



Policy Statement on Diversity, Equity and Inclusion

Black Knight is committed to ensuring all employees feel welcome, respected and included. The policies below apply to all Black Knight employees and subsidiaries, as well as our contractors with respect to their interactions with our employees. We encourage our vendors to adopt similar policies and business practices that are consistent with our commitments outlined below. This statement is approved and overseen by the Corporate Governance and Nominating Committee of Black Knight's Board of Directors and Black Knight's senior leadership.

Equal Employment Opportunity

Black Knight is committed to providing equal employment opportunity. 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 opportunity employment is implemented in all phases of human resources administration.

Non-Discrimination and Harassment-Free Workplace

Black Knight values a work environment where diversity is embraced and employees' differences are valued and respected. Black Knight provides a work environment that is free from intimidation, hostility and other negative behaviors.

Black Knight prohibits any kind of discrimination, harassment or intimidation, whether committed by or against a supervisor, co-worker, client, vendor or visitor. Discrimination and harassment, whether based on a person's race, gender, gender identity or expression, color, creed, religion, national origin, citizenship, age, disability, marital status, sex, sexual orientation, ancestry, veteran status, socioeconomic status or any other characteristic protected by applicable laws and regulations, are strictly prohibited. Black Knight also prohibits human trafficking, slavery, or any form of forced or involuntary labor.

Black Knight expects all employees and contractors to treat each other fairly and with respect. Respect and fair treatment does not include:

- Making inappropriate gestures, including visual staring.
- Any logos or graphics worn by an employee must not reflect any form of violence, discriminatory abuse, or offensive, demeaning or otherwise unprofessional message.

- Threatening, intimidating, coercing, or otherwise interfering with the job performance of fellow employees or visitors.

Diversity Training

All U.S. employees were required to complete a Diversity, Equity and Inclusion (DEI) course in 2020 and Disability Accommodation training in 2021, both of which provided realistic, practical guidelines for encouraging an equal and respectful workplace. Our DEI training involves civil treatment courses delivered by ELI, a training company endorsed by the Equal Employment Opportunity Commission (EEOC). Our employees are also required to complete annual training offered by NAVEX covering workplace harassment and discrimination. Additionally, in 2020, we hosted a new diversity session on *Unconscious Bias: Understanding Bias to Unleash Potential*. This session's participants discussed how understanding and addressing biases can help us unleash potential to innovate, solve problems and get better results. We plan to host similar diversity sessions regularly going forward.

The Company's DEI resources for employees include but are not limited to an internal alliance group known as "Knights of the DEI Roundtable," a monthly newsletter distributed to all U.S. employees, coffee chats presented by members across the enterprise, quarterly book clubs and movie discussions, and disability accommodation. Throughout the year, we also host external speakers who discuss relevant topics and issues around diversity, equity and inclusion.

Black Knight fosters diversity in our community and our industry through our outreach programs to school districts, our partnership with organizations such as Big Brothers & Big Sisters, JASMYN and Girl Scouts of America, and through IT awareness sessions with historically Black colleges and universities (*HBCUs*) and other educational institutions. Black Knight also provides internship and mentoring programs, alongside emerging leader and sponsorship programs coupled with succession planning, that are focused on the development and growth of our women and minority team members. Black Knight's Internship program has been a successful part of our overall recruiting strategy with more than 50% of our interns joining as full-time employees following completion of the program. Black Knight monitors diversity metrics quarterly and undergoes a voluntary bi-annual pay audit voluntarily.

If you believe you are being subjected to discrimination or harassment, or if you observe or receive a complaint regarding such behavior, promptly report it to the Human Resources Department or the Compliance/Ethics Hotline.

Compliance/Ethics Hotline 833.B.Knight (833.256.4448) (U.S.) or 000-117 then, when prompted: 833.B.Knight (833.256.4448) (India) <http://www.blackknight.ethicspoint.com>

Additional Information

Black Knight offers of a variety of mechanisms to enhance human capital. The Company measures internal career mobility and conducts individual employee quarterly performance check-ins and annual performance reviews. The Company provides a variety of training opportunities for employees and 90% of employees have completed training that is not

required, which translates to more than 50,000 hours of non-required training. We provide instruction on technical skills and certifications, career growth, interview preparation, goal setting and career development and advancement, and provide awards to employees for demonstrated leadership or technical skills development