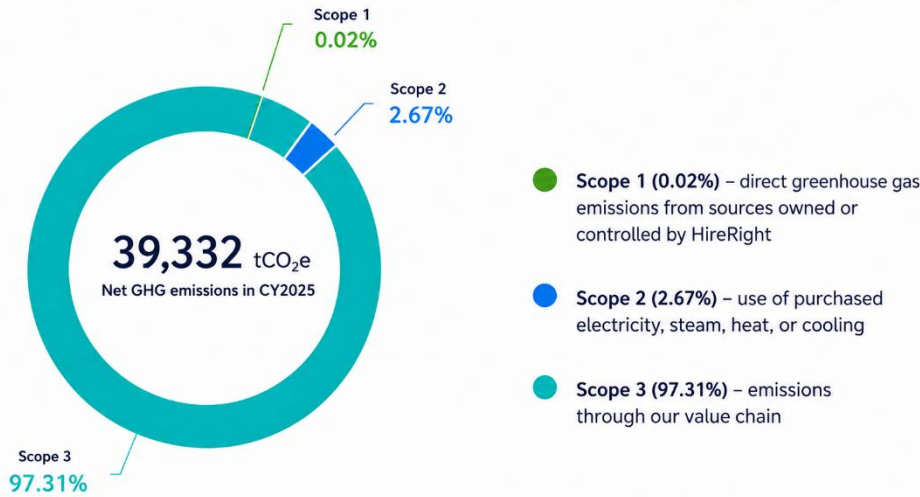
We continue to embed sustainability across our operations through:

- Waste minimization and circularity practices across all office locations
- Sustainable procurement and vendor engagement
- Environmentally responsible workplace design and refurbishment

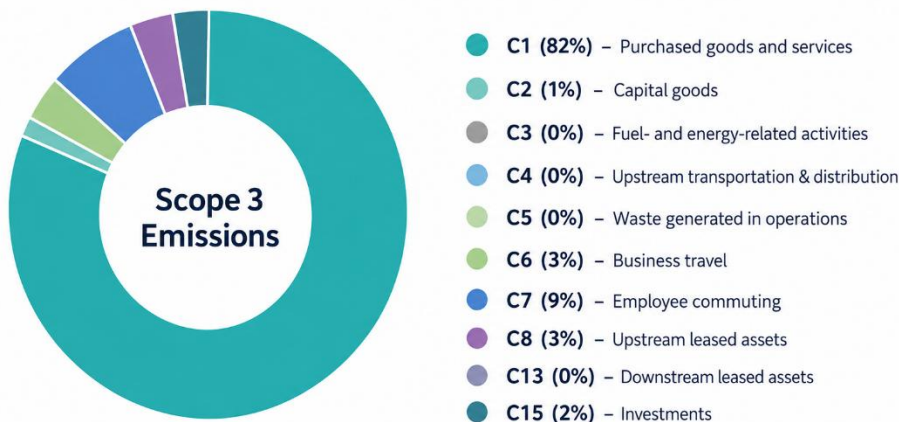


2025 Carbon Footprint

CY2025 Greenhouse Gas Emissions by Scope



Scope 3 Emission Sources by Scope 3 Category



Transparency

HireRight remains committed to transparent disclosure of its environmental performance through recognized platforms such as CDP and EcoVadis. In 2025, we further strengthened our disclosures by improving data quality, consistency, and alignment with global reporting expectations.



Methodology on emissions calculations

Scope 1 Emissions - Methodology & Approach

Scope 1 emissions cover direct greenhouse gas emissions from sources owned or controlled by HireRight. The two sources identified are stationary combustion and fugitive emissions.

1. **Stationary Combustion:** This is the dominant source, accounting for over 99% of Scope 1 emissions, and stems from diesel consumption in HireRight-owned backup generators in Tulsa and Nashville. Calculations use the DEFRA 2025 fuel combustion factor along a benchmark for generator efficiency to derive the emission factor.
2. **Fugitive Emissions:** This source relates to potential refrigerant leakage from HireRight-owned condensers in London and Bangalore. The calculation methodology uses the IPCC AR6 Global Warming Potential (GWP) for a 100-year timeframe. However, no leakage or refrigerant refills were recorded in CY2025, resulting in zero emissions from this source for the reporting period.

Scope 2 Emissions - Methodology & Approach

Scope 2 emissions include indirect GHG emissions from the generation of purchased energy. HireRight's Scope 2 emissions are calculated using a location-specific & market-based approach for four distinct energy types across its global operations.

