



GOVERNANCE



2022

SOCIAL



*Committed to Ensuring
a Better Home for All*



ENVIRONMENTAL



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LETTER FROM FRED EPPINGER | CEO

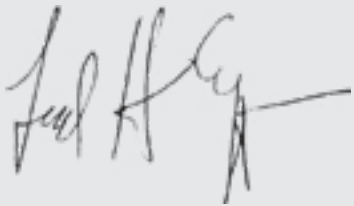
Over the past three years as CEO, I have spent many hours meeting with our employees to deepen my understanding of what makes Stewart special and successful. Through these conversations it became clear that while we had a proud past, we have an even brighter future. Together, we continue to make exciting progress on our shared journey to become the Premier Title Services Company. While financial performance and resilience is one important measure of success, our vision to be the best is built on being so much more.

Our vision is clear. It is based on customer service excellence and living our core values of responsiveness, teamwork and caring. It supports our commitment to being a socially responsible company, and one that acknowledges the importance of being a good steward of our environment – a company that makes a difference in the communities we serve. As I've said before, we are building a company of which we and the communities we serve can be proud.

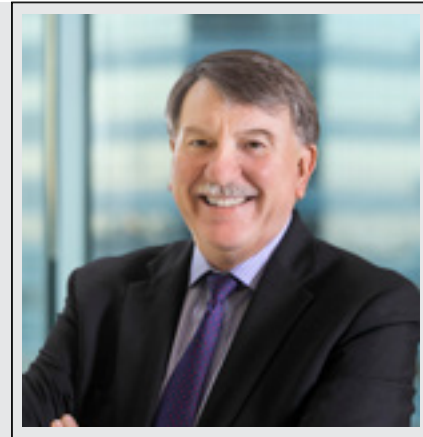
With that in mind, we are sharing our 2022 Sustainability Report. As a 129-year-old company, we are no strangers to the importance of sustainability. That said, sustainability is not a one-time endeavor or a report to issue once a year, it must be the very fabric of the company.

Our continued work and our dedication to the environmental, social and governance areas are an integral part of who we are. We know that to be regarded as the best, we must sustainably serve our employees, shareholders, customers, and the community at large – and that work never stops. Consistent with our goals, we operate within a highly transparent governance structure that aligns with our stakeholders and supports our long-term goals, including our Environmental, Social and Governance (ESG) initiatives.

Stewart has had a long history of doing the right thing, but our vision emphasizes that improvement is an ongoing endeavor. Together, we are building a very special company that is positioned for the next generation and the next 100 years.



Fred



Frederick H. Eppinger
Chief Executive Officer

2022 HIGHLIGHTS

GOVERNANCE

- ▶ Reviewed the company's cybersecurity profile and risk mitigation with the full board of directors and continued quarterly reporting to the Audit Committee on the company's cybersecurity program and operations
- ▶ Reviewed the company's enterprise risk management program with the full board with regular updates to the board on the program
- ▶ Updated, on a regular basis, our Nominating and Corporate Governance Committee and board on matters relating to ESG

ENVIRONMENTAL

- ▶ Formed our Environmental Management Committee in 2022 including business leaders from across the company to give us better insight into identifying decisions that can make Stewart a more sustainable company
- ▶ Recycled or sold substantially all technology assets that became obsolete
- ▶ Included environmental impacts in making leasing decisions
- ▶ Impacted the environment positively through recycling efforts that resulted in:
 - More than 16,000 trees kept from being harvested
 - Continued our emphasis on reduced water usage and use of technology to reduce paper consumption and CO₂ emissions

SOCIAL

- ▶ Increased our charitable donations through our semi-annual Community Service Awards program by 29 percent from 2021, supporting employee designated charities, foundations and other nonprofit organizations in 47 states and the District of Columbia
- ▶ Onboarded more than 1,100 new employees, with 33 percent from ethnic minority groups, an increase from both 2020 and 2021
- ▶ Continued Diversity Equity and Inclusion (DE&I) Council efforts through an increased focus on community service and employee resources and remained committed to our employee value proposition through enhanced benefits offerings and learning opportunities
- ▶ Increased company spend with diverse suppliers/vendors by 157 percent since 2020
- ▶ Expanded the Employee Stock Purchase Plan to include our Canadian employees
- ▶ Delivered an employee appreciation bonus mid-year to all employees
- ▶ Partnered with an outside firm to complete a U.S. Employee Engagement Survey in February 2022, with our results affording us recognition in the Top Workplaces program as a 2023 Top Workplace USA and for Employee Appreciation, Employee Well-Being, and several regional Top Workplaces awards

FINANCIAL STRENGTH

- ▶ Reached \$1.4 billion in shareholders' equity
- ▶ Maintained one of the industry's highest surpluses
- ▶ Remained highly rated by credit rating agencies





ABOUT STEWART

Name | Stewart Information Services Corporation

Industry | Financial Services & Insurance

Headquarters | Houston, Texas

Worldwide Employees | 7,100

Founded in 1893, Stewart (NYSE-STC) is a customer-focused, global title insurance and real estate services company offering products and services through our direct operations, our Stewart Trusted Provider® network of approved agencies and other companies within the Stewart family. We also provide loan origination and servicing support, loan review services, REO asset management, due diligence for capital markets, collateral valuations, home and personal insurance services, tax-deferred exchanges, property information, and technology to streamline the real estate process. Our customers are home buyers and sellers, residential and commercial real estate professionals, mortgage lenders and servicers, title agencies, real estate attorneys and home builders.

It is our commitment to all those customers and to making property ownership possible around the world that drives us on our journey to become the premier title services company, a commitment that inspires us every day to:

- ▶ Foster meaningful relationships through our innovation and efforts
- ▶ Provide the best experience for employees and customers alike
- ▶ Serve our employees, shareholders, customers and communities in a sustainable way
- ▶ Work to create an inclusive workplace that fosters a deep sense of pride, passion, respect and belonging
- ▶ Lessen our impact on the environment
- ▶ Provide transparency around the way we do business

Our corporate offices are located at

1360 Post Oak Blvd. | Houston, Texas 77056

IN TODAY'S CHANGING REAL ESTATE ENVIRONMENT

Starting in late 2019, Stewart began redefining how we do business. We strengthened our commitment to providing better experiences for our employees, customers and partners. We focused our financial strength on an aggressive campaign to acquire companies and technology that would give our many audiences the tools and resources they need to streamline their businesses and provide better experiences for their clients. We did all this under the umbrella of becoming the premier title services company, a journey that continues today.

That journey encompasses how we provide for our employees and the people we work with, how the essential service we provide impacts the communities where we live and work and the environment at large, and how we manage our company in a transparent manner consistent with our company values.



We have a winning approach. We look at the strategy of winning. We remove barriers so the experiences we provide are the best they can be. Hustling every day plays a big part in that; so does out hustling our competition.



We work as a team. We collaborate and support each other and our customers. We're stronger when we all work toward a common goal. We share our expertise and ideas so we grow stronger, together.



We are courageous and honest. We prefer bold to timid. If we make a mistake, we own up to it, fix it and learn from it, to become a better company and a better partner. We stay open to new thinking and diverse perspectives to better lead our customers into the future.



We are customer oriented. Our entire universe evolves around the people we serve. That's why we put ourselves in our customers' shoes to better understand the commitments we need to make. Then we live our commitments.



We are accountable. We know the importance of being open and transparent. We also know the importance of delivering on our promises. That goes for today, tomorrow and the years to come.

Backing up Our Commitment to Sustainability

We are serious about the future of this company, our customers' businesses, our industry and our world. Our ESG Committee, with representatives from each of our business units and internal support services, will continue to guide us on the journey. We recently established the ESG Executive Leadership Council, which is comprised of the chief legal officer, the chief human resource officer and the controller, who oversee the ESG Committee at each of its meetings. The ESG Executive Leadership Council reports to the Nominating and Corporate Governance Committee at each of its meetings.

TITLE INSURANCE'S ROLE IN FACILITATING AND PROTECTING REAL ESTATE INVESTMENT

Whatever the state of the economy, real estate is always a major factor. On average, housing's combined contribution to gross domestic product ranges between 15 percent and 18 percent through residential investment and consumption spent on housing. At the end of 2019, that number was just below 15 percent. With the onset of the pandemic, that percentage rose to a 14-year high of 17.8 percent during the second quarter of 2020. In the ensuing years, housing's percentage of U.S. gross domestic product (GDP) shrank, winding up at 16.2 percent for 2022¹. Still a high percentage even in a tough year for housing.

Commercial real estate is also a large part of the U.S. economy, with the combined impact of new commercial building and the operations of existing buildings contributing \$2.3 trillion to U.S. GDP, or 9 percent².

The services offered by Stewart – from title insurance to closing services, remote online notarization and appraisal management to property information and more – play a vital role in supporting the real estate industry and providing the confidence homeowners, commercial brokers, builders, investors and lenders need to keep transactions and this significant part of the overall economy moving. We have continued to manage our operations through the current environment with a reasonable balance of cost discipline and investment in capabilities to ensure we are ready to make the most of the market when it rebounds.

Transferring and Protecting Title

At the heart of all we do is guiding the process of conveying title, or changing ownership of a real property's title, which varies from location to location. Referred to as closing, settlement or escrow, the function is carried out through a network of attorneys, escrow companies or title insurance companies. As an integral part of that process, Stewart prepares documentation, manages the distribution of funds and typically records the appropriate title documents with local recording offices to reflect the new title or lienholder.

That's the transfer part. But in addition to the closing or settlement services, Stewart protects the rights of those it insures through its owner's and lender's title insurance.

This critical protection, backed by Stewart's strong financial position, gives peace of mind to owners and lenders alike against asserted adverse claims from, as examples, former owners, heirs, other family members, prior mortgage holders and other lienholders.

During the closing process, title issues or defects are addressed and the appropriate corrective action is taken so the transactions can proceed. Stewart knows that a home is the largest single investment many people will ever make, and we take our role as a trusted partner as seriously as we have for the past 129 years.

¹ NAHB. (2022, January 26). Housing Share of GDP Lower in the Fourth Quarter in 2022. Retrieved February 27, 2023 from <https://eyeonhousing.org/2023/01/housing-share-of-gdp-lower-in-the-fourth-quarter-of-2022/>.

² NAIOP Research Foundation. (2023, January). Economic Impact of Commercial Real Estate, 2023 Edition from <https://eyeonhousing.org/2023/01/housing-share-of-gdp-lower-in-the-fourth-quarter-of-2022/>.



“As goes the economy, so goes real estate. But also, as goes real estate, so goes the economy.”

