



COMMITTED TO ENSURING
A BETTER HOME FOR ALL

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LETTER FROM FRED EPPINGER | CEO



Frederick H. Eppinger
Chief Executive Officer

This past year we came together as a company to celebrate Stewart's 130th anniversary. There aren't many businesses that have achieved such a significant milestone. I believe we have survived this long because of our commitment to do the right thing, even when it is the harder choice.

Stewart has shown great resilience through many different seasons over these past 130 years. We continue to stand strong due to our dedication to one another and to our craft. We are a company that sustains because of generations of employees choosing every day to serve our customers and local communities well by being responsive, working together and making the right decisions.

For these reasons and more, it is with great pride that I share our 2023 Sustainability Report. Our employees and leaders have put in a tremendous amount of effort to continue to evolve and advance Stewart, allowing us to build a company that our local communities can be proud of, a partner of choice. Our commitment to sustainability is woven into the very fabric of the company and is part of every decision we make as we pursue excellence in every interaction we have with our customers.

It has been a great privilege to lead this company these past four years. I continue to be proud of and amazed by all of you. Your dedication and resiliency are why I am confident that we will achieve our vision of becoming the Premier Title Services Company. A company we can all be proud of.

A handwritten signature in black ink, appearing to read "Fred Eppinger". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Fred





FOR OUR EMPLOYEES

- ▶ Delivered an employee appreciation bonus in the first quarter to all employees
- ▶ Enhanced health and welfare programs by:
 - Expanding wellness resources for our employees through our new Stewart Wellness Program, powered by Virgin Pulse, focused on improving physical health and well-being, as well as social, mental and financial wellness
 - Introducing a Childbirth and Bonding Paid Leave Program through our ongoing efforts to create inclusive programs and practices that appropriately support our employees and their families
 - Transitioning our Short-Term Disability program to be fully company paid, reducing cost and expanding access for our employees
- ▶ 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, inclusive benefits offerings and learning opportunities
- ▶ Partnered with an outside firm to complete a U.S. Employee Engagement Survey in 2022 and gauge progress with a U.S. Employee Pulse Survey delivered in 2023, with our results earning us recognition in the Top Workplaces program as a 2023 Top Workplace USA



FOR OUR COMPANY

- ▶ Added a new board member, Helen Vaid, who was named to the Audit and Compensation Committees
- ▶ Launched a global Code of Conduct training to ensure that all employees know what is expected of them and to continuously improve the company's culture, productivity and overall performance
- ▶ Named a new Sustainability Committee lead



FOR OUR COMMUNITY AND ENVIRONMENT

- ▶ Received numerous awards for both our company and our leaders, which included:
 - Being ranked #52 for companies with 2,500+ employees by Top Workplaces USA
 - Receiving a Corporate Responsibility Award from the NEI Global Alliance
 - Being named a Best-in-Class Employer by Gallagher, aligned with our enhanced benefits strategy and new employee offerings
 - Individual employee recognition included HousingWire Vanguard, HousingWire Insider, HousingWire Finance Leader, Success magazine Women of Influence and Inman Best of Finance
- ▶ Increased our charitable donations by 60% from 2021 through our bi-annual Community Service Awards Program, which has supported employee-designated charities, foundations and other nonprofit organizations in all 50 states and the District of Columbia
- ▶ Strengthened communities in nine cities across the U.S. by funding home repairs through our charitable partner, Rebuilding Together®, providing opportunities for employees to give back
- ▶ Expanded the newest Stewart Scholarship class by 35% from 2022, giving \$136,000 to 68 students pursuing their undergraduate degrees
- ▶ Home office now powered 100% by renewable energy
- ▶ Impacted the environment positively through efforts that resulted in:
 - Saving more than 13,500 trees from being harvested
 - Reducing paper consumption by more than 5.3 million sheets through electronic signing of documents
- ▶ Our NotaryCam® subsidiary performed over 31,000 signings remotely online – eliminating the associated carbon emissions of vehicles traveling for those signings

FINANCIAL HIGHLIGHTS

Successful sustainability initiatives depend on the strength of a company's financial position. We remain dedicated to intelligent investment in key technologies and geographic markets as part of our sustainability strategies.

\$952 million

Cash and high-quality investments

\$1.4 billion

Total shareholder equity

\$843 million

Policyholder surplus

\$528 million

Balance sheet claims reserves

\$83 million

Operating cash flow

25%

Debt-to-capitalization ratio

All financial information as of December 31, 2023.

Leading credit rating agencies have given Stewart high marks.