1. **Purchased Grid Electricity:** This category covers electricity for leased offices and co-location data centers. Emissions are calculated using location-specific Grid Emission Factors (GEF) for 2025 or the latest available year. Consumption for data centers in USA and UK is estimated.
2. **Purchased DG Electricity:** In Bangalore, where electricity from diesel generators is charged, emissions are calculated using the DEFRA 2025 fuel combustion factor combined with a benchmark for generator efficiency.
3. **Purchased Heating:** For natural gas usage in Tallinn, Tulsa, and Nashville, emissions are calculated using US EPA and DEFRA 2025 factors for steam and district heat.
4. **Purchased Cooling:** In Nashville, floor cooling emissions are calculated using the US EPA Grid factor for the SERC Tennessee Valley region.

Scope 3 Emissions - Methodology & Approach

Scope 3 emissions, which represent the vast majority (97.3%) of HireRight's total footprint, capture all other indirect emissions within the value chain. Calculations are performed for all relevant GHG Protocol categories.

- **Category 1: Purchased Goods & Services,** this is the largest category, calculated using a spend-based methodology. Procurement records from 2025 are converted to emissions using US EPA (2022) Supply Chain GHG Emission Factors by NAICS-6 code. Inflation is not considered, as the emission factors are from 2022.
- **Category 2: Capital Goods,** a spend-based methodology is applied to physical goods with expenses over \$5,000 from IT-HARDWARE, IT-TELECOM, IT-SOFTWARE, and TELECOM vendor groups. The same US EPA (2022) emission factors as Category 1 are used.
- **Category 3: Fuel- and Energy-Related Activities,** this category includes upstream emissions from energy consumed in Scopes 1 and 2. It covers transmission and distribution (T&D) losses for electricity and well-to-tank (WTT) emissions for diesel and electricity generation, calculated using local T&D loss data and DEFRA factors.

- Category 5: Waste Generated in Operations Emissions are calculated from waste management records for materials like plastic, metal, and paper. For general waste, volumes are estimated based on Return-to-Office (RTO) figures. US EPA and DEFRA 2025 factors are applied based on regional disposal practices (landfill or combustion), as no recycling certificates are held.
- Category 6: Business Travel Emissions from air travel are calculated using data from HireRight's travel agency. The calculation is based on flight distance and haul type (short, medium, long), applying US EPA 2025 and DEFRA 2025 WTT factors.
- Category 7: Employee Commuting, this category is calculated using a non-survey-based approach. It assumes an average daily commute of 50 kilometers per employee for 250 working days. Emissions are determined by applying regional modal splits (car vs. public transport) and using US EPA and DEFRA emission factors for each transport type.
- Category 8: Upstream Leased Assets, this category accounts for landlord-controlled energy use in leased properties. Emissions are estimated using local Energy Use Intensity (EUI) benchmarks. For leased offices, 50% of the building EUI is attributed to HireRight, while for serviced offices, 100% is attributed to HireRight.
- Category 13: Downstream Leased Assets Emissions from the sub-lease of the London office are calculated here. Per the lease agreement, 60% of the London office's energy consumption is attributed to the tenant, with emissions calculated using the DEFRA 2025 UK electricity factor.
- Category 15: Investments Emissions from strategic investments calculated using an equity share approach.

Disclosing on CDP Climate Change

At HireRight, trust and transparency are the cornerstones of our business and form the foundation of our sustainability strategy. We are committed to providing clear and relevant data about our own environmental performance. We recognize CDP as a crucial platform for environmental disclosure.

In 2025, we continued our commitment to report our performance through CDP completing the CDP Climate Change questionnaire at the specific request of our clients and investors. Our current disclosure strategy prioritizes providing this detailed performance data directly to these requesting partners. This targeted approach fosters a more focused and meaningful dialogue, ensuring our stakeholders have the information they need to manage their own climate-related risks and supply chain goals.

While our full CDP submission and score are presently shared privately as part of this direct engagement model, our participation itself demonstrates our firm commitment to robust environmental governance. As we continue to advance our sustainability initiatives, we will regularly evaluate the evolution of our public disclosure strategy to ensure it aligns with the expectations of our stakeholders and our long-term objectives.

We are progressively aligning our disclosures with leading frameworks and enhancing internal controls to ensure data accuracy and audit readiness. Moving forward, we will continue to report progress against our science-based targets and broader ESG commitments.



HireRight Holdings questionnaire



Submitted on 16/9/2025



100% complete

Responsible Practices

Business Travel

We maintain a digital-first approach to collaboration, reducing travel-related emissions while prioritizing essential travel through more sustainable options.