Dr. Ted C. Jones | *Chief Economist*

GOVERNANCE





Q&A With Elizabeth Giddens | *Chief Legal Officer and Corporate Secretary*

How important is it to work for a company that's committed to sustainability?

Elizabeth: Very important. Making sustainability a priority for Stewart and continuously improving keep us at the forefront of our industry. We're committed to our employees, to our customers and to the areas where we have a presence, but we also need to think about sustainability and improvement as they relate to a healthy future. It's important that we see ourselves as part of the broader world.

How does Stewart's commitment to sustainability affect the company's governance decisions and activities?

Elizabeth: Our commitment to sustainability drives many decisions we make in governance. I see sustainability as simply doing the right thing. What makes a commitment to sustainability work for a company are the processes and structures that bring sustainability into everyday decisions. We have that here. And we work to incorporate sustainability into that structure and toward continuous improvement.

How do those decisions and activities relate to ensuring a better home for all?

Elizabeth: For Stewart, this question has multiple meanings. As a title services company, our governance helps us protect people who are buying and selling homes or commercial properties. Stewart also creates a home for our employees; our culture and governance help them feel like part of a work family and be their authentic selves. Finally, we must remember that we don't operate in a vacuum. What we do impacts individuals, communities and the environment.

As the leader of our governance initiatives, what does Stewart do within this area that makes you proud to be part of the company?

Elizabeth: As the chief legal officer and corporate secretary, I play a key role in driving Stewart's governance and compliance initiatives. Stewart's culture and code of conduct attracted me to the company in the first place, and I am privileged to be able to continue Stewart's success with governance. Stewart is a diverse brand, so I'm most proud when we involve people with diverse backgrounds in our decisions and make those decisions as a team. We make smart investments, comply with laws and do the right thing. And I love that sustainability is on the agenda for Nominating and Corporate Governance Committee, board and executive leadership team meetings.

What are you excited about bringing into Stewart's sustainability efforts in the future?

Elizabeth: Stewart is on a journey to improve our sustainability efforts, and I'm excited that my role allows me to help define the governance that helps Stewart rise to that challenge. I'm excited about Stewart's culture and code of conduct, and how the company encourages everyone to take responsibility for where the company is going. Beyond that, I feel there is a shifting of attitudes in the world at large. For us, that means thinking differently about governance issues. I want to help champion those issues.

How does sustainability impact your day-to-day responsibilities?

Elizabeth: I lead the teams responsible for maintaining and growing the structure, programs and policies that make Stewart a leader in governance and define our company today and into the future. I make each decision relating to those responsibilities with the sustainability of our company overall in mind.

THE LEADERSHIP BEHIND OUR SUSTAINABILITY EFFORTS

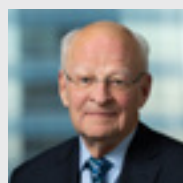
In governance, ensuring a better home for all means responsibly managing the operations of the company and maintaining the standards and practices that make Stewart attractive to do business with and work for. We trust that critical responsibility to our board of directors. The nine well-qualified members of our board of directors bring a diverse perspective, and varied and relevant experience, to the company and the important decisions that guide us. Seven of these members meet the “independent” listing standards set forth by the NYSE. The board’s principal responsibilities are to:

- ▶ Review the company’s performance, long-term plans and strategy
- ▶ Review the company’s systems and practices designed to bring about compliance with applicable laws and regulations
- ▶ Ensure that appropriate policies and practices are in place for managing risks, including cybersecurity risk faced by the company
- ▶ Provide direction, advice and counsel to the chief executive officer
- ▶ Discharge their responsibilities as fiduciaries
- ▶ Maintain ultimate responsibility for the risk management of the company

Our Board Members



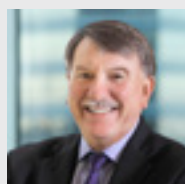
Thomas Apel
Chair of the Board
CEO of Adfitech, Inc.
Compensation Committee



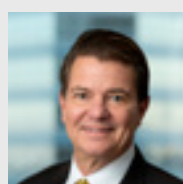
Robert Clarke
Retired Partner, Bracewell, LLP
Audit Committee



Matthew Morris
Founder and CEO
of Lutroco, LLC



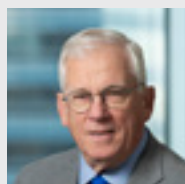
Frederick Eppinger
CEO of Stewart Information
Services Corporation



William Corey Jr.
Former Audit and Senior
Relationship and National Pursuit
Team Partner for
PricewaterhouseCoopers, LLP
Audit Committee
Compensation Committee



Karen Pallotta
President of KRP
Advisory Services, LLP
Compensation Committee
Nominating and Corporate
Governance Committee



C. Allen Bradley Jr.
Former CEO of Amerisafe, Inc.
Nominating and Corporate
Governance Committee



Deborah Matz
Former Chair of the National
Credit Union Administration
Audit Committee
Nominating and Corporate
Governance Committee



Manolo Sanchez
Former Chair and CEO
of BBVA Compass
Audit Committee
Nominating and Corporate
Governance Committee

Our board has adopted corporate governance guidelines that provide a framework for the functioning of the board and the committees intended to assist the board in the exercise of its responsibilities. A copy of our guidelines is available on the company website, [stewart.com](https://www.stewart.com).

BOARD SKILLS AND QUALIFICATIONS

	Thomas Apel	Frederick Eppinger	C. Allen Bradley Jr.	Robert Clarke	William Corey Jr.	Deborah Matz	Matthew Morris	Karen Pallotta	Manolo Sanchez
Board of Directors Experience	✓	✓	✓	✓	✓	✓	✓	✓	✓
Industry Experience	✓	✓	✓		✓	✓	✓	✓	
CEO/Business Head/Leadership	✓	✓	✓	✓	✓	✓	✓	✓	✓
International	✓	✓	✓	✓	✓		✓		✓
Human Capital Management/Compensation	✓	✓	✓	✓	✓	✓	✓	✓	✓
Finance/Capital Allocation	✓	✓	✓	✓	✓	✓	✓		✓
Financial Literacy	✓	✓	✓	✓	✓	✓	✓	✓	✓
Regulatory	✓	✓	✓	✓	✓	✓	✓	✓	✓
Real Estate	✓		✓		✓		✓		✓
Risk Management	✓	✓	✓	✓	✓	✓	✓	✓	✓
Corporate Governance	✓	✓	✓	✓	✓	✓	✓	✓	✓
Technology/Systems	✓	✓	✓		✓	✓	✓		✓
Legal			✓	✓					
Marketing/Sales	✓	✓	✓		✓		✓	✓	✓
ESG/Sustainability/Corporate Responsibility		✓	✓			✓	✓	✓	✓
IT/Cybersecurity	✓				✓	✓	✓		✓
Gender	Male	Male	Male	Male	Male	Female	Male	Female	Male
Race/Ethnicity	White (Not Hispanic or Latino)	White (Not Hispanic or Latino)	White (Not Hispanic or Latino)	White (Not Hispanic or Latino)	White (Not Hispanic or Latino)	White (Not Hispanic or Latino)	White (Not Hispanic or Latino)	White (Not Hispanic or Latino)	Hispanic or Latino
Military Service	No	No	No	Yes	No	No	No	No	Yes

Committees of the Board

Our board of directors has determined that each member of our committees is “independent” as that term is defined in the rules of the NYSE.

Audit Committee responsibilities include assisting the board of directors in monitoring:

- I. integrity of the financial statements of the company
- II. independent auditors’ qualifications and independence
- III. performance of the company’s internal audit function, which has been outsourced to Deloitte & Touche, LLP
- IV. engagement of KPMG, LLP, as the company’s independent external auditors
- V. compliance by the company with legal and regulatory requirements
- VI. oversight of the company’s cybersecurity policies

Compensation Committee responsibilities include, among other things:

- I. reviewing the company’s compensation policies
- II. reviewing and recommending to the board of directors the compensation of our executive officers

Nominating and Corporate Governance Committee responsibilities include:

- I. making recommendations to our board of directors’ nominations of persons for election by our common stockholders to our board of directors
- II. creating procedures for identification of nominees
- III. considering and recommending the criteria for nomination to our board of directors
- IV. receiving and considering nominations submitted by our stockholders
- V. reviewing and making recommendations with respect to director compensation
- VI. overseeing the self-evaluation governance of the board of directors
- VII. overseeing the company’s ESG initiatives

Additional details regarding the duties of each committee described above are set out in the committee charters, which are available on the company’s website, [stewart.com](https://www.stewart.com).



“Stewart has made steady progress on our sustainability journey. We are excited about the actions we’ve taken, the changes still to come, and the positive impact on our company, our employees, our customers and the communities we serve.”

C. Allen Bradley Jr. | *Nominating and Corporate Governance Committee Chair*

CODE OF BUSINESS CONDUCT AND ETHICS

Our success depends on maintaining a culture of ethical behavior that is at the core of the company's relationships with policyholders, customers, suppliers, competitors, employees and shareholders.

The company's [Code of Business Conduct and Ethics \(the "Code"\)](#) plays a critical part in Stewart's leadership role in the real estate industry by preserving our reputation for honesty and strong ethical standards. We updated our Code in 2021 to refresh, reinforce and strengthen policies relevant to our goals moving forward. In 2022, we continued our focus on bringing awareness to our employees, including new employees who joined Stewart through recent acquisitions, of our core values and methods of reporting ethical concerns.

We require our employees to read and acknowledge the Code and company employee policies annually. Among other things, the Code:

- ▶ Establishes in clear terms Stewart's core values
- ▶ Applies to all employees, officers and directors
- ▶ Clarifies conduct expectations on a wide range of issues, including social media
- ▶ Provides a framework for the handling of conflicts of interest
- ▶ Protects proprietary business interests, assets and information
- ▶ Creates an atmosphere of compliance from the top with applicable laws, and governmental rules and regulations, including, but not limited to: Antitrust, Securities Trading, Anti-Money Laundering, Real Estate Settlement Procedures Act (RESPA), Anti-Bribery and Anti-Corruption

- ▶ Encourages full, accurate and timely disclosures
- ▶ Prohibits retaliation
- ▶ Provides guidelines to encourage whistleblowers
- ▶ Prohibits contributions from the company's funds to political campaigns

Compliance Hotline

We encourage employees to speak up because it is the best way to foster trust in our culture. We offer employees multiple channels to report ethical concerns and periodically remind them of these channels through various employee communications.