A-

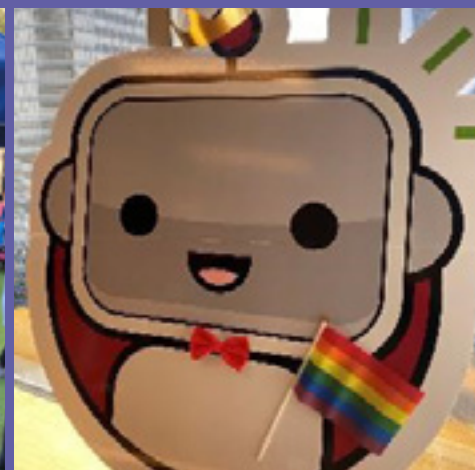
Fitch Ratings®

A-

A.M. Best

A^{II}

Demotech®



ABOUT STEWART

Name | Stewart Information Services Corporation

Industry | Financial Services & Insurance

Headquarters | Houston, Texas | **Worldwide Employees** | 6,800

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 investors and home builders.

It is our commitment to all those customers and to protecting property ownership 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
- ▶ Serve all our stakeholders 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



NAVIGATING THE CHALLENGES OF TODAY'S REAL ESTATE MARKET

We began the year-long celebration of our 130th anniversary in 2023. This milestone gives us a chance to look back at more than a century of accomplishments. A key moment in that history took place only four years ago, when we began to redefine how we do business and what we believe it takes to be successful for the next 130 years. For us, it means strengthening our commitment to providing better experiences for our employees, customers and partners; using our financial strength to acquire companies and technology that can propel us forward and provide the tools and resources our customers need to streamline business and provide better experiences for their clients; and setting ourselves up for success, even in difficult markets. We committed to becoming the premier title services company four years ago. That goal continues to guide us in all our interactions and decisions today.

It drives how we provide for our employees and the people we work with, how we impact 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 are inclusive. We share our unique experiences, 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 revolves 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.

Real estate plays a major role in the economy, no matter the financial environment. On average, housing's combined contribution to gross domestic product (GDP) ranges between 15 and 18 percent through residential investment and consumption spent on housing. In 2023, housing's share of GDP on an annual basis was 15.9 percent, a decrease from 2022 housing GDP share of 16.4 percent.¹

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 \$2.5 trillion to U.S. GDP.²

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 provide 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 our business 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 closing and 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 130 years.

¹ NAHB. (2024, January 25). Housing Share of GDP inched up in the Fourth Quarter of 2023. from <https://eyeonhousing.org/2024/01/housing-share-of-gdp-inched-up-in-the-fourth-quarter-of-2023/>

² NAIOP Research Foundation. (2024, February 8). Retrieved March 1, 2024. NAIOP: Commercial Real Estate's Contribution to Gross Domestic Product Grows. from <https://www.connectcre.com/stories/naiop-cre-contributes-2-5t-to-us-gdp-in-2023/>

FROM CONTRACT TO CLOSING

There's a lot that happens between the time a buyer finds a property and the day it belongs to them. Here are the steps in transferring a land title.



This chart represents the contract-to-closing process for a typical residential real estate transaction. Other steps may be involved for more complex transactions, commercial real estate transactions or special situations such as relocations.



GOVERNANCE



“

We are taking the lessons from the past, but moving forward into a more modern world. Stewart’s future really is ours to make.”

Mary Thomas | *Chief Compliance Officer*

“

Stewart’s commitment to sustainability reminds me it is essential to act responsibly and ethically today without compromising the safety, welfare and needs of future generations.”

Julie Warnock | *Assistant Corporate Secretary*

“

At Stewart, maintaining the highest standards of corporate governance enables us to better serve our customers as a trusted and responsible partner.”

Beth Fowler
Executive Vice President, Lender Services

“

We are committed to good governance because we are committed to doing the right thing.”

Elizabeth Giddens | *Chief Legal Officer*

“

Our dedication to sustainability reminds me to always think about the long-term impact of the business decisions we make today.”

Scott Gray | *VP, Treasury & Risk Management*

“

From a regulatory standpoint, Stewart’s commitment to sustainability plays a meaningful role in shaping our business decisions and activities.”

Jen Tierney | *Regulatory Counsel*

OUR COMMITMENT TO SUSTAINABILITY

130 years in business lays the groundwork for seeing things in the long term, which helps when working toward a sustainable future. Our history fuels our commitment to ensuring a better home for all and informs the actions we take for our customers, our employees and our communities. It provides a focus that helps guide our decisions to create a sustainable business model that empowers our company to have a positive long-term impact for all our stakeholders.

Our Sustainability Governance Structure

In 2023, Stewart refined its sustainability governance structure to better enable the company to address sustainability issues and authentically align sustainability strategy to the company's overall business strategy. This included refining the members of the Sustainability Committee and naming a committee lead.



Both the Sustainability Executive Leadership Council and Committee interact with committees and teams throughout the company whose responsibilities influence or impact Stewart's sustainability efforts.