Total business travel emissions: 942 tCO₂e

% reduction in 2025 over 2024: -36%

Emissions, tCO ₂ e	CY2023	CY2024	CY2025
S3C6 Business travel	885.08	1284.44	942.03
Net change over base year, %		45%	6%

The significant jump in 2024 emissions is characteristic of the post-pandemic travel rebound. The increase likely reflects a combination of pent-up demand and business growth, establishing a new peak in a world that returned to in-person business. The decrease in emissions from 2024 to 2025, bringing the level to just 6% above the 2023 baseline, suggests a period of stabilization and optimization. While we recognize the essential role of business travel in fostering client relationships and driving growth, we are steadfastly committed to reducing its environmental impact in line with our science-based targets. The post-pandemic travel landscape has stabilized, and we are now moving forward with a clear strategy to decouple our business growth from our travel emissions.

Waste Reduction

Waste generated in Operations does not currently meet our environmental materiality threshold, but we are committed to its reduction as part of our broader near-term goal to reduce absolute Scope 3 emissions by 51.6% by 2030. Our intent is to decouple our operational growth from waste generation through source reduction and enhanced recycling partnerships.

As part of our green initiatives to reduce our impact on the environment, we make sure our discarded papers are shredded in accordance with industry standards and processed into recycled paper products or energy. This leads to higher security standards as well as a high level of consciousness about our environment.

Total waste generated: 184.85 tonnes

% recycled: 0%

Emissions, tCO ₂ e	CY2023	CY2024	CY2025
Waste generated in operations	2794.64	67.06	184.85
Net change over base year, %		-98%	-93%

Energy

Through measurement and analysis of consumption, HireRight continues to monitor our energy use in an attempt to minimize our carbon footprint. We enhanced energy monitoring and efficiency initiatives across our real estate portfolio, including LED transitions and optimized energy usage.

Total energy consumption: 3118.69 thousand kWh

% renewable energy: 0%

Energy Consumption, kWh	CY2023	CY2024	CY2025
Energy consumption, kWh	6192.50	2651.05	3118.69
Net change over base year, %		-57%	-50%

Building upon the foundational success of our energy efficiency programs, which have halved our energy consumption from our 2023 baseline, we are now entering the next phase of our decarbonization strategy. Our focus is shifting from broad implementation to intelligent optimization and the strategic decarbonization of our energy supply.

Green Initiatives

HireRight is dedicated to environmental awareness, accountability, and stewardship. Our systems have been designed to support automated processes and digital workflows, helping to substantially eliminate the need to print reports as part of our operational activities. A number of our carefully selected facilities now support initiatives such as solar panels, beehives, and tree planting programs, further demonstrating our continued support of our environment and responsible practices.

In 2025, HireRight expanded its environmental initiatives beyond internal operations to include ecosystem restoration and employee engagement programs. We also strengthened participation in global awareness initiatives such as Earth Day and Earth Hour, reinforcing environmental consciousness across our workforce. As part of Earth Hour 2025, all our global office locations joined in the initiative to dim the lights and turn off non-essential power for an hour.

Real Estate

HireRight's global facilities strategy prioritizes environmentally responsible workplaces, including actively considering LEED and BREEAM-certified buildings for new office locations. Key selection factors include energy-efficient LED smart lighting, access to renewable energy, and features that support employee wellbeing.

As part of this approach, we also assess locations for climate resilience, including potential exposure to extreme weather, flooding, and other global warming-related risks.

HireRight will continue working with landlords and real estate partners to increase the use of renewable energy across our global office portfolio, including exploring renewable electricity providers and potential solar energy partnerships.

Procurement Strategy

In 2025, HireRight advanced its sustainable procurement practices by embedding ESG criteria into supplier onboarding and evaluation processes.

We continue to promote:

- Digital-first solutions reducing paper consumption
- Supplier alignment with environmental and ethical standards
- Transition toward paperless workflows, such as eCOC systems

We have automated many of our internal processes, including performance reviews, benefits enrollment, and paychecks. We work extensively with our customers to help them implement paperless solutions. We continue to guide our customers in their switch from paper-intensive fax processes to our web-based ordering system, which promotes both environmental and operational efficiencies. For drug screening services, we offer an electronic Chain of Custody (eCOC) solution, rather than using paper-based COC forms. The HireRight back-end system also relies on web-based and network technologies to enhance efficiency and promote paperless workflows.