We maintain a [compliance hotline](#) so employees and other stakeholders can anonymously report any suspected impropriety, including financial impropriety, without fear of reprisals or recrimination. Employees can use the hotline (telephone and web-based) to report violations of the Code, company policies and laws, and rules and regulations. An industry-leading vendor manages the hotline, which is available toll-free, 24 hours a day, seven days a week. Reporting to the hotline is confidential. The company has a management committee that meets regularly to address all complaints submitted through the hotline and to identify any enhanced learning, awareness and prevention measures. The Audit Committee also periodically receives reports on the Code program.

In addition to the hotline, employees can communicate ethical concerns to their manager, any member of management, or a compliance officer.

“Stewart's long history reminds us of our duty to past and future generations to conduct business in a sound and ethical manner.”

Mary Thomas | Chief Compliance and Regulatory Officer

Supplier/Vendor Code of Conduct

Stewart is committed to conducting business according to the highest ethical, legal, environmental, human rights, labor and socially responsible standards. The company holds the vendors with whom it does business to the same standards. To this end, Stewart has set forth these expectations in a separate [Supplier/Vendor Code of Conduct](#). While Stewart recognizes that there may be different legal and cultural environments applicable to its suppliers, it does establish minimum requirements to do business with Stewart.

Privacy

The privacy of customer and employee non-public, personal information is important to Stewart. Stewart is committed to complying with all privacy laws. We use good-faith efforts to maintain physical, electronic and procedural safeguards to protect our customers' and employees' non-public, personal information. By law, we provide our complete Privacy Policy to employees and customers. The policy is also available on our website.

ENTERPRISE RISK MANAGEMENT

Mitigating risks while identifying, and acting upon, opportunities that will support Stewart in achieving its strategic, financial, operational and institutional goals is key to Stewart's success. That is the objective of Stewart's Enterprise Risk Management (ERM) program.

Key elements of the ERM program include:

- ▶ Managing risk within a defined governance structure for the board management
- ▶ Using an enterprise-wide portfolio approach and framework for the management of enterprise risks through the formalization of an ERM process that will identify, assess, respond, manage, monitor and report on key risks the company faces in a timely manner
- ▶ Implementing appropriate risk management strategies that are responsive to the company's risk profile, business strategies, risk appetite, specific key risk exposures and risk tolerance thresholds

- ▶ Integrating consideration of risk and risk management into business decision-making throughout the company
- ▶ Communicating necessary information with respect to key risks to senior executives and, as appropriate, to the board or relevant committees
- ▶ Assessing environmental, social and governance risk

Information Technology and Security

Our [Privacy Policy](#) defines how we protect the non-public, personal information of our clients and partners. Stewart also recognizes the importance of protecting our clients' and partners' confidentiality and data integrity. To that end, we continuously and methodically evaluate cyber risks, how they evolve and how they affect us.

We are committed to cybersecurity education and training across our entire organization, including our employees, partners and customers. We continuously evaluate and monitor third-party risk relating to the protection of sensitive data. Our program focuses on a broad area of security domains, including, but not limited to:

- ▶ Risk management
- ▶ Data protection
- ▶ Security event monitoring
- ▶ Identity and access management
- ▶ Threat and vulnerability management
- ▶ Disaster recovery
- ▶ Business resiliency
- ▶ Continuity

Our cybersecurity team routinely challenges our employees and the effectiveness of existing controls. A dedicated group, which includes our chief information security officer (CISO), runs simulated tabletop exercises to prepare for any attack.

Wire Fraud Prevention

Wire fraud attempts in real estate transactions continue to pose risks to the entire real estate industry. According to the FBI, the real estate and rental sector suffered losses of more than \$213 million in 2020 alone; more than 13,000 people were victims of wire fraud that year. Stewart has several measures in place to combat wire fraud, including a strict policy on how to provide and receive wiring instructions, callback verification, secure email transmission, centralized control of bank account access, email warnings, and education and awareness training for customers, real estate agents and all employees. In fact, we require all employees to complete mandatory wire fraud and security awareness training each year.

We are an industry leader in taking concrete steps to protect our customers, partners and company against wire fraud. Our partnership with CertifID® is an important piece of our overall program.

CertifID Program

Stewart, our Stewart Trusted Provider® independent agent network and customers have access to our [CertifID technology](#). CertifID lets them send wire instructions more securely. The service also includes insurance coverage in the event of loss.

Among other features, CertifID:

- ▶ Confirms client identities and receipts of wiring details
- ▶ Secures the transfer of bank account information
- ▶ Guarantees each wire transfer up to \$1 million against fraud
- ▶ Provides funds recovery services to assist in the return of stolen funds

Fraud and Forgery Watch Program

Our Fraud and Forgery Watch Program rewards our employees and those of our independent agents who discover and report fraud or forgery connected with a title insurance order or policy.

BUSINESS CONTINUITY

As part of our emergency response management, Stewart has an enterprise-wide business continuity program (BCP) and disaster recovery (DR) plan to ensure continued operations of critical services in the event of a disruption to regular operations. Our board of directors review the BCP.

Key elements of the program include:

- ▶ Annual updating of individual BCP and DR plans for all critical Stewart offices and corporate support functions
- ▶ BCP plans with standardized procedures across the company, where appropriate, as well as individual elements to reflect unique considerations of each business operation or support function
- ▶ Company-wide policies and guidelines detailing responses to a range of potential business disruptions, such as natural disasters and pandemics
- ▶ Emergency management team consisting of Stewart senior leadership team members to ensure a quick and coordinated response to events
- ▶ Annual testing of the effectiveness of Stewart's response to various scenarios

ANTI-CORRUPTION

Stewart and its family of companies have robust policies against corruption of any kind. Most are set forth in the Code of Business Conduct and Ethics. The Code also establishes Stewart's foundational expectations for its employees and board of directors. Violations lead to employment action up to and including termination. Several areas in the Code and in other company policies, bulletins and guidelines, such as the Related Party Transactions Policy, Vendor Risk Management Policy, and the Securities Trading and Investment Policy, form the basis of Stewart's anti-corruption philosophy.

The areas include:

- ▶ Improper payments
- ▶ Conflicts of interest
- ▶ Prohibited personal use of corporate property and corporate information
- ▶ Gifts, loans and entertainment
- ▶ Laws, regulations and government-related activities
- ▶ Antitrust
- ▶ Insider trading
- ▶ Real Estate Settlement Procedures Act (RESPA)
- ▶ State anti-kickback and referral fee laws
- ▶ Foreign Corrupt Practices Act (FCPA)
- ▶ Office of Foreign Assets Control (OFAC)
- ▶ Fair dealing
- ▶ Related party transactions
- ▶ Wire fraud
- ▶ Government business
- ▶ Vendor risk
- ▶ Political contributions

Our policies and guidelines provide information, support and resources to ensure that we act ethically and in compliance with the laws and regulations that affect our business. Adherence is vital for Stewart to continue as a leader in our industry and to preserve the company's reputation for integrity and strong ethical standards. Employees have access to training materials on all related topics. For example, each year, affected employees complete training and certification for FCPA compliance purposes.

OCCUPATIONAL HEALTH AND SAFETY

The health and safety of our employees and clients are top priorities for us. Our program helps ensure both. Highlights include:

- ▶ Posting and communicating workers' compensation guidelines and claims-reporting process
- ▶ Establishment and communication of workplace safety guidelines and procedures
- ▶ Providing training and equipment to support employee well-being in various areas, such as ergonomics

We continued to align and adapt our management response guidance, workplace guidelines and education to reflect the current environment, and CDC, OSHA, state and local guidelines, throughout the COVID-19 pandemic and our Return to Workplace efforts in 2022.

POLITICAL ACTIVITY

Stewart does not have a political action committee, nor do we use any of our funds to contribute to any political campaign. However, we respect the right of employees to participate in the political process and encourage them to engage in political activities should they desire to do so. Employees may participate in any lawful political activities of their choice on an individual basis with their own money or resources and on their own time. Employees may not use their work time in any political campaign, offer the use of Stewart facilities, equipment or personnel, contribute on behalf of Stewart or direct any payment or expenditure of company funds for any political campaign contributions or purposes, or in conjunction with any election or primary, within the United States or internationally, without advance approval from Stewart's chief compliance officer.

SOCIAL





Q&A With Emily Kain | *Chief Human Resource Officer*

How important is it to work for a company that's committed to sustainability?

Emily: As Fred Eppinger, our CEO, often says “great companies think beyond themselves.” I believe this to be true. Today, prospective candidates and current employees alike want to work for an organization where not only their experience and skills align and can add value, but also where they feel a sense of purpose and a connection to something bigger.

How does Stewart's commitment to sustainability affect the company's social decisions and activities?

Emily: We are committed to providing the best employee experience we can from day one. This commitment to our employees, which includes a focus on inclusion and belonging, and on programs that support our employees in ways that matter to them most, has shaped and continues to shape our global talent strategy year over year.

How do those decisions and activities relate to ensuring a better home for all?

Emily: As the executive leader over HR, Communications and Community Relations, it's important to me that we are creating a space – a home – where employees can bring their authentic selves, hearts and minds to work every day. The work our DE&I Council and our leaders are doing to create an environment and culture where every employee is seen, heard and celebrated is something truly remarkable.

As the leader of our social initiatives, what does Stewart do within this area that makes you proud to be part of the company?

Emily: In my role at Stewart, I have the privilege of serving as President for The Stewart Title Foundation, Inc. I'm proud that, along with leadership and the Communications and Community Relations team, we've been focused the last couple of years on giving to the charitable organizations our employees support in the communities where we live and work. We refer to this support of communities, along with our focus on a connected company culture and commitment to customer service excellence, as our Culture of Caring.

What are you excited about bringing into Stewart's sustainability efforts in the future?

Emily: I'm looking forward to continuing our sustainability journey along with our journey to be the premier title services company – a place where the best people want to be, and a place that has a culture they are proud of and want to tell their family and friends about.

How does sustainability impact your day-to-day responsibilities?

Emily: Every day, our HR, Communications and Community Relations teams, and I remain committed to our employees and their experiences and development. We take immense pride in keeping our employees safe and engaged, and in ensuring their business and well-being needs are met; they're treated equally, fairly and with respect; and they're appreciated often. We seek feedback formally, via our employee engagement survey, and informally. We listen and take action to get better every day. We extend this same commitment to our local communities.

RESPECT FOR OUR COMMUNITIES

In the social space, ensuring a better home for all means treating everyone – employees, partners, customers, vendors – fairly and respectfully with every interaction. Whether working at Stewart or with Stewart, we want everyone to feel completely comfortable being their authentic self. We take that responsibility seriously in the way we do business and in our role as a global citizen.