Engaging with Stakeholders

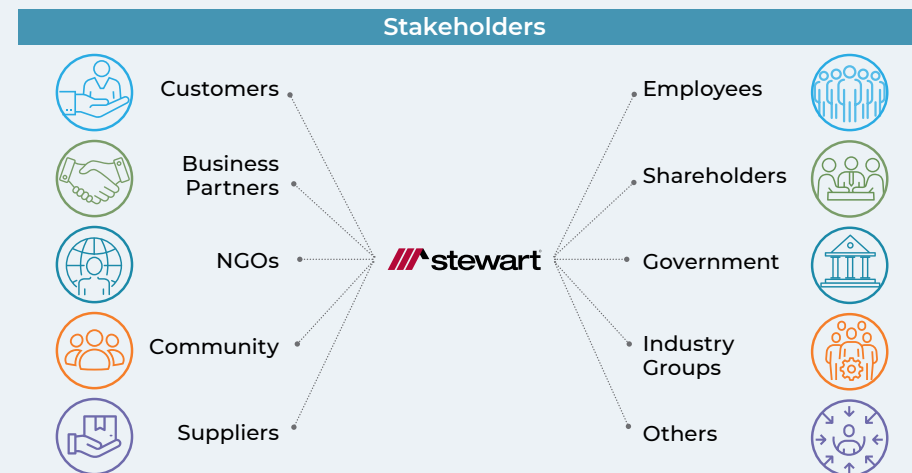
Stewart understands that an integral part of being a sustainable company is engaging with our stakeholders in a manner that is educational for both parties and enables greater efficacy within our sustainability efforts.

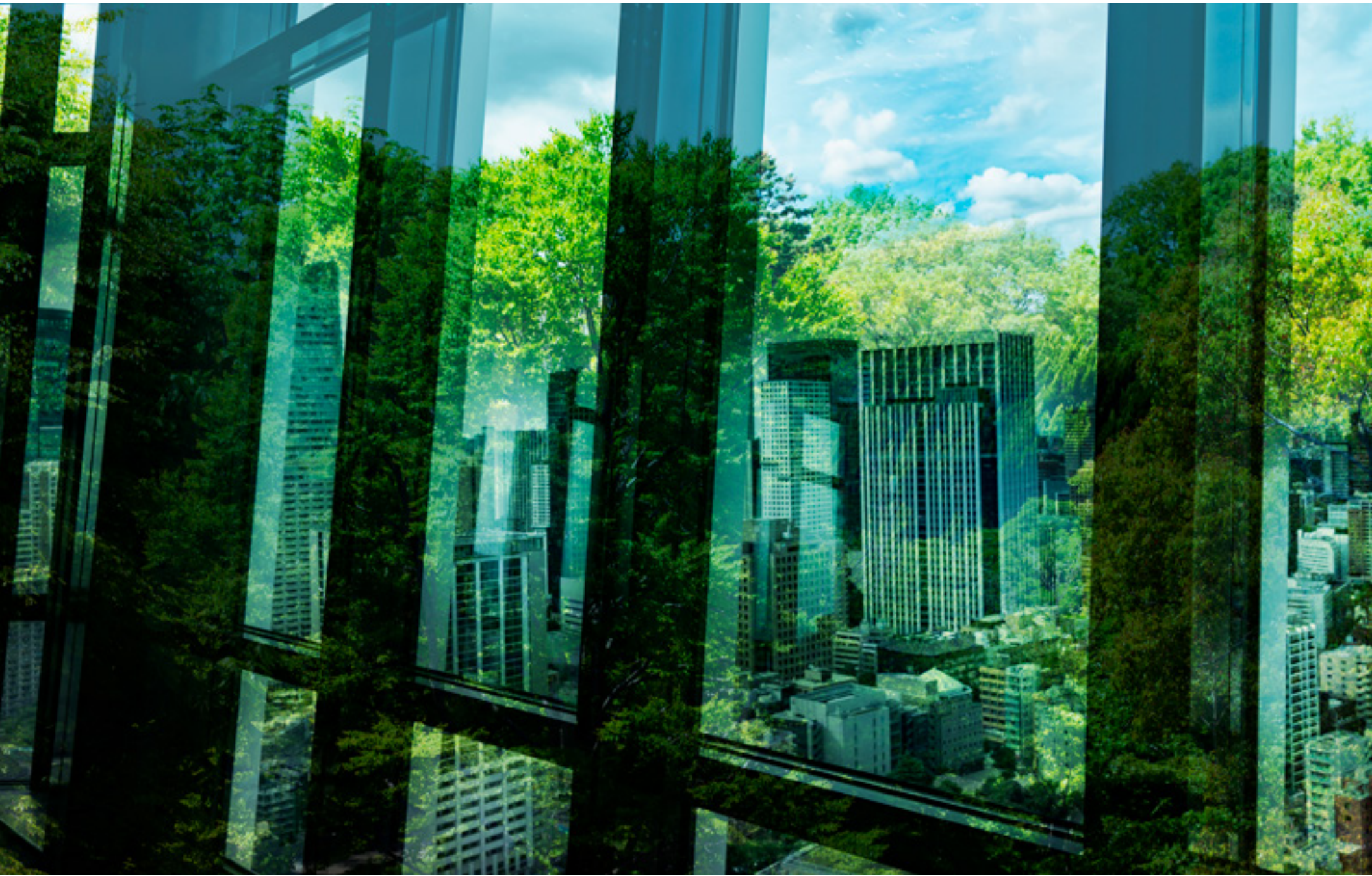
Some of the methods we use for engaging with stakeholders include:

- ▶ Advisory boards
- ▶ Customer surveys
- ▶ Employee engagement surveys
- ▶ Membership/participation in industry trade groups
- ▶ Partnerships with charities who align with our sustainability purpose
- ▶ Online engagement via website and social media

Focusing Our Efforts

In 2023, our Sustainability Executive Leadership Council and Sustainability Committee began preparing to conduct a materiality assessment in 2024 to determine the highest priority sustainability issues for our company and stakeholders. This initial effort will identify the most pertinent risks and opportunities Stewart should account for as we build our sustainability strategy for the future.