Technology Impact

Data Center Energy

One of the biggest steps that HireRight has taken toward better energy efficiency and sustainability was moving our data centers to more energy efficient facilities in the USA and the UK.

Our new environmentally state-of-the-art facilities have hot aisle/cold aisle row layouts, which lowers cooling costs and better manages airflow, thus accommodating lower fan speeds and increasing the use of air-side economizers. This combination enables potential reduction in fan energy usage by 20-25% based on Department of Energy estimates. HireRight continues to leverage technology as a key enabler of sustainability.

Our data centre strategy focuses on energy efficiency, including optimized cooling systems and renewable energy sourcing. These initiatives contribute to reduced energy intensity and operational emissions.

Additionally HireRight has been decommissioning local file servers and upgrading hardware to environmentally efficient products globally, further reducing our energy consumption.

Social



HireRight continues to take a people-centric approach, recognizing that long-term success depends on an engaged, diverse, and supported workforce. Our social strategy focuses on inclusion, wellbeing, development, and community impact, supported through comprehensive benefits, total rewards, volunteering, giving initiatives, and DEI programs that help employees bring their whole selves to work, collaborate, and grow their careers.

Equal Employment

HireRight is an equal opportunity employer committed to providing a workplace that is free of discrimination. We consider all individuals for any position for which they are qualified. It is also our policy to administer all activities related to applicants and team members, including recruitment, hiring, placement, upgrading, training, promotion, transfer, separation, recall, compensation, benefits, education, recreation, and all other conditions or privileges of employment without regard to race, religion, sex, gender identity, sexual orientation, national origin, ancestry, citizenship, age, marital status, pregnancy, genetic information, disability, or protected veteran status. We regularly review our employment practices to ensure compliance with applicable laws and alignment with global human rights standards.

Team Member Relations/Compliance Hotline

We have a dedicated team member relations function within our Human Resources department focused on supporting team members through any internal concern or investigation. The goal of this function is to maintain a consistent experience for all team members, ensure a quick response and resolution to any employee concern, enhance cross-functional collaboration, and give each team member direct access to support whenever they need it. This is also part of a wider initiative to streamline and standardize processes and policies to reduce bias and ensure a uniform experience for every team member.

Should a team member choose, they may also report an incident or concern using our global Ethics and Compliance Hotline, the link to which is available for employees on the employee intranet. The Ethics and Compliance Hotline is monitored by a member of our Compliance group. Team members may also report any complaint confidentially, as allowed by law, to that team member's people leader, a member of the human resources department, or member of the law department. All concerns raised through formal or informal channels are tracked, investigated, and resolved in accordance with defined protocols, ensuring accountability and transparency.

Diversity, Equity, and Inclusion

We know that having a diverse, engaged workforce means we will be more innovative, more effective, and better able to delight our customers. We strive to be a leader of diversity, equity, and inclusion and an employer of choice within the background screening services industry and beyond. We follow all Equal Employment Opportunity (EEO) standards and best practices, as an employer of choice, we go beyond these standards to provide a positive working environment for all team members in which each employee feels they are celebrated for who they are.

We are committed to a multi-year diversity, equity, and inclusion (DEI) strategic plan that increases our diversity in senior-level roles, provides more development opportunities for team members in underrepresented groups, creates space for crucial conversations and grows communities through our employee affinity groups. DEI at HireRight is developed by the human resources department, with extended support from HireRight's Inclusion Council and at an executive level.

- To date, we have created an ESG organization structure to truly support our DEI strategy. We partnered with a third-party consultant to completely review our policies, processes and set the vision for our future and how we can change further to be a best-in-class employer with an engaged and diverse workforce.
- We implemented annual diversity training across our global workforce.
- We implemented strategic communications surrounding inclusion and belonging.
- Our employee affinity groups have grown from three to six.
- We implemented training to further our DEI strategy, which aims to create a more consistent experience for all team members and reduce unconscious bias. We also implemented The LeadRight Rule, which requires that diverse candidates be included in the interview process for all director-level and above positions.
- We launched learning opportunities and training courses to educate our team members about the importance of inclusion.
- We established a formal Inclusion Council including representatives from each employee affinity group and their executive sponsors, who guide our overall DEI strategy and advise our executive committee and board on DEI.
- We have made our screening process both internally and externally more inclusive by removing gender specific questions where regulations allow.
- We actively encourage sharing of preferred pronouns and have included the option to share this information as part of our onboarding process.