A Place for Everyone

The communities where we work and live are very important to us. Stewart provides support on many levels for those communities. We encourage our employees to get involved in local organizations and causes they're most passionate about, and we empower them with generous support for those organizations and causes through our enterprise-level foundation.

The Stewart Title Foundation, Inc.

The Foundation began actively managing our giving and volunteerism on an enterprise level and empowering our employees to drive change together in 2021. We expanded our enterprise partnerships and grew our community programs in 2022.

Late in the year, we announced our newest charitable partner, Rebuilding Together®. The national nonprofit repairs the homes of low-income families, veterans and the elderly, allowing homeowners and their families to live safely in their homes for years to come. In 2023, Stewart will sponsor three “builds” throughout the U.S giving our employees the opportunity to come together to support the same cause regardless of location. The first builds will occur in early 2023 in Houston, Seattle and Colorado Springs. Additionally, through our partnership with Rebuilding Together, we made an investment in Southwest Florida to assist in Hurricane Ian recovery.

Here are some of the organizations we are proud to have supported in 2022:

- ▶ [The Houston Food Bank](#) distributes food and other essentials to those in need. In 2022, we volunteered in person for the first time since COVID-19 restricted that activity. We also made a monetary donation to the food bank's Backpack Buddy program, for children who are food insecure.

- ▶ [Child Advocates](#) provides a voice for children in foster care. In 2022, Stewart donated money for lifesaving advocacy and items from the children's wish lists. We were also the first ever post-race sponsor for their annual Superhero Run, their largest fundraiser of the year.
- ▶ [American Land Title Association® Good Deeds Foundation](#) supports the local charitable efforts of title professionals.
- ▶ [MBA Opens Doors Foundation](#) provided 15 vulnerable families with critically ill or injured children rental and mortgage assistance using Stewart's donation.
- ▶ [GlobalGiving® Ukraine Relief Fund](#) supports recovery efforts led by people who live and work in areas devastated by the ongoing conflict.

Board of Directors Charitable Matching Gift Program

Through this program, the Stewart board of directors can request a matching donation of up to \$5,000 each to any charity or nonprofit they personally support. Board members can choose one organization or spread donations totaling \$5,000 across multiple organizations.

15 organizations donated to in 2022
(up from 10 in 2021)

87.5% of board members participated in 2022
(up from 75 percent in 2021)

International Giving

In addition to Stewart's efforts to positively impact our communities in the United States, our international operations also work with a variety of charitable causes, donating both time and funding. Our Stewart Title Australia operations, for example, gave to [Mission Australia](#), [Lifeline](#) and [Jenny's Place](#).

STEWART TITLE FOUNDATION 2022 ANNUAL GIVING OVERVIEW

We are proud of the significant contributions we made through our varied initiatives in 2022. Below is a breakout of the areas of contribution.

Community
Service Awards

48%

Over
\$645,000
in charitable
donations

Significant Enterprise
Partnerships

25%

Targeted
Annual Grants

27%

“Our giving strategy is rooted in ensuring a better future for all. We are looking ahead to provide lasting and meaningful impact to the communities where we live and work and to our employees and their families.”

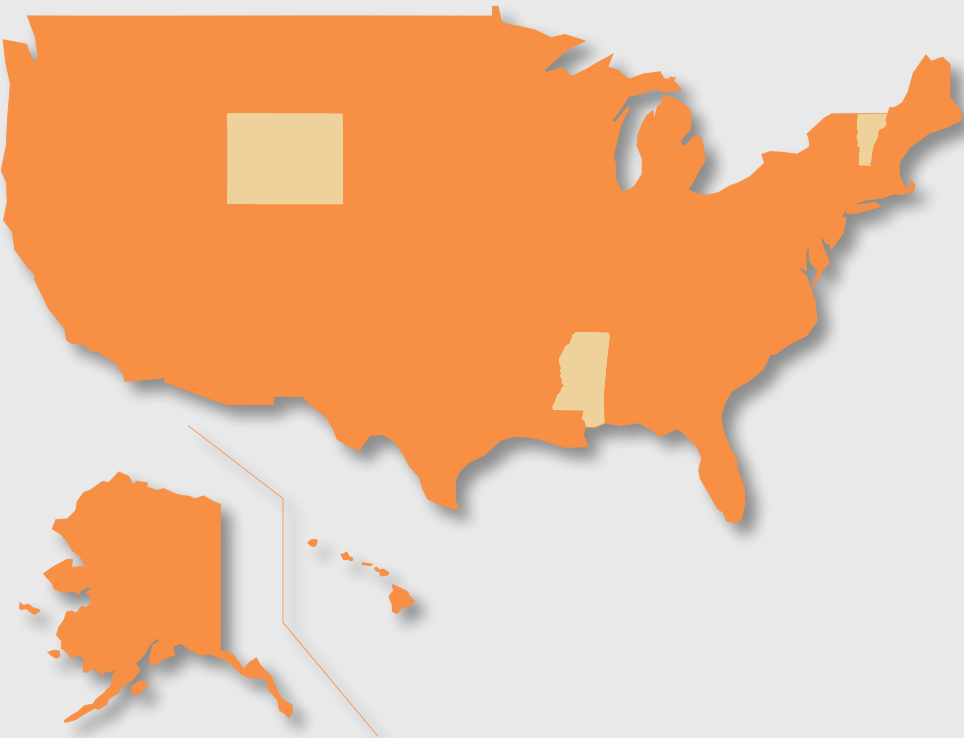
Katie Holtman | *Community Relations Representative*

Community Service Awards

Our Community Service Awards program recognizes the generous actions of our U.S. employees with a donation to organizations of their choice. In 2022, the company provided biannual awards from the Foundation to those charitable organizations, further supporting employees' efforts in their local communities. Over 619 charities, foundations and other nonprofits spanning a variety of categories received a donation.

The charities were spread across the U.S. in 47 states and the District of Columbia.

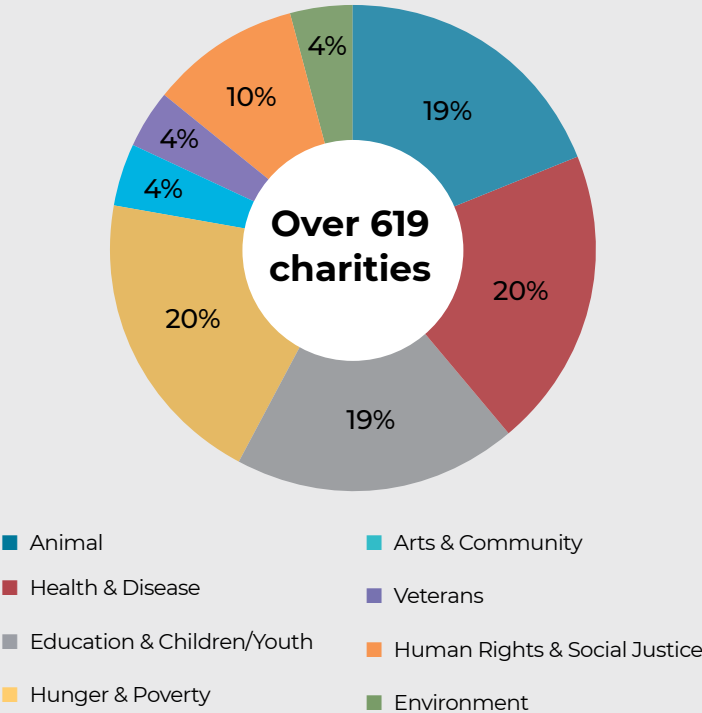
- Community Service Award States
- Non-community Service Award States

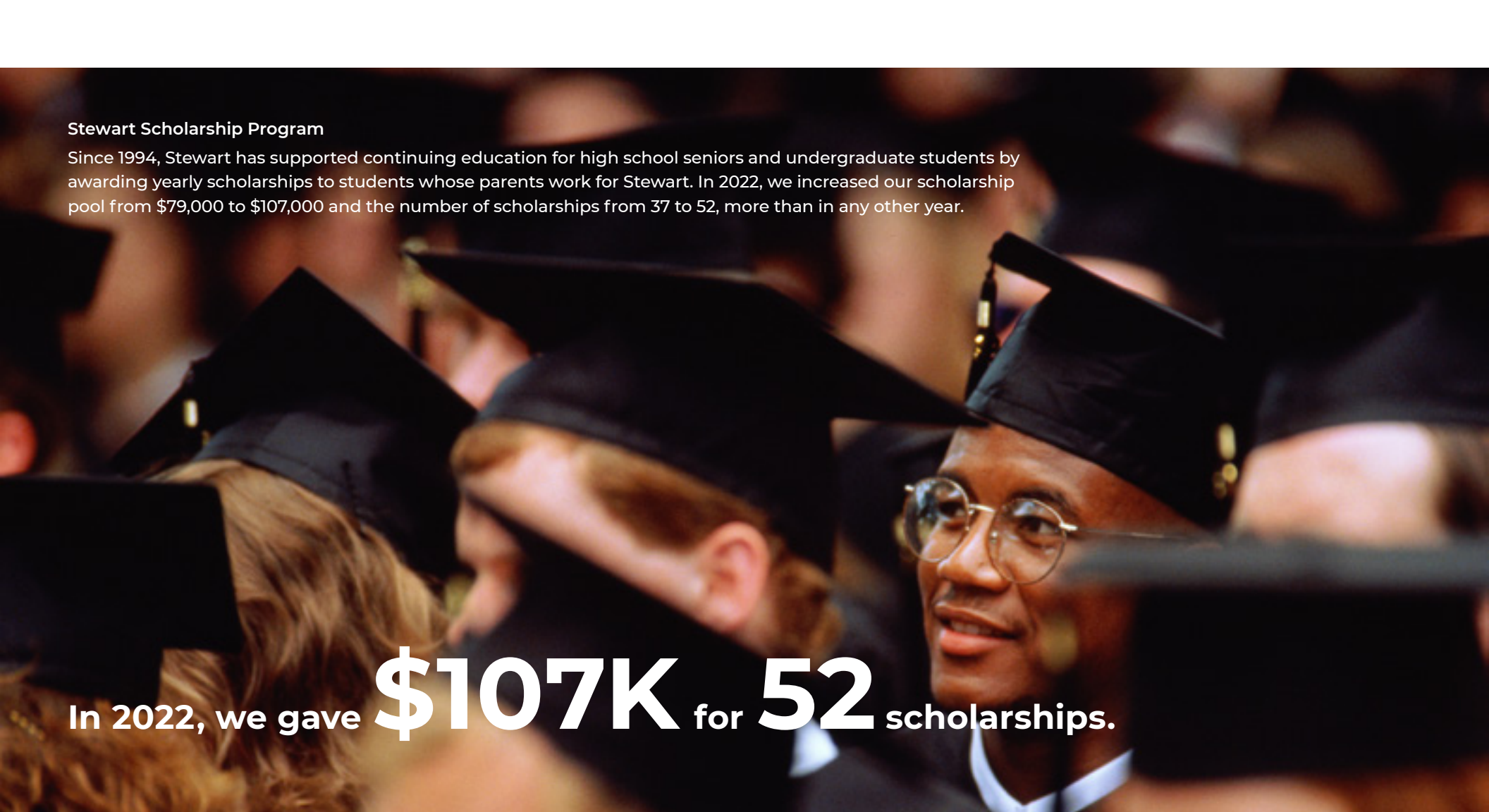


Best in Biz Award

Stewart's Community Service Awards program was named a silver winner in the ["Best New CSR Program of the Year" category by Best in Biz Awards](#). This is the only independent business awards program judged by prominent editors and reporters from top-tier publications in North America.