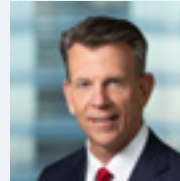




THE LEADERSHIP BEHIND OUR SUSTAINABILITY EFFORTS

Responsibly managing the operations of the company and maintaining the standards and practices that make Stewart attractive to do business with and work for are the core of our approach to governance and how we ensure a better home for all. The ten qualified board members bring diverse perspectives and varied and relevant experience to the company and the important decisions that guide us. Eight of these members meet the “independent” listing standards set forth by the NYSE. The board’s principal responsibilities are to:

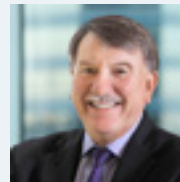
- ▶ Review the company’s performance, long-term plans and strategy
- ▶ Review the company’s systems and practices designed to bring about compliance with applicable laws and regulations
- ▶ Ensure that appropriate policies and practices are in place for managing risks, including cybersecurity risk, faced 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



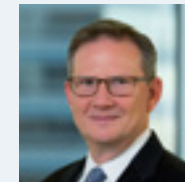
Thomas Apel
Chair of the Board
Former CEO of Adfitech, Inc.
Compensation Committee



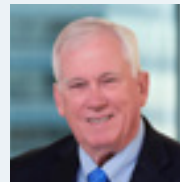
Deborah Matz
Former Chair of the National
Credit Union Administration
Audit Committee
Nominating and Corporate
Governance Committee



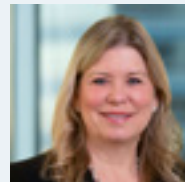
Frederick Eppinger
CEO of Stewart Information
Services Corporation



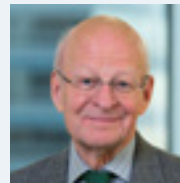
Matthew Morris
Founder and CEO
of Lutroco, LLC



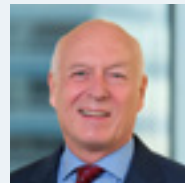
C. Allen Bradley Jr.
Former CEO of Amerisafe, Inc.
Nominating and Corporate
Governance Committee



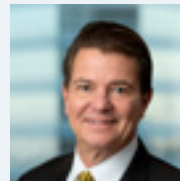
Karen Pallotta
President of KRP
Advisory Services, LLP
Compensation Committee
Nominating and Corporate
Governance Committee



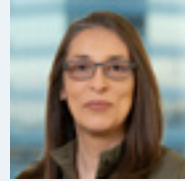
Robert Clarke
Retired Partner, Bracewell, LLP
Audit Committee



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



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



Helen Vaid
Former CEO of Foundry Brands
Audit Committee
Compensation 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.

BOARD SKILLS AND QUALIFICATIONS

	Thomas Apel	Frederick Eppinger	C. Allen Bradley	Robert Clarke	William Corey Jr.	Deborah Matz	Matthew Morris	Karen Pallotta	Manolo Sanchez	Helen Vaid
Board of Directors Experience	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Industry Experience	✓	✓	✓	✓	✓	✓	✓	✓	✓	
CEO/Business Head/Leadership	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
International	✓	✓		✓	✓		✓		✓	✓
Human Capital Management/Compensation	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Finance/Capital Allocation	✓	✓	✓	✓	✓	✓	✓		✓	✓
Financial Literacy	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Regulatory	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Risk Management	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Corporate Governance	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Technology/Systems	✓	✓	✓		✓	✓	✓	✓	✓	✓
Legal			✓	✓						
Marketing/Sales	✓	✓	✓		✓		✓	✓	✓	✓
Sustainability/Corporate Responsibility		✓	✓		✓	✓	✓	✓	✓	✓
Cybersecurity/Information Security/ Data Privacy	✓			✓	✓	✓	✓		✓	✓
Gender	Male	Male	Male	Male	Male	Female	Male	Female	Male	Female
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	Asian
Military Service	No	No	No	Yes	No	No	No	No	Yes	No

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. overseeing the self-evaluation governance of the board of directors
- VI. 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.



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. The Code is reviewed and updated as needed to ensure it remains relevant to our goals moving forward. In 2023, 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 and launched Code of Conduct training to our global employee population.

