



# 2019

## SUSTAINABILITY REPORT

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# A MESSAGE FROM OUR CEO

On behalf of the entire Black Knight family, I am pleased to share with you our sustainability efforts during 2019.

As a leading provider of software, data and analytics that facilitate and automate many of the business processes across the homeownership life cycle, Black Knight maintains a strong commitment to being a good corporate citizen and implementing innovative solutions that help promote sustainability. As our world continues to face critical challenges such as climate change and the scarcity of natural resources, and continues to focus on supporting the needs of an increasingly diverse workforce, business leaders in the 21st century must embrace their responsibilities for today and for future generations.

At Black Knight, we are dedicated to preserving our natural resources by reducing our carbon footprint and saving water, trees, oil and clean air. Furthermore, we are passionate about giving our employees the tools to equip them for success in their careers, providing the health and wellness benefits needed for physical, mental and social well-being, and delivering on diversity and inclusion initiatives to let every employee know they are valued and respected.

We also support numerous charitable organizations and non-profits that help fight for the health, education, and financial stability of those in our communities. We are committed to helping veterans transition to a non-military career, and provide generous support to The Folded Flag Foundation, which offers educational scholarships to the spouses and children of U.S. military and government personnel who gave their lives in defense of our country.

Throughout our nearly 60 years in business, Black Knight has shown its dedication to serving our communities, supporting our employees and preserving the environment. Advancing sustainability will remain a core focus for Black Knight as we continue to make a difference for our clients, employees, shareholders and communities.

Thank you,

A handwritten signature in black ink that reads "Anthony Jabbour". The signature is fluid and cursive, with a long, sweeping underline.

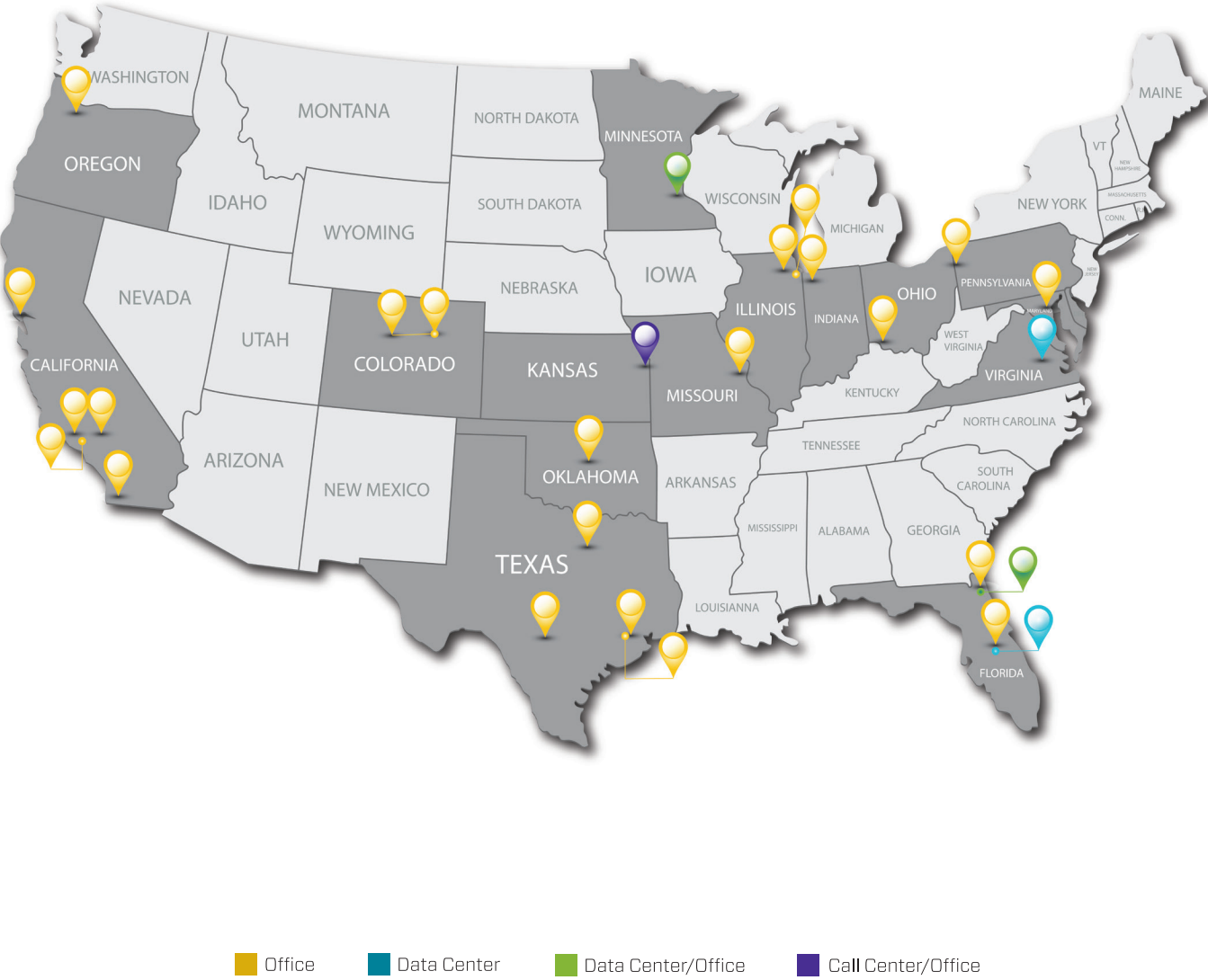
**Anthony M. Jabbour**  
Chief Executive Officer  
Black Knight, Inc.



# ABOUT BLACK KNIGHT

Caring for our human resources and planet is integral to our business. We are dedicated to supporting our employees, protecting the environment and improving the well-being of the communities where we live and work.