Between 2021 and 2022, we saw a 29 percent increase in Community Service Awards (from 472 to 619). Here is the breakout by cause for 2022:





Stewart Scholarship Program

Since 1994, Stewart has supported continuing education for high school seniors and undergraduate students by awarding yearly scholarships to students whose parents work for Stewart. In 2022, we increased our scholarship pool from \$79,000 to \$107,000 and the number of scholarships from 37 to 52, more than in any other year.

In 2022, we gave **\$107K** for **52** scholarships.

“I am extremely grateful for the generosity of the Stewart Scholarship Program. This program invested in my academic and personal development, which I intend to reinvest in others, and demonstrates Stewart Title Company’s commitment to ensuring a better future for all.”

Noah Mayo | *Scholarship Recipient*

U.S. WORKFORCE

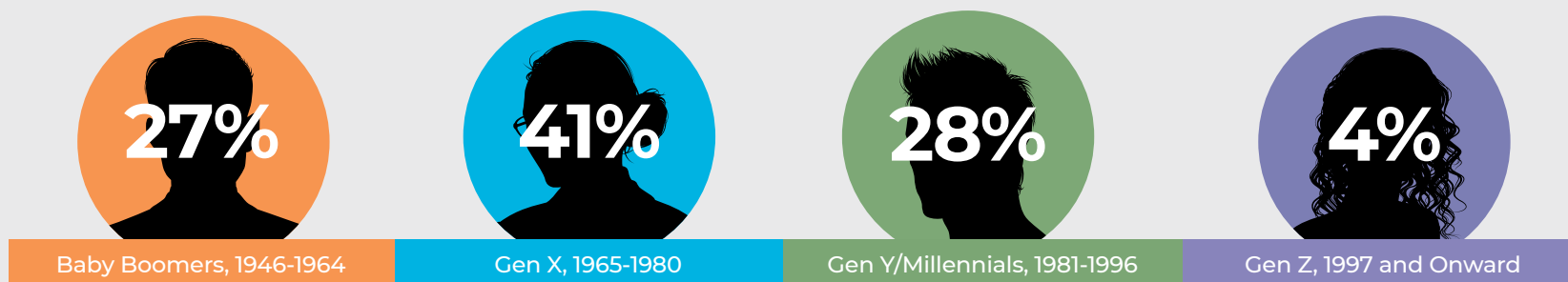
Gender		
	Male	Female
2020	24%	76%
2021	25%	75%
2022	27%	73%

Ethnic Minorities				
	Total Workforce		New Hires	
	Non-Minority	Minority	Non-Minority	Minority
2020	76%	24%	–	–
2021	74.5%	25.5%	71.5%	28.5%
2022	75%	25%	67%	33%

Generational Overview of Our Employees

2020	32%	40%	25%	3%
2021	29%	30%	35%	6%

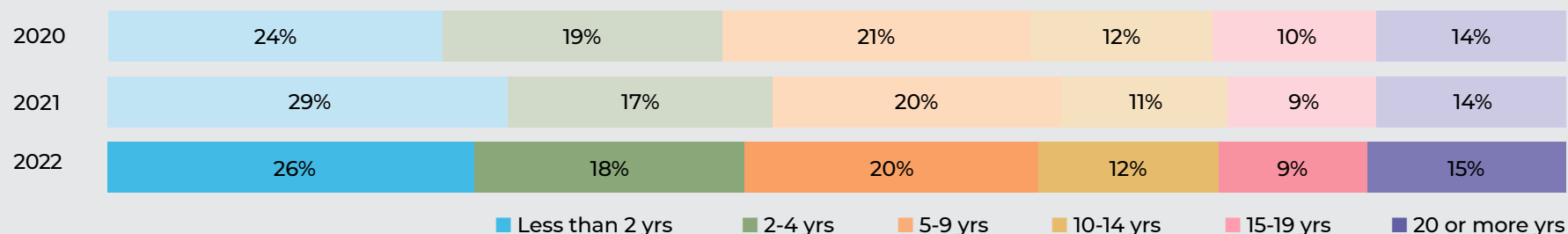
2022



Gen Y and Gen Z made up 48 percent of total new hires for 2022.

Percentage shift from 2021 to 2022 is due in part to our redefining the parameters of each generation in our new HR system.

Breakout of Employee Tenure



Executive Management Team	
	Female
2021	33%
2022	35%

Board of Directors	
	Minorities & Women
2021	33%
2022	33%

OUR COMMITMENT TO INCLUSION AND BELONGING

In 2022, Stewart's Diversity, Equity and Inclusion (DE&I) Council continued to drive our strategy, partnering with senior leadership to champion for all employees. The council, which is co-led by our chief human resources officer and our senior HR director of talent, with additional representation from all business groups at Stewart, met quarterly throughout the year, and sometimes more frequently depending on priorities. This passionate group of employees is focused on keeping a pulse on our progress, both inside and outside of our organization. We further strengthened our commitment to inclusion and belonging in the workplace by introducing

a variety of employee-centric resources designed to support learning and emphasize inclusion in all that we do. We grounded all our efforts in one straightforward commitment: *Everyone Seen. Everyone Heard. Everyone Celebrated.*

We're focused on inclusion as the priority because we know being able to bring one's authentic self to the workplace benefits everyone. Our employees want to be part of something they can be proud of, something worthwhile. They want to work for an innovative and moral company that contributes to the world in a meaningful way and is the employer of choice in its industry.



Everyone Seen. Everyone Heard. Everyone Celebrated.

We are committed to creating an inclusive workplace that fosters a deep sense of pride, passion, respect and belonging. We know that having the ability to bring your authentic self to work creates a stronger, more creative and collaborative environment that enables our team to deliver the best business results possible. Our journey to being the premier title services company is fueled by this commitment. It drives the way we serve our customers, communities and each other. We are grounded in making sure all of our employees and customers are seen, heard and celebrated. It's essential for us to win – together.

Our goal is to create a working environment where everyone can thrive while remaining true to themselves and their values.

Some of the highlights we're most proud of:

- ▶ We formalized sub-committees that meet regularly to focus on the most critical priorities for the DE&I Council. In 2022, those priorities included robust employee communication and education resources on inclusion and belonging focus areas.
- ▶ We introduced our first-ever virtual Employee Resource Group, called [Belong@Stewart](#), which provides employees a space to learn, share ideas and engage in conversations around topics like inclusion and belonging in the workplace. These diverse perspectives help us get better at what we do every day.
- ▶ We formalized and strengthened partnerships with [Fannie Mae](#)® (Future Housing Leaders), the [Appraisal Institute's Appraiser Diversity Initiative](#), the [Mortgage Bankers Associates \(Home for All Pledge\)](#) and the US Diversity Network, further supporting our recruiting and employee development strategies.
- ▶ We introduced learning campaigns that emphasize our commitment to understanding and embodying belonging in the workplace, bias avoidance, psychological safety and allyship.
- ▶ We offer employees resources to improve financial security and physical health and protect their social and emotional well-being.
- ▶ We increased floating holidays to four per year to provide additional space for employees to focus on health and well-being, provide opportunities for social and religious observances, and give time for what matters most to our employees.
- ▶ We continue to expand our Community Service Awards program, giving our employees the opportunity to support any cause that's important to them, and we contribute annually to several human rights and social justice organizations nominated by our employees through the program.

Stewart is laser-focused on ensuring our broader business strategy has inclusion and belonging not just as focus areas, but at the core of everything we do. We continue to actively seek out diverse perspectives at all levels of our organization because we know it will improve performance and

boost innovation and engagement. Increased transparency is part of our commitment, as we recognize its connection to accountability and credibility, and we continue to seek ways to both collect feedback from our employees and openly share our progress. Our most recent U.S. Employee Engagement Survey gave us increased visibility and insight to some of our most critical focus areas, helping to drive current and future activities to support them even more.

Employee feedback:

83% “My manager respects everyone’s voice”

82% “I can be my authentic self at work”

79% “Individual differences of all kinds are respected at Stewart”

As we continue our journey to create an environment where all employees are seen, heard and celebrated, these are just a few of the areas we will continue to measure for progress.

Strengthening Our Employee Value Proposition Through Inclusion

We continue to seek out ways to support the diverse needs and interests of our employee population. This has resulted in inclusive benefit offerings, flexible time off, volunteer opportunities that align with their interests and a community service award program that continues to strengthen and grow year over year.

In 2022, we expanded our focus on learning, emphasizing our commitment to inclusion and belonging, and offered additional resources to improve financial security and physical health, as well as enhanced benefits that help to protect their health and emotional well-being.

Diversity Through Early Career Development

Our internship program provides a unique opportunity for Stewart to invest in the success of students in our communities. Our interns are encouraged by peers, leaders and mentors who respect their contributions and create opportunities for them to flourish. Interns work on meaningful projects relevant to their education and interests, gain access to our top-level executives, receive mentoring and guidance on the transition from college to professional life, build lasting relationships, and make valuable professional and industry connections.

Since 2017, Stewart has offered a robust internship program geared toward introducing a diverse talent pool of college students to all aspects of the title insurance industry. Our interns come from a variety of backgrounds and a broad range of university programs from within the communities we serve. In 2022, students from minority groups made up 80 percent of our summer intern class, and 40 percent were female. We are proud to offer an intern program that is truly representative of the communities in which we live and operate.

Diversity in Leadership

Our leadership team and our board of directors reflect our commitment to diversity. Currently, women make up 35 percent of our executive management team and 63 percent of our people managers, and women and minorities make up 33 percent of our board. Stewart is represented throughout the organization by diverse leaders whose backgrounds and perspectives contribute daily to our overall success.