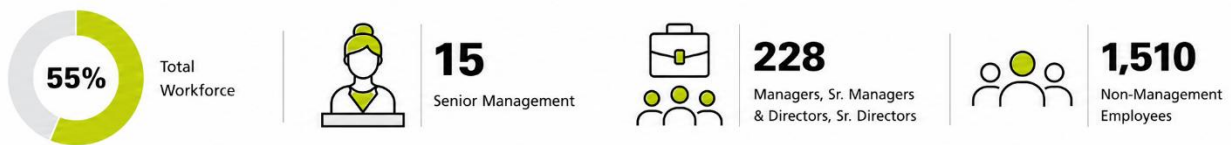
In 2025, we further strengthened our DEI governance through structured targets, leadership accountability, and enhanced monitoring of workforce diversity metrics. Our approach is aligned with global best practices and focuses on equitable representation, inclusive culture, and bias-free processes.



Our current Workforce Demographics largely reflect the makeup of the communities where our employees are based.

	2024	2025
Total number of employees	3192	3165
Number of U.S. employees	906	945
Number of foreign employees	2286	2220
Total number of women in overall workforce	1790	1753
Total number of minorities in overall workforce – U.S. only	310	323
Total number of board members	11	6
Number of women board members	2	1
Number of minority board members	1	1
Total number of C-suite level executives	7	9
Total number of women C-suite level executives	2	4
Total number of minority C-suite level executives	0	2

Women at HireRight (Global)



We are committed to an ongoing journey to have the best and most diverse talents who provide industry-leading innovation and services to our customers and consumers around the globe. While we are proud of our progress, we look forward to all we will accomplish in the future in this crucial space through the collaboration, innovation, and dedication of our diverse and talented team members.

Employee Affinity Groups

One of the ways we create community within HireRight is through our employee affinity groups, including:

- PRIDE
- WorldWideWomen
- Black Lives Matter
- HOLA (Hispanic Organization for Latinos/as and Allies)
- API (Asian Pacific Islanders)
- Mental Harmony



HireRight's Employee Affinity Groups bring together team members and allies who represent our diverse global team's unique experiences, perspectives, and ideas. These groups promote an environment where everyone can be their authentic self and help educate, support, and foster strong inclusive communities within the company.

Inclusion Council

HireRight's Diversity, Equity, and Inclusion Council is comprised of representatives from each team member resource group and each group's executive sponsor, along with members from our Human Resources team. The council meets every other month to discuss important DEI initiatives, drive strategy, and advise the company's executive leadership team to ensure inclusion, representation, and equity for all team members, everywhere.

The board of each team member resource group also meets monthly, if not more frequently, to plan events, further initiatives within the group, and identify and publicize volunteer and philanthropic opportunities.

Supplier Diversity

We encourage small and diverse businesses, agencies, and institutions, through our practice of developing and engaging qualified vendor partners and suppliers.

We identify and engage with small and diverse businesses, agencies, and institutions, and actively seek to utilize their goods and services where they meet our business needs and procurement requirements on a competitive basis.

Our Supplier Diversity Program supports:

- Small Businesses
- Small Disadvantaged Businesses
- Women-Owned Small Businesses
- HUB Zone Small Businesses
- Veteran-Owned Small Businesses
- Service-Disabled Veteran-Owned Businesses
- LGBT-Owned Businesses
- Alaskan Native-Owned Businesses
- Ability One Program Individuals
- Non-Profit Agencies
- Historically Black Colleges and Universities
- Minority Institutions

In 2025, we expanded tracking and reporting mechanisms for supplier diversity, enabling better visibility into spend with diverse suppliers and strengthening accountability.

HireRight Spark: Volunteering and Philanthropy

HireRight emphasizes the importance of giving back to our communities and making an impact both locally and globally by partnering with our volunteer network across the globe.

Through the HireRight SPARK program we offer team members paid time off to volunteer. HireRight Spark is focused on creating a positive impact and instilling the belief in all HireRight team members that everyone has the ability to make a difference, small or large.