Headquartered in Jacksonville, Florida, Black Knight employs more than 4,800 employees at 22 campuses across the United States and two offices in India.



# OUR MISSION

To be the **PREMIER PROVIDER** of software, data and analytics solutions to the Mortgage and Consumer Loan, Real Estate and Capital Markets verticals, known for **PRODUCT EXCELLENCE**; and to deliver innovative, seamlessly integrated products with superior capabilities, functionality and support that enable our clients to realize greater efficiencies, drive improved financial performance, and better manage and mitigate risk.

# THE BLACK KNIGHT SOLUTION

Black Knight continues to transform the industry by delivering powerful solutions to help facilitate and automate many of the business processes across the mortgage loan life cycle.



## SOFTWARE SOLUTIONS

Software and Hosting Solutions

Mission-Critical Platforms

Full Life Cycle Support

Big Data and Insightful Analytics Delivered Across Multiple Black Knight Technology Platforms



## DATA & ANALYTICS

Comprehensive, Integrated Data Assets

Data Sciences and Sophisticated Insights

# OUR GROWTH STRATEGY



# AWARDS AND RECOGNITION

In 2019, Black Knight was proud to have received numerous awards and recognition, including:

- ▶ **Best Places to Work for LGBTQ Equality**  
Recognized by the Human Rights Foundation Campaign’s Corporate Equality Index (CEI) for company policies and practices related to LGBTQ workplace equality.
- ▶ **HousingWire Tech100**  
Recognizes the most innovative technology companies serving the mortgage and real estate industries.
- ▶ **HousingWire Vanguard Award – Anthony Jabbour, CEO**  
Recognizes business leaders who contribute to the growth of the housing economy and its various sectors.
- ▶ **HousingWire Tech Trendsetters – Andy Crisenbery, SVP of Lending Solutions**  
Honors the people who drive innovation for mortgage and real estate clients.
- ▶ **HousingWire Rising Star Award – Dan Kenshalo, SVP of Data Science**  
Recognizes industry professionals who are moving markets forward every day.
- ▶ **HousingWire Women of Influence – Jan Clark, SVP of Sales**  
Recognizes leadership in the housing finance industry.
- ▶ **MReport Top 25 Leaders and Influencers – Shelley Leonard, Chief Product and Digital Officer**  
Awarded to the top leaders in the mortgage industry who lead by example.
- ▶ **IDC Financial Insights FinTech Rankings Top 100 – Ranked #22**  
Evaluates and ranks the top technology providers based on calendar year revenue.
- ▶ **IDG CSO50 Award**  
Recognizes companies for their efforts in developing and implementing world-class security strategies that drive business value and demonstrate significant thought leadership.

# ABOUT THIS REPORT

In Black Knight’s 2019 Sustainability Report, you will find highlights of the initiatives we focused on to:

- Sustain the Industry
- Sustain the Environment
- Sustain our Communities
- Sustain our Employees

# SUSTAINING THE INDUSTRY

## EMERGING TRENDS

As a leader in the industry, it’s imperative for Black Knight to monitor market trends and prepare for what may be on the horizon, so that our clients are better equipped to adapt to a changing housing landscape.

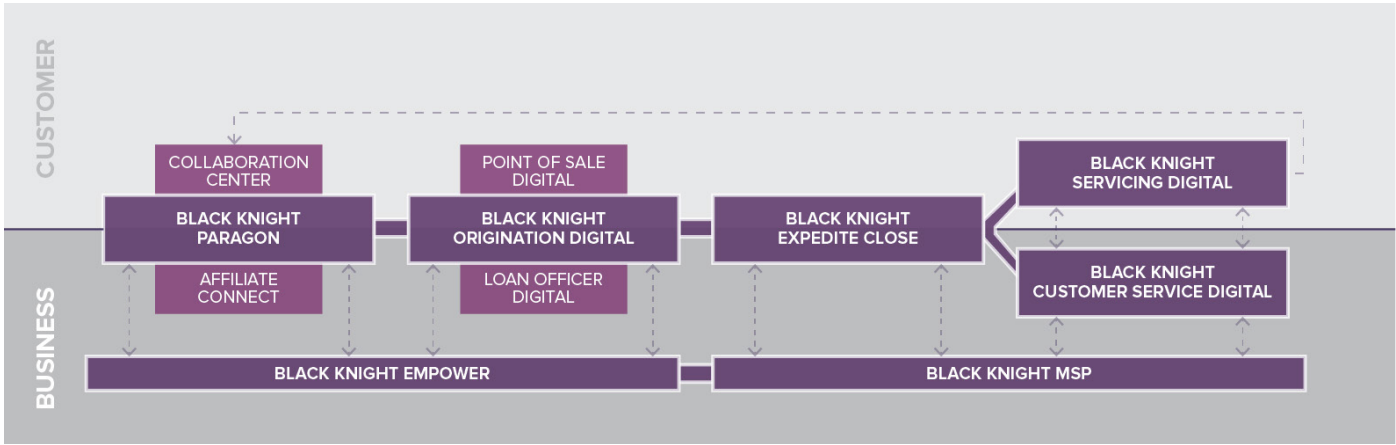
From affordability concerns to government-sponsored enterprise (GSE) reforms, to an increasing consumer demand for digital, intelligent and real-time capabilities and much more, Black Knight is ready to confront these challenges through innovation and leadership.

## DELIVERING ON INNOVATION

The mortgage industry is undergoing a major evolution. As the homebuyer’s processes become more digital, regulatory scrutiny continues to increase and competition intensifies, Black Knight is there for our clients with innovative solutions and superior service.