Our Recruiting Strategies and Practices

Stewart is an equal employment opportunity employer, and our commitment to recruiting strategies grounded in fairness, equity and inclusivity applies to policies, practices, decision-making and more. Our commitment extends to all facets of employment, including a work environment that prohibits, and is free of, harassment and discrimination or retaliation against any applicant or employee.

Our recruiting practices have evolved to include a focus on more diverse job boards geared towards veterans, minorities, women, the LGBTQ+ community, people with disabilities and more. These job boards connect us with candidates from various backgrounds, skill sets and cultures and give us access to a broad talent pool to allow us to continue building an organization that reflects the communities and customers we serve.

“We understand that inclusion is not a box to be checked; inclusion is being woven into every part of what we do, with the ultimate goal that belonging is a reality felt and valued by all of us.”

Valerie Comeaux | *Senior HR Director, Talent*



“Building relationships with diverse suppliers is an important part of making Stewart a more diverse company overall. We continue to increase spend with diverse suppliers year over year. I’m proud of our progress.”

Lisa Clement | *Sr. Director, Procurement*

Supplier Diversity

At Stewart, we understand that being committed to diversity means looking beyond our employees. In 2022, we continued to grow the amount of business we conducted with diverse suppliers, increasing our spend from \$58.3 million in 2021 to \$61.6 million.

Supplier Diversity Categories

	Small ¹		Veteran ²		Disadvantaged ³		Disabled ⁴		LGBTQ+ ⁵		Woman-owned ⁶		Ethnic Minority ⁷	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2020 Total Suppliers: 505	453	90%	31	6%	19	4%	9	2%	1	0.2%	147	29%	78	15%
2021 Total Suppliers: 862	789	92%	54	6%	25	3%	22	3%	1	0.1%	308	36%	183	21%
2022 Total Suppliers: 791	744	94%	50	6%	24	3%	22	3%	1	0.1%	280	35%	157	20%

Breakout of Ethnic Minority-Owned Suppliers

	Black-owned		Asian-owned		Hispanic-owned		Indigenous-owned		Other/Unknown	
	#	%	#	%	#	%	#	%	#	%
2020 Ethnic Minority-Owned Businesses: 78	19	24%	12	15%	32	41%	6	8%	9	12%
2021 Ethnic Minority-Owned Businesses: 183	98	54%	20	11%	44	24%	8	4%	13	7%
2022 Ethnic Minority-Owned Businesses: 157	83	53%	11	7%	40	26%	10	6%	13	8%

¹ These businesses meet the U.S. Small Business Administration's small business size standards as [defined here](#).

² These businesses are at least 51 percent owned, operated and controlled by one or more U.S. military veterans.

³ These businesses must be at least 51 percent owned, operated and controlled by one or more individuals who qualify as socially and economically disadvantaged as [defined here](#).

⁴ These businesses must be at least 51 percent owned, operated and controlled by one or more individuals with a disability as [defined here](#).

⁵ These businesses must be at least 51 percent owned, operated and controlled by one or more LGBTQ+ individuals.

⁶ These businesses must be at least 51 percent owned, operated and controlled by one or more women.

⁷ These businesses must be at least 51 percent owned, operated and controlled by one or more individuals whose ethnicity falls into the categories [defined here](#).

Stewart Spend With Diverse Suppliers

Year	Total Spend	Percentage Change
2020	\$23,937,429	—
2021	\$58,324,398	144%
2022	\$61,568,987	6%

DEVELOPING OUR TALENT

Learning is a top priority for Stewart, and we continue to focus on providing robust development opportunities for all employees. We begin the employee journey with a comprehensive, new hire, onboarding experience and continue to take an active approach in supporting employee efforts to further their professional and personal development throughout the full employee life cycle from hire to retire. We understand the importance of providing access to real-time training and know that meeting our employees where they are in their learning journey is critical in our fast-paced industry.

We've designed opportunities curated to individuals' needs, while remaining flexible and agile to meet the needs of our business and customers. Among the resources provided to employees are:

- ▶ Job-specific training for technical and business skills
- ▶ Leadership development and coaching
- ▶ Core compliance and regulatory training
- ▶ Guidance on key inclusion and belonging focus areas

In 2022, we introduced Stewart Learning, a simple and flexible learning management system and centralized resource for all learning content. The program provides a streamlined experience for our employees. Within its first few months, Stewart employees consumed almost 40,000 courses in industry knowledge, technical and software training, compliance and regulatory training, leadership skills, sales, customer service, and other areas. We also scaled our partnership with LinkedIn® Learning, which now serves as the primary resource for business skills, software and technical content, leadership skills and more.

Another key accomplishment in 2022 was the development of Stewart's Learning Committee. The committee's purpose is to create cross-functional alignment on learning and development needs and initiatives across all learning channels within Stewart. The group is primarily focused on curriculum design and delivery, creating focused learning paths for

the topics most important to our employees, and expanding the use of our Stewart Learning technology. The formation of this group provides ongoing opportunities for collaboration, which supports our overall goals to meet our employees' learning needs in the most streamlined and accessible way.

Mentorship Program

Our Underwriter Mentorship Program brings groups of experienced and early career underwriting talent together to share expertise, knowledge and ideas that support the career development of this segment of our workforce. The program offers several benefits for mentors and mentees, including increased networking opportunities, technical skill development, leadership development and increased visibility to cross-functional groups throughout the organization.

Since inception, the Underwriter Mentorship Program has established over 65 new mentoring relationships and created the springboard for additional mentorship programs in other functional areas of our business.

Career Growth

Our internal career development programs go beyond simple job training to help employees navigate and take ownership of their career journey through clearly defined roles and transparent job expectations. Our job architecture approach, coupled with our goals and performance philosophy, encourages learning and growth across the organization. It provides guidance and support by:

- ▶ Aligning employee job expectations to roles and responsibilities required for success
- ▶ Helping define career paths
- ▶ Providing visibility to development opportunities
- ▶ Offering guidance on goal setting and learning opportunities to support those goals



“The educational resources we provide help our employees build job skills and a better understanding about important issues like workplace diversity. They are incredibly valuable in helping people propel their careers forward.”

Jay Reed | *SVP, SE States District Agency Manager*

HUMAN RIGHTS

Stewart takes its responsibility to respect human rights internally seriously, but we don't stop there. We are also interested in making a positive impact on human rights issues across the globe. This is an area of growing importance to our employees, partners, shareholders, customers and the communities where we live and work, and we are dedicated to creating operating environments where human rights are protected and respected.

We hold all employees accountable to our [Human Rights Policy](#) and incorporate it into our Essential Learning Activities program for employees. We are aware that we must continually take steps to identify and address any possible or real adverse human rights impacts we may be involved with, directly or indirectly, through our activities or business relationships. Our goal is to manage these risks by incorporating additional focus into our policies, practices and internal systems, and by taking immediate action on any findings of adverse activity in this space.

We treat human rights and social due diligence as ongoing processes that require closer scrutiny at certain stages in our business activities. That includes being aware of potential impacts that result from changing operating conditions or forming new partnerships. We pay particular attention to individuals or groups who may be at greater risk of negative human rights impacts due to their vulnerability or marginalization and recognize that women and minority groups may face different risks.

ENRICHING QUALITY OF LIFE

Employee Stock Purchase Plan

Stewart's Employee Stock Purchase Plan (ESPP) gives employees the opportunity to buy Stewart stock at a discount twice a year. Contributing a percentage of after-tax earnings lets our employees become company shareholders, save for their personal financial goals and actively participate in the growth and success of the company.

ESPP participation reached 21 percent during the second year of the plan in 2022, with more than 1,100 employees participating in the plan by year end. That represents a 10.3 percent growth from the inaugural plan year in 2021. Our employees from Canada became eligible to participate in the ESPP during 2022. Of Canada's 232 eligible employees, 42 enrolled in the plan. That represents an 18.1 percent enrollment rate.

The plan continues to grow as our employees realize and appreciate the value of the program and its ability to contribute to their personal wealth creation. Participating employees can enjoy significant returns on their investment in the ESPP because of their ability to purchase the stock at a discount and the potential for our stock's appreciation.

Retirement Savings

Stewart offers a competitive 401(k) retirement savings plan for eligible employees. In 2022, we matched our employees' contributions, adding a total of more than \$12.4 million.

Also in 2022, Stewart continued to reward all our employees' efforts in a way that would contribute to their long-term financial security. To reward their positive impact to the company's performance, we made a special contribution totaling more than \$3 million to our employees' 401(k) accounts during the year. Stewart has made seven such contributions since 2020. In addition, employees receive a service award employer contribution to their 401(k) accounts when they reach each five-year milestone anniversary.



“It says a lot about the way our leaders think that they actively encourage employees to become owners of the company, and then provide a program that makes it easy and beneficial for us to do that.”

Juan Bueno | Sales Representative, ESPP participant

Health and Group Benefits

Our employees' health and well-being are high priorities for us and an important part of our overall social strategy. So much so that employee opinions and feedback about our health and wellness benefits from our recent employee engagement survey drove enhancements to the benefits we offer.

Focus on Employee Affordability and Enhanced Care

In 2022, Stewart continued its focus on its benefits plan design to improve affordability for all employees relating to our health and group benefits, and added new features for enhanced care. Some new features added to show continued focus on employee affordability included reduced co-pays for virtual visits, improvements to our pharmacy program and enhanced voluntary benefits. Stewart removed the waiting period for eligible new hires in 2022 so they can now begin participating in the health and welfare plans starting on their date of hire.

Childbirth and Bonding Leave

We were excited to hear from our employees through our recent employee engagement survey in 2022 about their interest in paid benefits surrounding childbirth and bonding. Through ongoing efforts to create programs and practices that appropriately support families within the Stewart organization and motivated by inclusivity and employee health and well-being, we announced a new childbirth and bonding paid leave beginning January 1, 2023.

COVID-19 Testing and Treatment

Making sure our employees stay healthy and safe during the COVID-19 pandemic continued to be a top priority for Stewart. The Stewart health plan continued to cover the cost for COVID-19 vaccinations for preventative care, as well as COVID-19 testing and treatment during the 2022 plan year for enrolled employees and their covered dependents.

Employee Assistance Program

Stewart's fully funded Employee Assistance Program provides confidential assistance and counseling for personal issues facing our employees and their families. The program can help employees with a variety of matters, including financial services, legal issues, counseling, and health and wellness.