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 Committee

Stewart has a Compliance Committee established by charter and approved by the board of directors. This committee is comprised of compliance liaisons from business units across the enterprise and chaired by Stewart's chief compliance and regulatory officer. The committee meets quarterly to discuss emerging topics in compliance and ethics and to coordinate compliance and ethics efforts and activities.

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 identify any enhanced learning, awareness and prevention measures. The audit committee periodically receives reports on our program.

In addition to the hotline, employees can communicate ethical concerns to their manager, any member of management or a compliance 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 its vendors to the same standards. To this end, Stewart has set forth these expectations in a [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 non-public, personal customer and employee 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.

The board and executive management team are responsible for ERM and have established an ERM committee to assist with oversight. The ERM committee is chaired by the chief risk officer and consists of representatives from different business units and corporate support functions. The ERM committee regularly provides presentations and updates to the board and executive management on current and emerging risks and provides recommendations on how to improve risk management processes.

Key elements of the ERM program include:

- ▶ Managing risk within a defined governance structure as established by the board and executive 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
- ▶ Identifying and assessing emerging risks that may impact the organization

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, 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 \$396 million in 2022 alone; more than 11,000 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. In Canada, we partner with [Treefort™](#) for identity authentication technology to protect our customers. In the U.S., our partnership with [CertifID®](#) is an important part 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 reviews 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

ANTI-CORRUPTION/OCCUPATIONAL HEALTH AND SAFETY/POLITICAL ACTIVITY

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 in 2023.

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 individually 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



ON SOCIAL

“

Our employees, customers, partners and communities are at the heart of each decision we make.”

Antouanette Gudino | *Vice President, HR*

“

Stewart's sustainability is an important driver of who we are as a company now and where we want to be in the future.”

John Chattaway
Senior Communications Manager

“

Sustainability is a foundational layer of Stewart's community relations efforts. At Stewart, we believe that great people and great companies think beyond themselves.”

Katie Holtman
Community Relations Representative

“Our sustainability strategy strengthens our employee value proposition and creates a connection to a much larger purpose.”

Valerie Comeaux | *Senior HR Director*

“We take immense pride in delivering an exceptional employee experience - one where employees feel seen, heard and celebrated.”

Emily Kain | *Chief Human Resources Officer*

COMMUNITY INVOLVEMENT

RESPECT FOR OUR COMMUNITIES

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 are 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 Stewart Title Foundation began actively managing our giving and volunteerism on an enterprise level and empowering our employees to drive change together in 2021. Since then, we have expanded our enterprise partnerships and grown our community programs.

The Spirit of Giving Back

To further support our commitment to giving back to the communities we live in and serve, Stewart is excited to announce that, beginning in 2024, we will offer every employee globally two days of paid time off to volunteer in their communities, either individually or as a team. We are proud to be able to offer our employees an opportunity to work with charities of their choice and give back to causes that are important to them.

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.

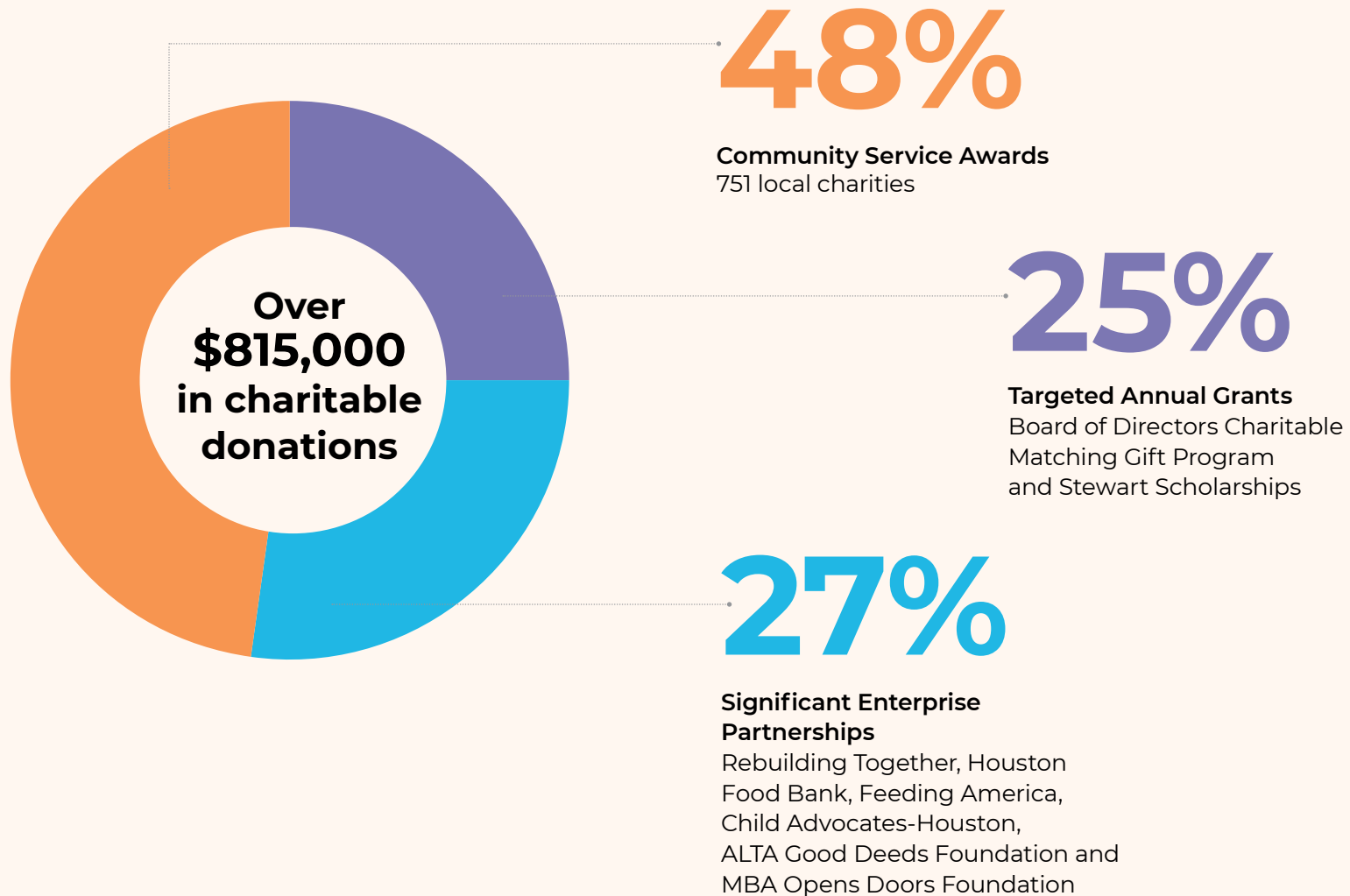
18 organizations donated to in 2023
(up from 15 in 2022)