Examples of volunteer activities sponsored by HireRight Spark include:

- Partnering with International Sanctuary to raise funds for their remarkable work to help survivors of human trafficking to restart their lives
- Providing training and mentorship programs for International Sanctuary by our teams willing to share their expertise in life skills such as budgeting, computer skills and CV preparation
- Community gardening days, supporting both the environment and enhancing facilities for local communities around our offices
- Food bank service and food drives (collecting food for those in need)
- Upcycling unwanted furniture and home items within the HireRight team members
- Donating unused/spare furniture and office supplies to local charities such as churches, schools, animal shelters, and Salvation Army
- Clothes donations (especially for job interviews)
- Helping families in need during the holidays (basics, food, gifts, etc.)
- Compiling bags of sanitary items for those without homes / in need
- Charity walks, bike rides, and runs (breast cancer awareness, suicide prevention, etc.)
- Awareness days internally to educate others on important organizations and causes (Earth Day, Mental Health Awareness Month, etc.)
- Supporting veterans' groups (mentorship opportunities, volunteering onsite at nonprofits, raising money to donate, etc.)
- Blood drives
- Beach and forest cleaning activities

We encourage all our team members globally to get involved at any level to make a positive impact—by volunteering, donating, or learning. HireRight further provides the resources to support our teams in their community outreach. We enhanced measurement of our community impact by tracking participation, hours contributed, and outcomes of our programs.

Employee Listening Strategy

As a part of HireRight's Employee Listening Strategy, we monitor our Team Member satisfaction and engagement through annual Employee Engagement Surveys, quarterly pulse surveys, and exit/onboarding surveys that include questions surrounding operational effectiveness, Diversity, Equity, and Inclusion, innovation, culture, company direction, performance management, support from leadership, and personal opportunities, rewards, and recognition. We continue to ensure each manager has at least one 30-minute monthly check-in with each of their team members. Insights from employee feedback are systematically translated into action plans, with progress monitored at leadership level to ensure continuous improvement.

Employee Engagement Survey

The feedback we receive from our team members in the Employee Engagement Survey is shared with each function leader, who then creates a detailed action plan for their department. At the same time, our executive team develops a plan for the entire company. We believe it is vital to actively engage with each other on internal issues and the improvements that come from our Employee Engagement Survey, ensuring our team members know their voices are heard.

In 2025, we had a 95% participation rate in our annual Employee Engagement Survey.

Our overall Engagement Score was 70%.

Pulse Surveys

HireRight conducts quarterly pulse surveys with randomly selected employees to gather feedback and monitor engagement across the organization. These surveys help us understand how employees are experiencing the workplace, including views on leadership, inclusion, teamwork, department progress, and development opportunities.

Feedback continues to show that teamwork is a key source of motivation and connection for employees. Survey insights are used to support ongoing action planning, strengthen the employee experience, and identify opportunities for continued improvement across the business.



Monthly 1:1 Team Member and People Leader Meetings

As a part of HireRight's Employee Listening Strategy we are asking each manager to have at least one 30-minute 1:1 monthly meeting with each of their team members. During each 1:1, the employee has the opportunity to discuss their performance, growth and needs. They are also provided with a different theme each month that they should cover during their 1:1 meetings. The themes provided cover subjects like what motivates them at work, what work-life balance means to them and many more that help them build strong relationships and the ability to communicate often with their leaders.

Onboarding and Exit Surveys

Finally, each team member is given the opportunity to provide their feedback about their time at HireRight during their onboarding period and when they leave the company. They are sent an onboarding survey once they meet their seventh day at HireRight and another when they pass their sixtieth day working at HireRight. Departing employees also have the ability to participate in an exit survey which is delivered to them as soon as the organization is made aware of their resignation.

Learning and Development

HireRight is committed to providing our team members with opportunities to grow personally and professionally throughout their careers at the company. We provide resources and learning that align with our business strategy, empowering career and professional development, and building people leader capabilities. In 2025, we increased focus on ESG, ethics, and leadership capability-building through structured learning pathways. Employees completed a total of 13,995.99 training hours, with an average of 5.25 training hours per employee. This reflects HireRight's continued investment in employee development and ongoing learning.

New team members

In addition to the robust curriculum of compliance, fraud, and ethics training, all new team members also receive a thorough orientation of the company, including an introduction to our systems, processes, the background screening industry, and our culture. They are also given an opportunity to get to know peers across the globe to help build their HireRight network and give them a broad foundation of support.

New team members also attend HireRight Academy, a series of workshops highlighting the segments of our business. HireRight Academy incorporates online tools and bite-sized learning segments that support just-in-time learning around and beyond the workshops. HireRight Academy helps improve business acumen by educating new hires about the broader HireRight organization.

Professional Development

All team members are encouraged to have a professional development goal as part of their annual performance plan. Education and tools are available to help team members identify potential development actions they can take to achieve their growth goals, including a comprehensive competency development guide which includes over 400 development recommendations for 41 different competencies. Recommendations include on-the-job assignments, mentoring and coaching opportunities, and multi-media training options.