### Providing Digital Solutions for the Entire Customer Journey

As a provider of many of the products and solutions that facilitate and automate the homebuying process, Black Knight is at the forefront of digital innovation. Our digital ecosystem encompasses the entire loan life cycle, from searching for a home, applying for and closing on a loan, making loan payments and more, all from the consumer’s mobile device or tablet. By migrating to a digital homebuying environment, we’re helping lenders and consumers utilize greener practices that reduce waste and emissions, while providing modern solutions for an increasingly digital world.



Powering Employees to Drive Innovation

The Knight Idea, a program spearheaded by Black Knight’s CEO Anthony Jabbour, is an innovation incubator for Black Knight employees, encouraging them to find solutions that will help us address current problems and future challenges.

Throughout 2019, employees were given multiple challenge questions about issues affecting Black Knight, the industry and our clients. All employees — no matter the department, tenure or skillset — were encouraged to submit their ideas about how to solve each challenge. Many of the winning ideas were developed and put into production, helping Black Knight continue to innovate for our clients.

SUSTAINING THE ENVIRONMENT

MINIMIZING ENVIRONMENTAL RISKS THROUGH OUR BUSINESS CONTINUITY PROGRAM

At Black Knight, we manage all material risks — including environmental risks — through our Enterprise Risk Management (ERM) program. Within the ERM program, we also have the Enterprise Business Continuity (EBC) program that oversees the plans for our core products, processes and services that include predetermined actions to be taken, resources to be used, and procedures to be followed before, during, and after disasters or disruptions to business operations.

The company’s dedicated Enterprise Business Continuity Office (EBCO) is responsible for the implementation of the EBC program and reports to Black Knight’s Chief Risk Officer Peter Hill. The Chief Risk Officer reports to the Risk Committee of Black Knight’s Board of Directors on a quarterly basis about our ERM and EBC programs, including as they relate to the identification and mitigation of environmental, sustainability and governance (ESG) risks, and the programs are approved by the Risk Committee each year.

Our corporate offices and one of our data centers are located in Jacksonville, Florida, which is a high-risk area for hurricane and flood damage. Several years ago, to mitigate the risk of disruption to our solutions for our clients in the event of a hurricane impacting our Jacksonville data center, we moved production for our MSP® servicing system to our data center in Richmond, Virginia. We have also taken steps to harden our corporate offices and data center in Jacksonville, and have provided our employees with the tools they need to work from home. The success of the steps taken through our EBC program were evident in the minimal disruption in productivity experienced by our employees and our clients in 2017 during Hurricane Irma — which resulted in extensive flooding in Jacksonville — and during the current COVID-19 pandemic of 2020.

MINIMIZING ENVIRONMENTAL IMPACT

We have not identified any significant risks posed by our business operations that would have a substantive impact on the environment.

This determination is consistent with and supported by the [Sustainability Accounting Standards Board \(SASB\) Materiality Map](#), which indicates that environmental risks are generally not financially material for companies within the “Software & IT Services” category of the Technology and Communications industry, such as Black Knight. SASB is an organization that develops and disseminates sustainability accounting standards intended to help public corporations disclose sustainability information to investors that may be financially material to the company. SASB’s approach to determining material for the purposes of standard setting is informed by the provisions of the federal securities laws, court opinions and the regulations, interpretations and guidance issued by the Securities and Exchange Commission.

Based upon the SASB Materiality Map, the table below depicts sustainability issues that are likely to affect the financial or operating performance of a company within the “Software & IT Services” category of the Technology and Communications industry compared to several other broad sector categories, including Consumer Goods, Extractives & Minerals Processing, and Transportation. The dots in the table below indicate the issue is likely to be material for more than 50 percent of the companies in the industry or sector.

	Sector or Industry				
SASB General Issue Category: Environmental	Technology & Communications: Software & IT Services	Extractives & Minerals Processing	Food & Beverage	Transportation	Renewable Resources & Alternative Energy Management
GHG Emissions		●	●	●	
Air Quality		●		●	
Energy Management	●		●		●
Water & Wastewater Management		●	●		●
Waste & Hazardous Materials Management		●			
Ecological Impacts		●			

See Sustainability Accounting Standards Board (SASB) 2018. “SASB Materiality Map” website: <https://materiality.sasb.org/>.

SUSTAINABILITY GOALS AND TARGETS

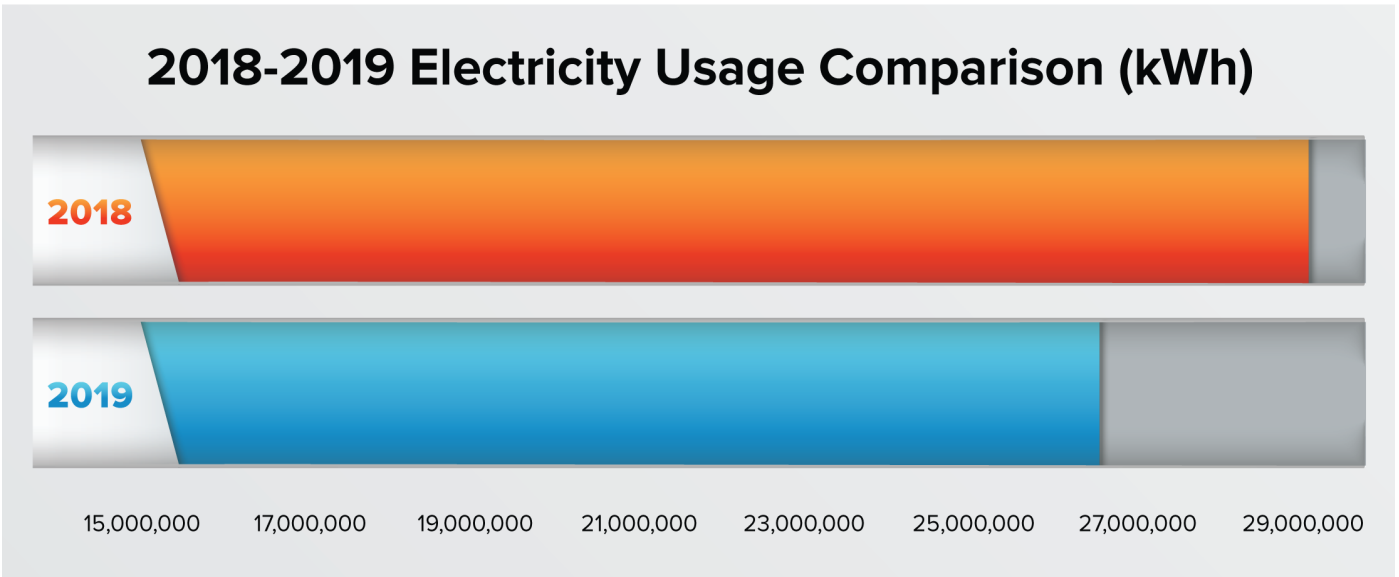
Black Knight encourages employees to incorporate sustainable practices and solutions wherever possible. We have a number of programs and initiatives in place directed at reducing environmental impacts through energy efficiency, water conservation and waste management. Our facilities team strives to implement new or improved energy and fuel efficiency projects at our corporate headquarters on a regular basis. As a result of the emissions reduction activities set in place, our Jacksonville campus reduced combined Scope 1 and 2 emissions by 10 percent in 2019 compared to 2018.