LiveWell@Stewart

We provide a comprehensive wellness program that gives employees opportunities to improve and maintain their health and save money on medical premiums. The wellness program offers:

- ▶ A premium discount for a biometric screening, online health assessment and at least one wellness activity
- ▶ An annual gym or fitness equipment rebate program
- ▶ Smoking cessation program
- ▶ Online coaching opportunities
- ▶ Rewards for completing wellness activities that promote comprehensive physical, mental, social, emotional and financial wellness

The program is fully funded by Stewart because we believe that employee wellness is a critical component of our benefits program. In 2022, we continued our focus on education and offered monthly learning sessions on a variety of topics throughout the year. These sessions enjoyed a good participation rate.

In addition, we more than doubled our wellness premium credit in 2022, further reducing medical plan costs for employees who actively participated in the program. As a result, 21 percent of employees participated, with a total amount of savings for the employees of \$664,200. The number participating increased from 2021 to 2022, and the total amount of savings increased from \$161,520 in 2021.

With more than 15 percent of employees participating in the rewards program overall (seven percent of employees reaching platinum status earned more than \$68,075), our employees have demonstrated their commitment to their personal well-being. In addition, more than 900 employees took advantage of the annual gym or fitness equipment rebate, resulting in a total savings of \$179,462 in 2022.

Employee Discounts

Stewart provides a wide array of corporate discounts to our employees. These help employees save on everything from day-to-day expenses like phone bills, to large purchases such as new cars or vacations. During 2022, our employee use of these discounts continued at the same rate as 2021, indicating our employees are continuing to take advantage of the program and all it has to offer. We regularly review participating vendors to make sure they are performing well and serving our employees to the best of their ability. We also annually review vendors for employee use to make sure we are offering the discounts our employees consider valuable and use most.

Title Insurance Policy Bonus

Employees who buy, sell or refinance their primary residence are eligible to receive a bonus when they purchase a Stewart-issued title insurance policy. In 2022, more than 160 employees received the bonus, for a total of \$136,500.

Flexible and Remote Work Arrangements

To cut down on fossil fuel use and support work/life integration, Stewart promotes and supports flexible and remote work arrangements for eligible employees.

TOP WORKPLACES USA

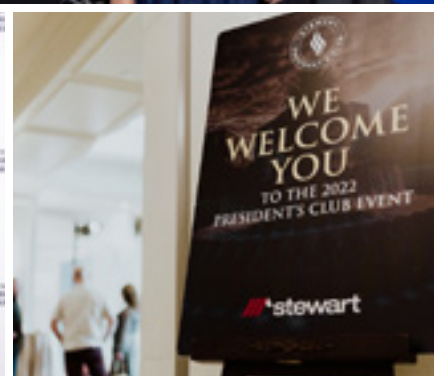
In early 2022, we conducted a U.S. Employee Engagement Survey to better and more formally understand employee sentiment and gain actionable feedback on culture and engagement. The results have helped guide our path forward on keeping employees engaged, ensuring Stewart is a place where our employees are proud to work, and strengthening our relationship with the communities we serve.



Based on the survey feedback received from our employees, we have been recognized as a [2023 Top Workplace USA](#) as well as a Top Workplace in several regional areas, including Houston, Nevada, Arizona, San Diego, Middle Tennessee, Oregon and Southwest Washington, Utah, New York and Columbus. These awards celebrate nationally recognized companies that make the world a better place to work by prioritizing a people-centered culture and giving employees a voice, something Stewart continually strives toward.

Stewart has also been recognized in the following Employee Culture areas:

- ▶ **Employee Appreciation** – Stewart was recognized for our efforts in genuine employee appreciation and the self-sustaining performance and positivity boost that it creates. Stewart Celebrates, our global rewards and recognition program, is dedicated to celebrating and rewarding employees through meaningful recognition moments. We facilitate those moments through our Appreciation Hub for both manager-to-employee and peer-to-peer recognition options, because what we do for our customers and organization is highly valued and appreciated.
- ▶ **Employee Well-Being** – At Stewart, we put health and wellness at the center of our workplace culture. Whether it's through our health and wellness program, LiveWell@Stewart, or promoting financial wellness through the Employee Stock Purchase Program (ESPP) and the 401(k) plan, we know our employees are the most important resource, and their mental, physical and emotional well-being is top of mind for Stewart.



"It's huge to work this hard for a company and get appreciated and recognized. It means everything and I can't wait to nominate someone next year!"

Rheanna Giesecking | Branch Manager

RECOGNIZING AND REWARDING OUR EMPLOYEES

It's part of our culture to recognize and reward our employees for their contributions to the company and to each other. It's not only the right thing to do; it's also key to attracting and retaining the best talent in the industry and keeping our employees happy, motivated and engaged. Through our internal Workplace from Meta (formerly Workplace by Facebook®) platform, we celebrate each other's accomplishments, milestones and birthdays across the company.

We also celebrate the great work being done daily by our employees with our Stewart Celebrates employee recognition program. Peers reward coworkers with non-monetary eCards, and managers give monetary rewards with Spot Awards. In 2022, employees exchanged more than 1,700 celebratory e-messages, and managers gave out more than 4,200 Spot Award rewards for a total of more than \$218,000.

Our recognition doesn't stop with our current employees. Retiring employees receive a personalized crystal award and a unique yearbook highlighting their career accomplishments.

2022 Chairman's Awards

The Chairman's Award is the most prestigious award at Stewart. Begun in 2022, the annual award recognizes outstanding individual and team achievements across the company. Our executive leadership committee evaluates all nominees to determine which individuals and teams rose above expectations and showed a higher level of dedication and commitment.

One of the elements that make this such a prestigious award is that co-workers nominate the candidates. They narrate the stories of excellence that impact our business and inspire others. They choose who is the best among us and what is best about us, putting forward teams and individuals who have embraced our culture and taken it to the next level.

The inaugural event celebrated recipients at a company-wide ceremony in which CEO Fred Eppinger recognized and celebrated eight individuals and four teams that truly lived out the values of our DNA in 2020 and 2021.

President's Club

Our President's Club recognizes and rewards individuals who help Stewart meet our revenue growth business goals. These top performers help us deliver a world-class customer experience, building the business relationships that last a lifetime. Recipients represent a diverse group of our employees who work in the communities we serve.

President's Club awards are issued annually. Recipients enjoy:

- ▶ Leadership recognition
- ▶ Company-paid trip where they are honored for their contributions
- ▶ Recognition by peers via publication to Stewart's intranet site
- ▶ Recognition at our all-employee meeting
- ▶ President's Club seal for use on all recipients' communications

ENVIRONMENT





Q&A With Brian Glaze | *Corporate Controller*

How important is it to you to work for a company that's committed to sustainability?

Brian: Initially, I wasn't sure about everything sustainability encompassed. But as I have worked more closely with our ESG Committee over the past year, I have seen how our operations can impact the environment as well as Stewart's overall goals as a business. As we continue to educate our employees on sustainability, it will become more important and eventually become part of Stewart's DNA.

How does Stewart's commitment to sustainability affect the company's governance, social and environmental decisions and activities?

Brian: Our commitment to sustainability has grown over the years. As we have identified additional measures and actions we can take to be a more sustainable company, we have realized that the small decisions we make can aggregate into better outcomes for the environment.

How do those decisions and activities relate to ensuring a better home for all?

Brian: In my role, I see Stewart from many different perspectives – finance and accounting, procurement, and investor relations. There are many constituent groups that we interact with involving internal decisions we make relating to reducing paper usage, recycling electronics or driving to the office. I also see that we can make more informed, green-friendly decisions on where we lease office space and buy office supplies. We know sustainability is a vital component for some potential investors when they evaluate Stewart.

As the leader of our environmental efforts, what does Stewart do within this area that makes you proud to be part of the company?

Brian: We formed our Environmental Management Committee in 2022. Forming the committee solidifies Stewart's commitment to sustainability. As head of the committee, I have the opportunity to work with business leaders from across the company that make up the committee. This enterprise-wide approach gives us better insight into identifying decisions that can make Stewart a more sustainable company. I am proud of our commitment to reducing our impact on the environment each year.

What are you excited about bringing into Stewart's sustainability efforts in the future?

Brian: It is exciting to see our progress as we move through this journey. There are so many external resources available that we take advantage of to make Stewart a more sustainable organization. We will continue to identify measurable ways to impact the environment.

How does sustainability impact your day-to-day responsibilities?

Brian: Sustainability is at the forefront of our daily operations. It has made me more conscious about the decisions I make. Not only the small daily decisions, but also those significant decisions and actions that can move the needle toward a more sustainable future.

MANAGING OUR IMPACT ON THE ENVIRONMENT

With respect to the environment, being committed to ensuring a better home for all means making the smallest impact we can on our physical world as we conduct our business. We strive to balance the quality of our services and optimize how we use natural resources in a measurable way.

Stewart focuses on those areas where we can positively affect the environment. Digitizing the real estate transaction – reducing paper use and fossil fuel consumption – and reducing, reusing and recycling the materials play important roles in that effort.

Our use of digital document signing and our paper recycling efforts had some very positive effects on the environment.



Electronic signings enabled us to save more than

5.1 million
sheets of paper¹.

¹Based on data provided by our vendor, [DocuSign®](#).

²Based on data provided by our vendor, [Iron Mountain®](#).