There is a wide range of professional development opportunities available for team members. There are self-paced courses, job aids, videos, and resource sites available on a variety of topics. Education is available on subjects including communication skills, change management, wellbeing, time management, facilitator skills, and presentation skills, just to name a few. There are also function-specific training courses available to help team members improve their performance on the job.



Leadership Development

HireRight's leadership development programs continue to improve and evolve to ensure that leaders at every level are equipped with the skills and knowledge to lead themselves, lead others, and lead the business. We have offered leadership development programs that include multi-week sessions on topics such as; Situational Leadership, coaching for performance, landing top talent, emotional intelligence, and resolving conflict.

Starting in 2023, we began offering more customized development programs to different levels of leaders. For example, our Leadership Excellence program is a 5-month cohort program for our high potential directors and senior directors. This program is a blended learning opportunity that includes self-study, group discussion, instructor-led sessions, eLearning courses, and a group project designed to have tangible impact at HireRight by identifying a process efficiency, innovation, cost savings, or revenue generation.

Team members are selected for this program by leader referral and executive committee selection. The process takes into consideration different business functions, levels and tenure while ensuring each cohort is diverse and representative of our HireRight team as a whole.

HireRight has created and launched Emerging Leaders, a five-month high-potential leadership program designed for Managers and Senior Managers. In addition, all People Leaders, regardless of level, have access to our learning content provider platform, which offers over 17,000 courses to help strengthen leadership knowledge and skills.

Learning and Development for All

We recognize that learning is key for the career development and satisfaction of each team member. In response, HireRight has defined learning tracks by level and responsibility. If specific resources are not available within HireRight, we also offer tuition reimbursement, including accredited industry learning as well as formal education. Our Learning and Development philosophy is that learning happens in the classroom, on the job, and when mentored by experts within the industry. HireRight considers development wherever and however the team member learns.

Compensation and Benefits

Our rewards programs are designed to attract, retain, and motivate talented team members who demonstrate professionalism, accountability, collaboration, and a strong commitment to delivering high-quality service. We offer competitive programs that reward exceptional performance, support a higher standard of accuracy in everything we do, and promote an inclusive and diverse workforce. Our rewards strategy incorporates fairness, equity, and transparency, supported by regular benchmarking and internal reviews.

HireRight strives to deliver total rewards programs that are:

- Competitive to the market
- Results-driven
- Globally consistent and locally relevant
- Employee-focused

Competitive Pay

Our compensation packages are competitive, equitable, and aligned with each team member's performance. We want to motivate and reward superior performance while ensuring we align rewards with our values as well as our business goals. To stay competitive, we benchmark our compensation packages against standards in the markets where we compete for talent, and we reward even further highly performing individuals with incentive awards.

Wellness

At HireRight, we believe our team members are the foundation of our success. We offer a wide range of wellness programs to meet our team members' and their families' needs.

Our goal is for our team members to thrive, not just survive. HireRight offers a free Employee Assistance Program through ComPsych, available to all team members and their household members. This award-winning, confidential service provides support, tools, resources, and information for both personal and work issues.

We also offer myriad resources internally to support our teams, including live webinars, an annual Global Week of Wellness, and ongoing discussions and activities around mental and physical health. Our experienced HR Business Partners are also available to support team members with any needs.



Time Off and Flexible Work

We recognize the impact and importance of flexible work and offer the option of remote or hybrid (part-time remote and part-time in an office) work to most of our team members, depending on the requirements of their role. Leaders always strive to offer flexibility in scheduling to allow team members any accommodations they need in order to accomplish their goals while maintaining a strong work/life balance.

HireRight also offers a competitive time off plan for each country, including paid community service hours. We strive to provide our team members with the space to rest, rejuvenate, and serve their communities.

Recognition

HireRight encourages the recognition of excellent performance and achievement through the use of rewards that are both meaningful and immediate. Our internal CHEERS! award program creates opportunities for recognition at all levels, from a simple message of thanks to a spotlight award from a leader or even a nomination for one of our prestigious quarterly Champion awards. Recognition at HireRight is based on our values, which are the foundation of everything we do, along with work-related achievements.

Governance



Governance Process – Board/Management

HireRight is committed to the highest standard of corporate governance. Our governance is based on our Code of Business Conduct and Ethics, following the principles of accountability, transparency, fairness, responsibility, and risk management. The board is responsible for oversight of our corporate governance structure and management's execution of our obligations thereunder. Our executive leadership team directs the operations of the company, considering the advice of the board and relevant interests of the company's stakeholders.