80% of board members participated in 2023



STEWART TITLE FOUNDATION 2023 ANNUAL GIVING OVERVIEW

We are proud of the significant contributions we made through our varied initiatives in 2023. Our monetary contributions represented a more than 25 percent increase over our 2022 total. Below is a breakout of the areas of contribution.



Child Advocates-Houston

By mobilizing court-appointed volunteers to speak for the protection and well-being of children within the foster care system, [Child Advocates](#) (CA) speaks up for Houston's most vulnerable children. We are proud to say that 2023 marked Stewart's 11th year as a CA partner. From 2014 to 2019, Stewart hosted an annual Build-A-Bike event. Home office employees assembled an average of 300 bikes each year for the children in CA's care. Due to COVID-19 and the increase in average age of children in the CA system, Stewart shifted our focus more to the financial needs of the organization and how to support the teenagers in the program.

In 2023, Stewart was happy to be the post-race party sponsor for the CA's Annual Superhero Run for the second year in a row. The race, the organization's largest annual fundraiser, provided both an opportunity to financially support CA and give employees a chance to participate in the race and volunteer.

Industry and International Charity Partners

Stewart donated time and money to the American Land Title Association® (ALTA) [Good Deeds Foundation](#) and the [MBA Opens Doors Foundation](#). Our donation to the ALTA Good Deeds Foundation funded grants to four separate charities within the organization, which supports the local charitable efforts of title professionals. We helped the MBA Opens Doors Foundation provide rental and mortgage assistance to 15 vulnerable families with critically ill or injured children.

Internationally, Stewart supported the CBRE Dolomites Challenge 2023, a biking event in Europe that raises money for MacMillan Cancer Support and UNICEF Ukraine Children's Appeal. We donated to The Children's Charity and supported the Wakehurst Rugby Club in Australia. In Canada, we donated to SickKids Foundation and a food bank, and partnered with Springboard, part of the Canadian Centre for Diversity and Inclusion.

Houston Food Bank and Feeding America

With our home office in Houston, our employees have volunteered many times at the [Houston Food Bank](#) since it opened its doors in 1982. Dedicated to distributing food and other essentials to those in need, their dedication inspired Stewart to select the organization as one of our significant enterprise partnerships in 2021. Since then, our donations and

volunteering have assisted Houston Food Bank in providing 225,000 meals to the Houston community and the surrounding 18 counties they serve. In 2023, we offered our Houston employees three coordinated opportunities to volunteer at their local facility. By year end, 114 volunteers had donated 423 hours. We also donated to their Backpack Buddy program, for children who are food insecure, and their School Markets program, which creates school-based markets that function like a small grocery store. These two donations provided a combined 73,500 meals to children in need.

This year, for the second year in a row, Stewart was honored to receive a President's Volunteer Service Award from the President's Council on Service and Civic Participation on behalf of the Houston Food Bank. This award was given in recognition of the hours of service by our employees at the food bank. The award is given to highlight and honor positive impacts on communities through service.

Three years into our partnership, we saw that the Houston Food Bank and other food banks, pantries and soup kitchens were frequently nominated for and awarded Community Service Awards. Based on that commitment across our organization, Stewart expanded our partnership to [Feeding America](#)®, the parent organization to the Houston Food Bank and more than 200 food banks across the U.S., enabling employees to volunteer at food banks as part of a national partnership.