Energy Efficiency

As a technology provider, we recognize that our greatest environmental impact is energy consumption and as such, we are constantly looking for ways to reduce our energy use. Our recent efforts to reduce our energy consumption and improve efficiency include:

- A majority of the technology deployed in our data centers is [Energy Star®](#) compliant. In addition, we replace aging and end-of-life equipment with energy-efficient alternatives with the goal of continuing to reduce our energy consumption over time.
- Use of an automated demand response system to reduce our energy usage during peak demand times to lower our environmental impact.
- Retrofitting lighting in our parking garages with LED lighting, with a target of reducing energy consumption within our parking garage by up to 50 percent, while providing our employees with a bright, safe environment.
- We use energy-efficient LED and compact fluorescent lamps (CFLs) on our corporate campuses, and our offices and hallways are equipped with motion sensors that turn lights off if movement is not detected after a period of time. In addition, as we renovate floors in our corporate offices, we are retrofitting the CFLs in our buildings with LED lighting to further reduce energy consumption. Our goal is to complete the renovation of the interior lighting on our Jacksonville campus to solely energy-efficient LED by the end of 2022.

As a result of our ongoing energy conservation efforts, we were able to reduce the amount of electricity used on our corporate campus by 2.5 million kilowatt-hours (kWh) – or 9 percent – in 2019 compared to 2018.



Waste Reduction and Management

We are committed to reducing our environmental footprint by shifting our business away from the use of paper toward increasingly digitized operations. Where we do produce waste in our operations, we seek to dispose of that waste in an environmentally responsible manner. Our efforts, with respect to waste reduction, include:

- The discontinuation of Styrofoam cups and containers in our cafeteria and breakrooms, and adoption of recyclable paper and cardboard products. We have also introduced reusable personal lunch containers available for purchase in our cafeteria and provide a discount on food purchases to employees who use their personal containers rather than disposable ones.
- The removal of plastic water bottles from our breakrooms in favor of filtered water dispensers. We encourage our employees to use personal reusable water bottles and coffee mugs.
- The reduction of paper usage through centralized printers defaulted to double-sided printing, and providing employees with technological tools such as laptops and dual monitors so they can avoid printing altogether.
- The use of an eStewards® certified end-of-life equipment disposal vendor, so that disposed technology is responsibly recycled or repurposed and sold or donated.

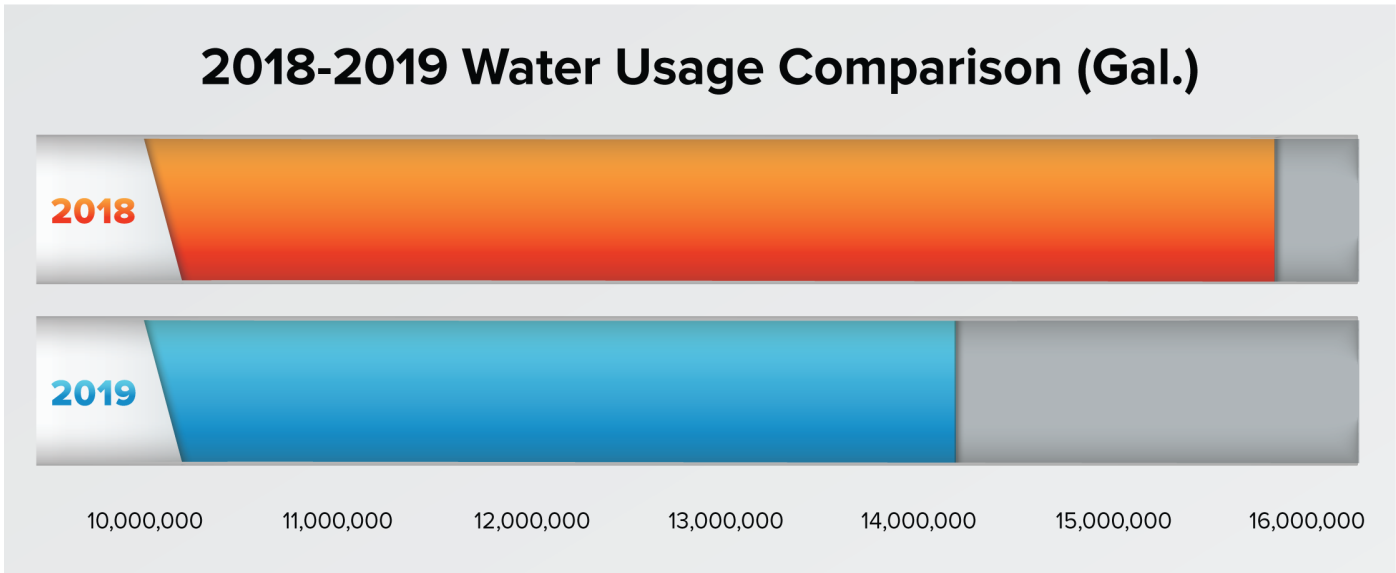
- Providing recycling bins in common areas to encourage our employees to recycle paper, cardboard, glass, plastic bottles and aluminum or steel cans. In 2019, we partnered with a new waste disposal provider that utilizes “Single Stream Recycling” so that bottles, cans, magazines and plastics may be placed in a single container. The provider sorts all these materials at the recycling center and distributes them to various sources to repurpose.
- Green Seal Certified® paper products and green-friendly cleaning products are used where possible to reduce waste and environmental impact.
- We outsource the disposal of our sensitive documents to a third-party vendor that is committed to shredding and recycling in an environmentally responsible manner.