Governance Documents

All employees undergo training (regarding compliance, fraud, and ethics) upon hire and on an annual basis, including, but not limited to, workplace harassment, anti-bias, whistleblower and anti-fraud training, global privacy compliance training, anti-bribery and foreign corrupt practices act training, and information security training. In 2025, HireRight employees completed a total of 13,995.99 training hours, with an average of 5.25 training hours per employee.

We publish key ESG policies internally or on our website, including our:

- Code of Business Conduct and Ethics
- Environmental Policy
- Modern Slavery & Human Trafficking Statement
- Human Rights Policy
- Vendor Code of Conduct and Ethics including ESG compliance

In addition to strict adherence to the policies discussed above, we have an internal control system that helps identify material risks to the company from strategic, financial, and operational perspectives. All policies are reviewed periodically and updated to reflect evolving regulatory requirements and industry best practices.

Information Security

The security and integrity of HireRight's information systems and technology infrastructure is vital to enabling the company to operate its business and protect company and customer information assets. Data privacy and security remain critical priorities, supported by continuous monitoring, employee training, and independent audits.

Information Security Framework

HireRight has an established Information Security Management System (ISMS) comprising policies designed to achieve and maintain the company's information security objectives, and to establish the company-wide requirements for secure design, management and operations of the company's information systems as defined under ISO 27001.

These policies also govern and demonstrate management's commitment to safeguarding proprietary and confidential and personal information, providing direction and support for information security compliance with business requirements and relevant laws and regulations—as well as directing company decision-making and incident response management. These policies are reviewed at planned intervals—or when otherwise prudent—to help ensure continuing suitability, adequacy, and effectiveness of the company's information security program.

The policies and their supporting baselines, standards, and procedures demonstrate the company's commitment to continually improving its security program in light of constantly evolving technology and changes in the global information security environment. The policies apply to relevant parties, including employees, contractors, consultants, suppliers, vendors, customers, and auditors, as applicable. Personnel involved in the design, build, management, operation, and security of HireRight's systems are responsible for implementing and complying with these policies.

Governance and Risk Summary

HireRight has an established security governance program designed to conform to the various regulatory frameworks with which HireRight is required to comply, as well as additional security control frameworks with which HireRight voluntarily complies. HireRight also has reviewed and adopted particular security frameworks and controls derived from the types of data processed and stored, the industry and regulatory environment in which HireRight participates, as well as the various jurisdictions in which the company conducts business.

HireRight has developed, implemented, and applied a methodical approach to identifying, measuring, managing, reporting, and addressing Information Security-related risks applicable to the organization. This risk management program is used globally throughout the company and with partners or third parties that have access to HireRight systems, or manage, store, or process information on the company's behalf. HireRight performs a regular review of the system environment and accounts for regulatory and business environment changes that could lead to changes within the risk management program. Information Security risk issues and risk management efforts are regularly reviewed and presented to the company's leadership for visibility and prioritization of remediation activities in accordance with our framework.

HireRight engages accredited third parties to conduct internal audits to provide assurance to HireRight and its customers that adequate controls are in place to protect the confidentiality, integrity, and availability of all company and customer sensitive data and assets.



Compliance Summary

HireRight is committed to compliance with the laws applicable to its preparation and transmission of screening reports and other related services provided. We maintain a proactive compliance approach, supported by regular internal and third-party audits to ensure adherence to regulatory requirements and internal standards.

This includes among others:

- The Fair Credit Reporting Act (FCRA)
- General Data Protection Regulation (GDPR)

The Compliance team has also identified established criteria against which HireRight undertakes to assess itself through audits conducted by internal personnel or third-party auditors.

The two primary sets of standards undertaken by HireRight are as follows:

Audit / Certification	Scope of compliance/assessment
SOC2 Type II	Services provided in North America
ISO27001: 2022	Services provided globally

Beyond Governance - Commitment to Social and Environmental Initiatives

Our ESG program is maintained by senior members of our facilities, human resources, communications, marketing, and law departments and is overseen by our board. Our senior leadership team is responsible for executing our ESG strategy. HireRight seeks to be a good corporate citizen by making a positive impact on our world and the communities in which we operate. Our commitment to corporate social responsibility encompasses everything from following best practices for environmental conservation to empowering our team members to volunteer in their local communities through company service opportunities and paid volunteer time. Our ESG program is integrated across functions and overseen by senior leadership, ensuring alignment between sustainability priorities and business strategy. We remain committed to continuous improvement and transparent reporting of our ESG performance.

Learn More

For more information about HireRight, visit us at www.hireright.com.

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