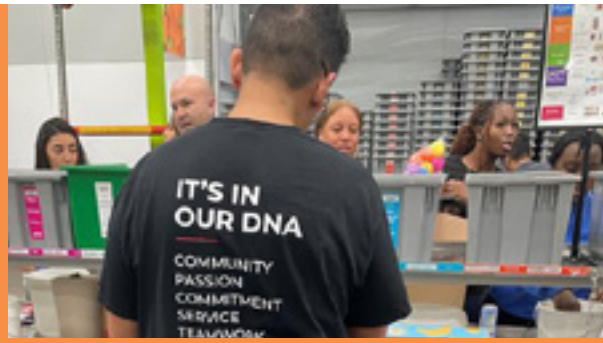
Rebuilding Together

We began working with [Rebuilding Together](#) in 2022. The first national partner of the Stewart Title Foundation works across the country repairing homes for low-income families, veterans and the elderly, allowing homeowners and their families to live safely in their homes for years to come. Its mission aligns perfectly with Stewart's commitment to providing a better home for all. With its network of more than 120 affiliates nationwide, Rebuilding Together provides Stewart employees with the unique opportunity to support and serve the same cause, regardless of location.

In 2023, 153 Stewart employees volunteered for 718 hours in Austin, Colorado Springs, Houston, Kansas City, Las Vegas, Nashville, Phoenix and Seattle. We also funded Hurricane Ian relief efforts in Southwest Florida by providing essential home repairs.



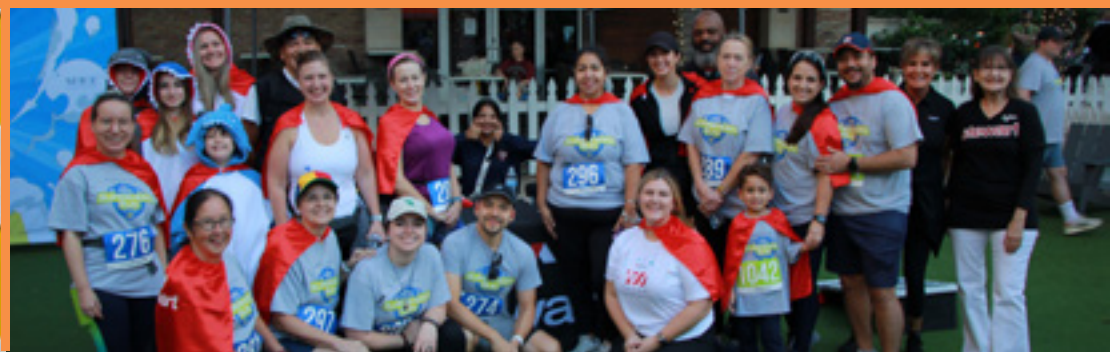

9 homes repaired with Rebuilding Together




423
volunteer hours at the Houston Food Bank




22 children supported through Child Advocates-Houston

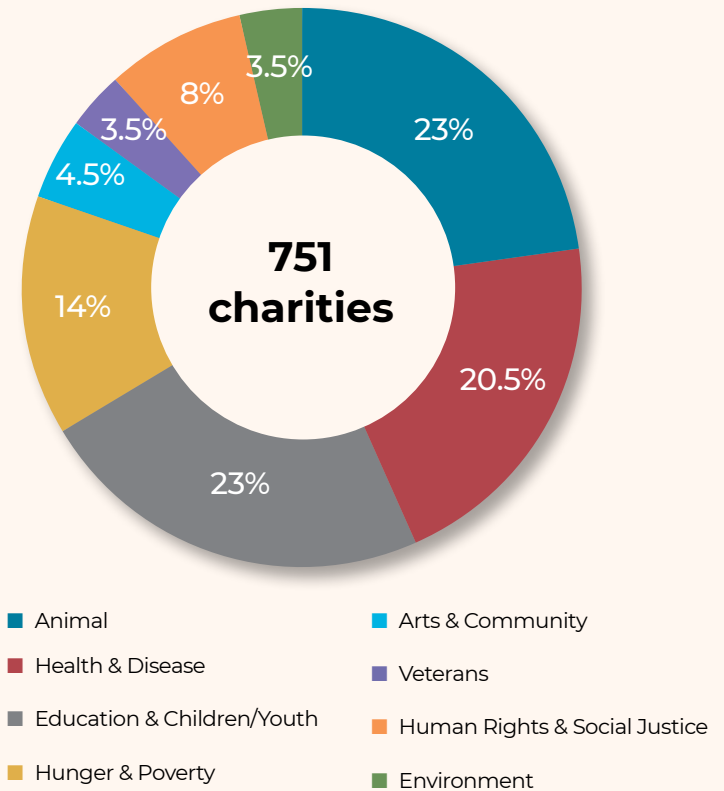


Community Service Awards

Created in 2021, the Community Service Awards Program allows any employee to nominate a local charity, foundation or other nonprofit organization to receive a \$500 donation from the Stewart Title Foundation in the name of the nominating employee. Nominations were accepted twice in 2023, once in the spring and once in the fall, and the company provided biannual awards from the Foundation to those charitable organizations, further supporting employees' efforts in their local communities. Our 778 donations went to 751 charities, foundations and other nonprofits spanning a variety of categories.