Water Conservation

We also take a responsible approach to water conservation and consumption, including:

- The use of faucet flow restrictors in our breakrooms and restrooms to reduce water consumption.
- The use of soil-moisture managed irrigation on our corporate campus, and a non-concrete watering policy.

Through these efforts, we have reduced the water consumed on our corporate campus by 1.6 million gallons — or 10 percent — in 2019, compared to 2018.



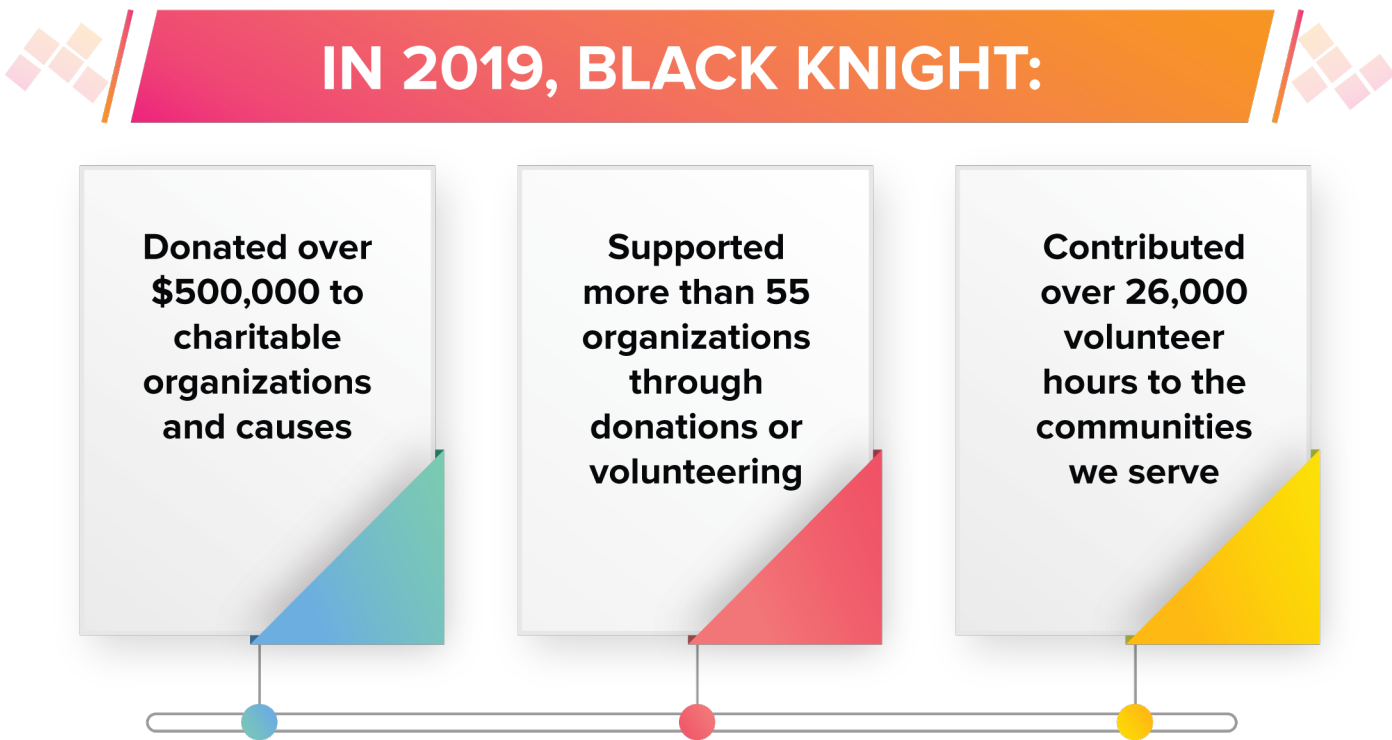
SUSTAINING OUR COMMUNITIES

At Black Knight, civic engagement and philanthropy are integral to our company’s culture as we strive to make lasting, positive impacts in the communities where we live and work.

These efforts are coordinated through **Black Knight Cares**, the company’s charitable giving program that manages and promotes Black Knight’s corporate social responsibility efforts. The program has identified four “giving categories” that Black Knight actively supports, including:

- Children/childhood development
- Low income/housing-related causes
- Health-related issues
- Support for our military, veterans and their families

Additionally, Black Knight Cares communicates volunteer opportunities to employees throughout the year and shares the successes of those initiatives via internal communication channels, on social media, and in our [Community Annual Report](#).