Our paper recycling prevented more than

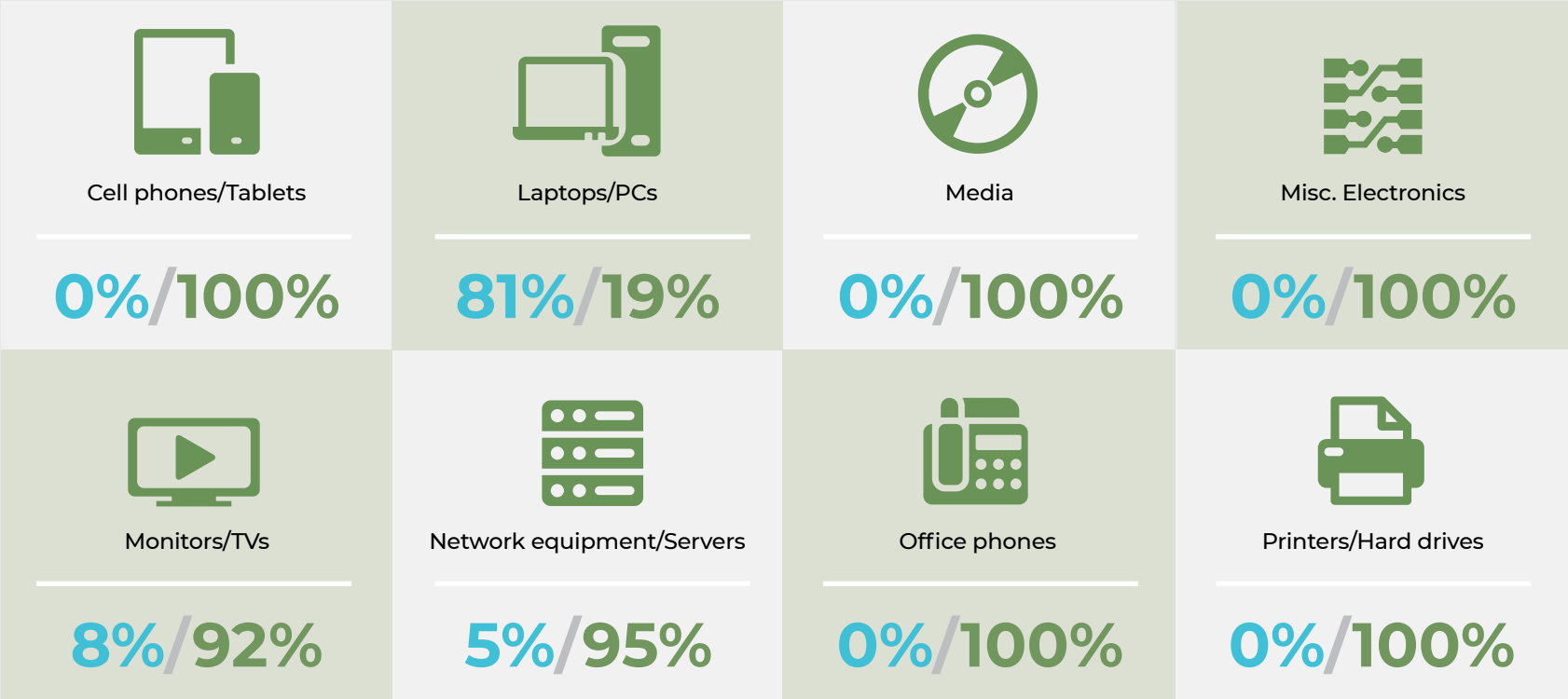
16,000 trees
from being destroyed².

“We take a *reuse, recycle and resell* approach to our obsolete hardware. It helps keep equipment out of landfills and contributes significantly to our ecological efforts.”

Amy Opiela | VP, IT Technology and Business Services

As a result of Stewart's management of our information technology asset disposal and in conjunction with our R2-certified vendor¹, we were able to recycle or reuse substantially all disposed assets in 2022².

■ Sold ■ Recycled



Landfill Avoided Amount Reused Amount Recycled

45,684_{lbs.} = 10,355 + 35,329

¹ R2-certified vendors are certified by Sustainable Electronics Recycling International and are trained to ensure that end-of-life electronics and their components are handled safely.
² Based on data provided by our vendor, [CompuCycle](#)®.

ENVIRONMENTAL RISK MANAGEMENT

Sector/Industry					
SASB Environmental Issue Category	Financials Insurance	Technology & Communications	Consumer Goods	Transportation	Services
Green House Gas (GHG) Emissions					
Air Quality					
Energy Management					
Waste & Wastewater Management					
Waste & Hazardous Materials Management					
Ecological Impacts					

■ More than 50 percent of sector/industry companies will have an issue ■ Less than 50 percent of sector/industry companies will have an issue □ Sector/industry companies should not have any issues

We manage our company's material risks, including environmental risk through our Enterprise Risk Management (ERM) program. Since many of our offices, including our Houston headquarters, are in areas with significant environmental risk, we have instituted programs to ensure the continuity of our business and enable our employees to work with minimal disruption. Our ERM program also emphasizes our responsibility as stewards of the environment.

We use our internal ERM process and [Sustainable Accounting Standards Board \(SASB\) Materiality Map®](#) standards to determine our environmental risks. SASB is an independent nonprofit organization that sets standards to guide the disclosure of financially-material sustainability information by companies to their investors. Their map reflects sustainable environmental issues likely to impact various sectors and industries. For the sake of comparison, we have included the environmental impacts of other industries.

SASB corroborates that, as a company within the mortgage finance sector of the financial industry, Stewart's environmental risks are not material.

SETTING LEADERSHIP-LEVEL GOALS

Stewart launched an Environmental Management Committee in 2022 that works to establish goals for the company in conjunction with leadership. This team is responsible for:

- ▶ Providing a comprehensive assessment of all owned and leased spaces with a goal of reporting on all spaces with available environmental information
- ▶ Offering recommendations for reducing the company's environmental impact
- ▶ Establishing goals for achieving net zero carbon
- ▶ Evaluating any lingering impact COVID-19 has had on our energy usage, waste management and GHG emissions



“We strive to locate real estate for our offices with the highest efficiency standard. We focus on working with forward-thinking architects and contractors who utilize the latest eco-friendly technologies related to HVAC, lighting and mechanical/electrical/plumbing. When there’s a choice that can help us grow and be more energy-efficient, we make it.”

Steve Lindstrom | *VP, Corporate Real Estate and Facilities*

TOWARD BETTER RESOURCE MANAGEMENT

We conduct our business in an environmentally responsible manner because it's good for the planet, our company and our customers. Our building and lease management and procurement teams make every effort to partner with companies and building owners committed to minimizing environmental impact.

Here are examples of our efforts relating to energy efficiency and waste management across our offices:

- ▶ Prioritizing buildings that use environmentally efficient lighting and/or are [LEED®](#) certified when renewing leases
- ▶ Partnering with an R2 certified vendor to recycle and repurpose our IT equipment
- ▶ Contracting with a third-party partner who is committed to shredding and recycling in an environmentally responsible manner. We scan and digitize documents and retain them electronically when possible
- ▶ Prioritizing purchasing new hardware for our data center that is [Energy Star®](#) compliant
- ▶ Offering employees, through Stewart's Commuter Expense Reimbursement Accounts (CERA), pretax contributions to pay for eligible public transportation and vanpooling expenses, promoting the reduction of emissions tied to daily commuting

Our home office building is LEED-Gold rated and has been energy certified in 2022. We have specific environmental standards in place, including:

- ▶ Energy-efficient lighting and motion sensors that turn off lights if they detect no movement
- ▶ Electric car charging stations in our parking garage
- ▶ Filtered water dispensers and recycled paper cups to reduce waste in our breakrooms
- ▶ Video conferencing and advanced AV technology to allow for greater use by remote workers and customers

TRACKING GREENHOUSE GAS EMISSIONS

We know that lowering greenhouse gas emissions (GHG) and encouraging sustainably focused business practices help mitigate the impact of climate change. We continue to assess our GHG data collection efforts as we learn more from additional company-owned facilities and industry partners, with the goal of understanding our company's full emissions footprint as we set future reduction priorities.

ACQUIRING ECO-FRIENDLY TECHNOLOGY

Stewart is committed to moving not only our company, but the real estate services industry, into a more environmentally friendly future. Digitizing the real estate transaction and its supporting technology plays a significant role in improving process efficiency and helps reduce the need for paper and travel to our offices. The supporting technology includes:

- ▶ [Stewart Accelerate®](#) – Our automated title-decisioning platform
- ▶ [NotaryCam®](#) – A Stewart-owned online notarization platform
- ▶ Stewart Connect – Centralized web portal for title agents
- ▶ eClosing – Digital in-person experience that reduces paper usage
- ▶ [Virtual Underwriter®](#) – Web-based repository of underwriting resources

THE IMPACT OF FINANCIAL STRENGTH

Successful sustainability initiatives depend on the strength of a company's financial position. In 2022, Stewart built on its strongest financial position in history by investing in strategic technology acquisitions and key geographic markets. We continued to leverage our strong operating performance to improve our scalability and portfolio of products and services, which gives us the opportunity to move forward with key sustainability strategies.

\$982 million

Cash and high-quality investments

\$1.4 billion

Total shareholder equity

\$790 million

Policyholder surplus

\$584 million

Balance sheet claims reserves

\$192 million

Operating cash flow

25%

Debt-to-capitalization ratio

All financial information as of December 31, 2022.

Leading credit rating agencies have given Stewart high marks.

A-

Fitch Ratings®

A-

A.M. Best

A"

Demotech®



ESG Executive Leadership Council

EVERY DAY IS A NEW OPPORTUNITY

With this, our third published sustainability report, we hope to show the progress we're making toward improving our company's performance across environmental, social and governance spaces. We recognize the importance of strengthening our commitment to our employees, our customers and our collective futures as it relates to these vital areas. We also recognize the importance of integrating our ESG strategies and priorities into the way we do business, and to be transparent in the reporting of our efforts.

Forward-looking Statements

Cautionary statements regarding forward-looking statements. Certain statements in this report are “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995. Such forward-looking statements relate to future, not past, events and often address our expected future business and financial performance. These statements often contain words such as “may,” “expect,” “anticipate,” “intend,” “plan,” “believe,” “seek,” “will,” “foresee” or other similar words. Forward-looking statements by their nature are subject to various risks and uncertainties that could cause our actual results to be materially different than those expressed in the forward-looking statements. These risks and uncertainties include, among other things, the following:

- ▶ the volatility of economic conditions;
- ▶ adverse changes in the level of real estate activity;
- ▶ changes in mortgage interest rates, existing and new home sales, and availability of mortgage financing;
- ▶ our ability to respond to and implement technology changes, including the completion of the implementation of our enterprise systems;
- ▶ our ability to prevent and mitigate cyber risks;
- ▶ the impact of unanticipated title losses or the need to strengthen our policy loss reserves;
- ▶ any effect of title losses on our cash flows and financial condition;
- ▶ the ability to attract and retain highly productive sales associates;
- ▶ the impact of vetting our agency operations for quality and profitability;
- ▶ independent agency remittance rates;
- ▶ changes to the participants in the secondary mortgage market and the rate of refinancing that affects the demand for title insurance products;
- ▶ regulatory non-compliance, fraud or defalcations by our title insurance agencies or employees;
- ▶ our ability to timely and cost-effectively respond to significant industry changes and introduce new products and services;
- ▶ our ability to realize anticipated benefits of our previous acquisitions;
- ▶ the outcome of pending litigation;
- ▶ the impact of changes in governmental and insurance regulations, including any future reductions in the pricing of title insurance products and services;
- ▶ our dependence on our operating subsidiaries as a source of cash flow;
- ▶ our ability to access the equity and debt financing markets when and if needed;
- ▶ effects of seasonality and weather; and
- ▶ our ability to respond to the actions of our competitors.

All forward-looking statements included in this report are expressly qualified in their entirety by such cautionary statements. We expressly disclaim any obligation to update, amend or clarify any forward-looking statements contained in this report to reflect events or circumstances that may arise after the date hereof, except as may be required by applicable law.