Some of the organizations and causes we supported in 2019 included:

- American Diabetes Association
- American Heart Association
- Big Brothers Big Sisters of Northeast Florida
- Habitat for Humanity
- JASMYN
- K9 for Warriors
- MBA Open Doors Foundation
- United Way



### Knights for Our Communities: Volunteerism at Black Knight

Black Knight employees are encouraged to give back to their local communities and the causes that touch their hearts. All full-time employees receive a paid day off to volunteer at a local nonprofit or charity each year. In 2019, more than 350 employees volunteered their time to helping the community — totaling more than 26,000 hours.



### United Knights: Our Annual United Way Campaign

The [United Way](#) is an important community partner for Black Knight. The nonprofit works diligently in communities across the country to help eradicate poverty, increase high school graduation rates and eliminate unsafe living conditions.

Black Knight employees are able to donate to their local United Way chapter through payroll deductions, helping to do the most good in the communities where they work and live. With our combined employee donations and Black Knight's \$50,000 company match, we raised a total of \$210,990 during the 2019 campaign.

### Giving Back to Those Who Gave It All: Black Knight's Support for The Folded Flag Foundation

Black Knight is proud to be an underwriting sponsor of [The Folded Flag Foundation](#), a nonprofit founded in 2014 by Black Knight Chairman Bill Foley. The organization provides educational scholarships to the spouses and children of our nation's fallen service members. Because all administrative costs for Folded Flag are paid for by Black Knight and other underwriting sponsors, the Foundation is able to donate 100 percent of all public donations to the families it serves. In 2019, 350 scholarships totaling more than \$2.6 million were given by Folded Flag, making it the biggest year of giving for the nonprofit.

# SUSTAINING OUR EMPLOYEES

## Our Workforce

At Black Knight, we power the mortgage industry by delivering cutting-edge solutions. The people behind the development and maintenance of these solutions are a key component of our company's success. Through internal programs, comprehensive benefits and a hands-on leadership team, we support our employees throughout their careers.

### 2019 AT-A-GLANCE



**11%**  
Veteran Hires



**37%**  
New Hire Diversity



**71%**  
Employee Career Mobility

**26,174**

Total Number of  
Hours Volunteered

**\$500,000**

Donated to Charitable  
Organizations

# DIVERSITY AND INCLUSION

We realize our individual differences are what strengthen us collectively. That is why we're committed to supporting a culture that is representative of the unique values, opinions, cultures and needs of our employees, clients and communities. Our commitment to diversity includes:

## CEO Action for Diversity and Inclusion

In 2019, Black Knight's CEO Anthony Jabbour joined the CEO Action for Diversity & Inclusion, the largest CEO-driven business commitment to advance diversity and inclusion within the workplace. The group brings the business community together to take measurable action in advancing diversity and inclusion in the workplace. Black Knight, along with more than 750 organizations nationwide, pledged to actively cultivate an environment where a multitude of experiences and perspectives are both welcomed and valued, and where employees feel comfortable and encouraged to discuss diversity and inclusion.

## Knights of the D&I Roundtable

Black Knight's internal diversity and inclusion alliance group – **Knights of the D&I Roundtable** – helps to promote diversity efforts at Black Knight and supports our company's culture of inclusion through meetings, events and community outreach.

## Women in Leadership and Technology

Women in the technology industry face significant hurdles and challenges that may prevent them from seeing the same levels of success that their male counterparts do. Black Knight is working to create a more balanced and fair environment through our **Women's Internal Networking Group (WINGs)** program, inclusive hiring and management practices, and much more.

The percentage of women who are pursuing computer science degrees – along with other technology-based courses of study – is on the decline. In an effort to change this, Black Knight promotes careers in technology for young women through its **Women in Technology (WIT)** program. WIT consists of an annual career day where a select group of high school and college women have the opportunity to hear from several of Black Knight's prominent female leaders, and learn more about careers in technology. During the career day, we encourage participants to apply for our summer internship program.

Commitment to Veterans

Black Knight recognizes the incredible value that military talent brings to our business, and we are proud to be a military-friendly organization. Attracting and retaining qualified talent into a diverse workforce is important to us, and the unique training and leadership skills veterans acquire during their military careers provide a valuable skill set that is difficult to match.

As a committed supporter of the U.S. military, Black Knight has a long history of hiring veterans and remains committed to those veterans who have served us. Black Knight is a strong supporter of **Operation New Uniform (ONU)**, a non-profit that helps veterans transition from the military to the civilian workforce. We are passionate about helping veterans make the transition to private-sector work and inviting them to join the Black Knight team. Black Knight has been recognized by the U.S. Department of Defense with its **Employer Support of the Guard and Reserve (ESGR) status** and for Black Knight’s support of its **Military Spouse Employment Partnership**.

We are proud of our employees that bravely serve in our nation’s Reserves and National Guard, and believe they deserve the utmost support. After one year of employment, Black Knight offers paid military leave for the first six months of service for those who are called to active duty. These employees and their families also enjoy continued health benefits, and when the employee returns, they are placed back in their same position or the position they would have acquired if they had been continuously employed.



IN 2019, 11% OF  
ALL NEW HIRES  
WERE VETERANS

LEARNING AND DEVELOPMENT PROGRAMS

Black Knight offers a wide variety of educational and networking opportunities for employees to build their skills and connect with colleagues. These programs include:

- **Mentor Program** matches mentors and mentees based on common interests and potential for knowledge transfer. These relationships are cultivated through regular meetings, formal networking and community events.
- **Black Knight University (BKU)** offers a variety of courses on relevant and engaging topics taught by both Black Knight subject-matter experts and external industry leaders. The courses are offered in-person at our Jacksonville campus, as well as via livestream and video recording.
- **The Guru Program** is a valuable knowledge-sharing collaboration site where Black Knight subject-matter experts are encouraged to act as internal resources for their colleagues. Our Gurus can help solve problems, explain complex market trends and demo new and evolving technologies.
- **Percipio** is Black Knight’s e-learning platform that is available 24/7 from any desktop, tablet or mobile device. The tool provides access to thousands of learning resources on a variety of business, technical and professional topics, as well as preparatory materials for certifications.
- **Managing for Success** is a four-month program designed for managers and prospective managers to build and develop crucial foundational management skills and incorporate people development processes to become a more successful and supportive manager.
- **Internship Program** takes place each summer and provides the opportunity for high-performing students to learn about a variety of roles and responsibilities at Black Knight.

EMPLOYEE RECOGNITION

As our employees grow and thrive at Black Knight, they are internally recognized for their hard work and dedication.

- The **Black Knight Champion Award** allows our leadership team to recognize employees for going above and beyond their job duties. Winners are honored each month, and receive financial rewards and recognition.
- **Salute a Knight** allows employees to spotlight a peer’s great work, helpfulness on a particular project or issue, strong leadership and more. Honorees who are “saluted” receive recognition on the company intranet homepage, and a special email is sent to their manager detailing their exceptional efforts.

# HEALTH AND WELLNESS

At Black Knight, we invest in our employees’ physical, mental and social well-being to help them achieve goals inside and outside of the office.

## Physical Health Benefits

Black Knight offers comprehensive health benefits including medical, vision and dental. Benefits can be extended to spouses, domestic and same-sex partners, and children under the age of 26. Additional health programs offered to employees include annual health and wellness fairs at our many campuses nationwide; state-of-the-art gym facilities, fitness classes and personal training; an on-campus blood pressure machine which measures blood pressure, pulse count and body composition; discounts to local YMCA branches; and a discounted Weight Watchers at Work program.

## Mental Health Benefits

For the emotional well-being and support of employees and their families, Black Knight’s Employee Assistance Program (EAP) provides free, confidential counseling 24/7/365. This service is available to all employees and members of employees’ households. Counselors provide guidance on topics such as relationship support, stress management, work/life balance, family issues, grief and loss, depression, anxiety, substance misuse, self-esteem, personal development and more.

## Financial Health Benefits

Black Knight employees enjoy competitive pay and bonuses, which results in a high-performance culture. We offer a 401(k) profit-sharing plan with a company match. We also provide an employee stock purchase plan (ESPP) through which employees may purchase shares of our stock. Participating employees who hold the shares for one year receive additional shares one year later through company matching contributions, subject to continued employment.

## Parental Leave

At Black Knight, we believe in the importance and significance of parental bonding after the addition of a child. Upon completing one year of employment, Black Knight’s employees receive four weeks of paid leave for mothers, fathers, partners and adoptive parents after the birth or adoption of a child.



# GOVERNANCE

Black Knight, Inc. is a public company, and our stock is traded on the New York Stock Exchange (NYSE) under the ticker symbol “BKI.” As a public company, we are subject to the rules and regulations of the Securities and Exchange Commission (SEC), as well as listing standards for NYSE companies.

We regularly provide information to our shareholders and the public in the form of annual, quarterly and current filings with the SEC that include information concerning our financial performance, risks that may impact our operations or financial results, information concerning the composition of our board of directors, board committees and executive management team, and the compensation they receive for their service, information concerning 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 [www.sec.gov](http://www.sec.gov) or on the Investors page of our website at [www.BlackKnightInc.com](http://www.BlackKnightInc.com).

# BOARD OF DIRECTORS

The management of our company is overseen by a highly qualified board of directors, 75 percent of whom are independent from management, and each of whom brings a wide variety of skills and qualifications to the table and contribute to our ongoing success.

Our board of directors has adopted Corporate Governance Guidelines that provide a framework for the functioning of our board and its committees, and establish a common set of expectations as to how the board of directors should perform its functions. Our board is led by our Chairman William P. Foley, II, a visionary who has been the driving force behind our successful strategy since 2014. Because Mr. Foley is not independent, our board has appointed Thomas M. Hagerty to serve as Lead Independent Director to coordinate the activities of our independent directors and work with Mr. Foley and our CEO, Anthony Jabbour, on various matters.

Director Skill	William P. Foley, II (Chair)	Anthony M. Jabbour (CEO)	Thomas M. Hagerty	David K. Hunt	Richard N. Massey	Ganesh B. Rao	John D. Rood	Nancy L. Shanik
Board of Directors Experience	✓	✓	✓	✓	✓	✓	✓	✓
Industry Experience	✓	✓					✓	
CEO/Business Head/Leadership	✓	✓		✓	✓		✓	✓
International	✓	✓	✓	✓	✓	✓	✓	
Human Capital Management/Compensation	✓	✓	✓	✓	✓	✓	✓	✓
Finance/Capital Allocation	✓	✓	✓	✓	✓	✓	✓	✓
Financial Literacy	✓	✓	✓	✓	✓	✓	✓	✓
Regulatory	✓	✓		✓	✓		✓	✓
Mortgage/Banking	✓	✓		✓	✓		✓	✓
Risk Management	✓	✓	✓	✓	✓	✓	✓	✓
Corporate Governance	✓	✓	✓		✓		✓	
Technology/Information Security	✓	✓	✓	✓	✓	✓	✓	✓
Legal	✓				✓			
Marketing/Sales	✓	✓	✓	✓	✓	✓	✓	
Independent			✓	✓	✓	✓	✓	✓
Board Tenure	6	2	6	6	6	6	6	1
Age	75	52	57	74	64	43	65	66
Ethnic, Gender, National or Other Diversity						✓		✓

## BOARD COMMITTEES

Our board of directors has appointed four standing committees to assist with the oversight of the company, which are described below. All of our board committees are composed of independent directors:

- **Audit Committee:** Responsibilities include oversight of the quality and integrity of our financial statements and related disclosures, our compliance with legal and regulatory requirements, the qualifications, independence and performance of our independent registered public accounting firm, and the performance of our internal audit function.
- **Compensation Committee:** Responsibilities include reviewing and approving compensation matters for our Chief Executive Officer, other executive officers and our board of directors, and approving our compensation plans, programs and awards made to our executives thereunder.
- **Corporate Governance and Nominating Committee:** Responsibilities include identifying qualified individuals for our board of directors and reviewing matters relating to board composition, including director selection criteria, independence and diversity matters, and overseeing the annual evaluation of the performance of our board.
- **Risk Committee:** Responsibilities include oversight of our Enterprise Risk Management program, including our ESG risks and mitigation efforts, our Information Security Program, the Business Continuity Program, our Compliance Program and our enterprise risk and compliance functions.

The responsibilities of each committee are generally described above, 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 Investors page of our website at [www.BlackKnightInc.com](http://www.BlackKnightInc.com).

## CODE OF BUSINESS CONDUCT AND ETHICS

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. Our Code of Business Conduct and Ethics — which is applicable to all our directors, officers and employees — is designed to promote honest and ethical conduct, including the ethical handling of conflicts of interest; promoting full, fair, accurate, timely and understandable disclosure; promoting compliance with applicable laws and governmental rules and regulations; ensuring the protection of our legitimate business interests, including corporate opportunities, assets and confidential information; and deterring wrongdoing. We also have a separate Code of Ethics for our Chief Executive Officer and senior financial officers. As required by applicable law, we will disclose any waiver of these ethics codes on the Investors page of our website at [www.BlackKnightInc.com](http://www.BlackKnightInc.com).

## COMPLIANCE & ETHICS HOTLINE

We maintain a financial accuracy and compliance hotline so that our employees and other stakeholders can anonymously report financial impropriety or other concerns without fear of reprisals or recrimination. Employees can use the hotline to report violations to Black Knight’s Code of Business Conduct and Ethics, company policy and the laws and regulations that apply to our business. The hotline is available toll free, 24 hours a day, seven days a week. Reporting to the hotline is confidential and can be made on an anonymous basis, if desired.

## ENTERPRISE RISK MANAGEMENT, COMPLIANCE AND INTERNAL AUDIT

We maintain a comprehensive Enterprise Risk Management (ERM) program that provides the framework to align our risk appetite and strategy to enhance management of enterprise risks, including ESG and information security risks, and risk-response decisions. Through our ERM program, we analyze risk concentrations and risks inherent to our products, services and businesses, and develop appropriate plans to mitigate those risks to an acceptable level.

With direct oversight by our board of directors through our Risk Committee, our ERM structure encompasses senior executive leaders from all facets of the business, including operations, finance, accounting, treasury, information technology and security, legal/regulatory, internal audit, compliance, and human resources. The executive-level Enterprise Risk and Compliance Committee meets monthly to discuss matters relating to our enterprise risk position and risk management, including third-party risk, phishing, security incident response, application resiliency, ESG, and external and internal vulnerabilities. Our Compliance function provides the standards and policies to mitigate identified risks, as well as training for our employees on applicable privacy, security, legal and regulatory requirements that provide ongoing enhancement of our security and risk culture. Our Internal Audit function provides a level of checks and balances by conducting internal reviews to identify areas where process improvements are needed. The Risk Committee of our board of directors oversees the ERM and Compliance programs through regular reports from our Chief Risk Officer, Chief Information Security Officer and Chief Compliance Officer, and reports on these matters to our board of directors each quarter.

## BUSINESS CONTINUITY

Our Enterprise Business Continuity (EBC) program ensures that we have documented and tested business continuity plans in place for our core products and processes. These plans include actions to be taken, resources to be used, and procedures to be followed before, during, and after a disaster. The EBC also works to put risk mitigation measures in place to minimize the likelihood and/or impact of a disaster. In determining these plans, the EBC program incorporates risk management, crisis management, business operation, and information technology processes, and identifies essential services for each line of business to minimize the impact of interruptions to those services.

## INFORMATION TECHNOLOGY AND SECURITY

We are highly dependent on information technology networks and systems to securely process, transmit and store electronic information. We focus on all areas of cybersecurity including threat and vulnerability management, security monitoring, identity and access management, phishing awareness, risk oversight, third-party risk management, disaster recovery and continuity management. We make strategic investments in information security to protect our clients and our information systems. This includes both capital expenditures and operating expenses for hardware, software, personnel and consulting services. As our primary solutions and services evolve, we apply a comprehensive approach to the mitigation of identified security risks. We have established policies, including those related to privacy, information security and cybersecurity, and we employ a broad and diversified set of risk monitoring and risk mitigation techniques. We also participate in industry and governmental initiatives to improve information security for our clients.

Our Chief Risk Officer, Chief Compliance Officer and Chief Information Security Officer report to our Risk Committee on our cyber and data security practices, risk assessments, emerging issues and any security incidents. Our Risk Committee Chairman reports on these matters to our board of directors on a quarterly basis. We also provide quarterly opportunities for continuing education to our Risk Committee members on various matters relating to cybersecurity, including emerging risks and trends, regulatory changes, and changes to our internal practices.

## ADDITIONAL INFORMATION

Detailed information about Black Knight can be found in our public filings on the SEC’s website at [www.sec.gov](http://www.sec.gov) or on the Investors page of our website at [www.BlackKnightInc.com](http://www.BlackKnightInc.com).



BlackKnightInc.com | 904.854.5100

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