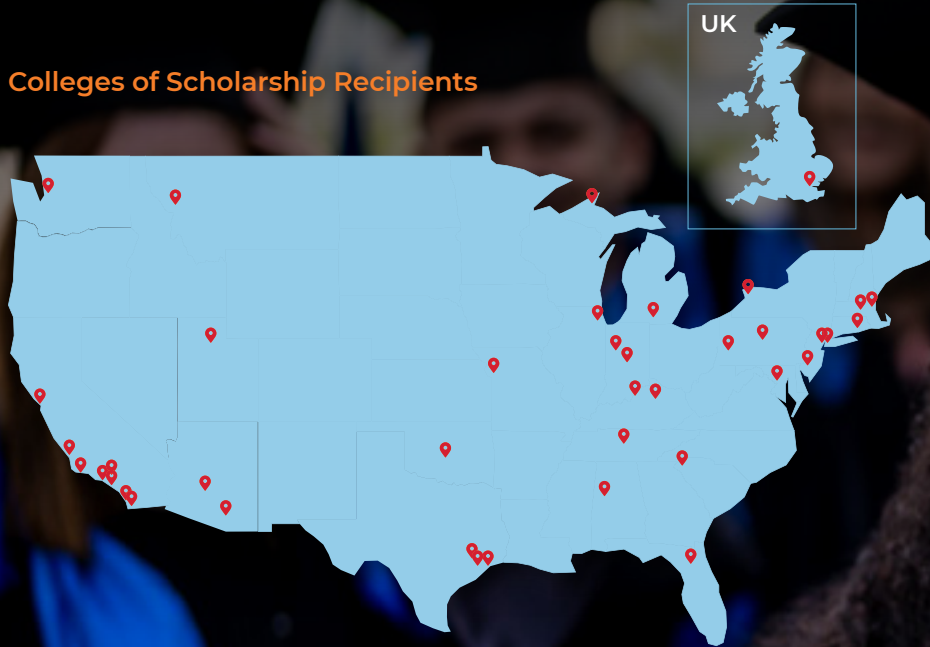
Since 2021, we've seen a 64% increase in Community Service Awards (472 in 2021 to 778 in 2023). Here is the breakout by cause for 2023:



Stewart Scholarship Program

Since 1994, we have supported continuing education for high school seniors and undergraduate students, children of Stewart employees, who have excelled in their academic careers. The Stewart Scholarship Program lets us recognize and reward these students with annual scholarships. In 2023, we increased our annual scholarship pool from \$107,000 to \$136,000 and the number of scholarships from 52 to 68, marking stronger support for this program than any previous year.

Colleges of Scholarship Recipients



In 2023, we gave **\$136K** for **68** scholarships.

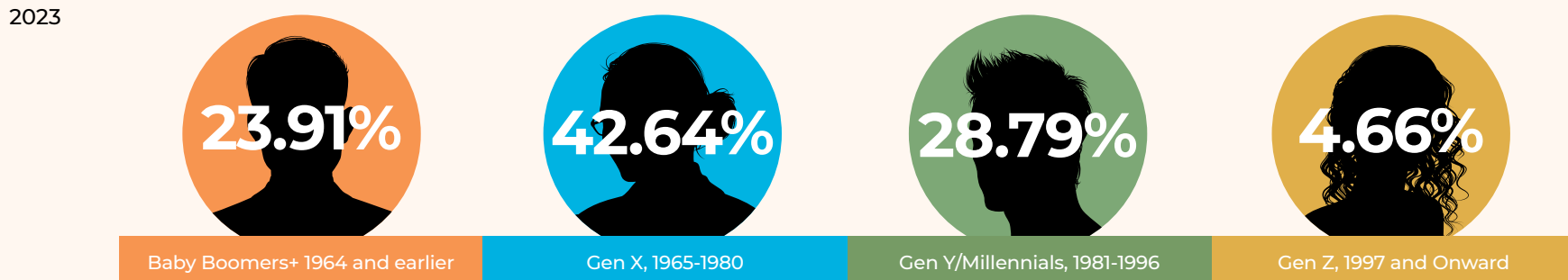
U.S. WORKFORCE

Gender		
	Male	Female
2020	24%	76%
2021	25%	75%
2022	27%	73%
2023	28%	72%

Ethnic Minorities		
	Non-Minority	Minority
2020	76%	24%
2021	74.5%	25.5%
2022	75%	25%
2023	75%	25%

Generational Overview of Our Employees

2020	32%	40%	25%	3%
2021	29%	30%	35%	6%
2022	27%	41%	28%	4%

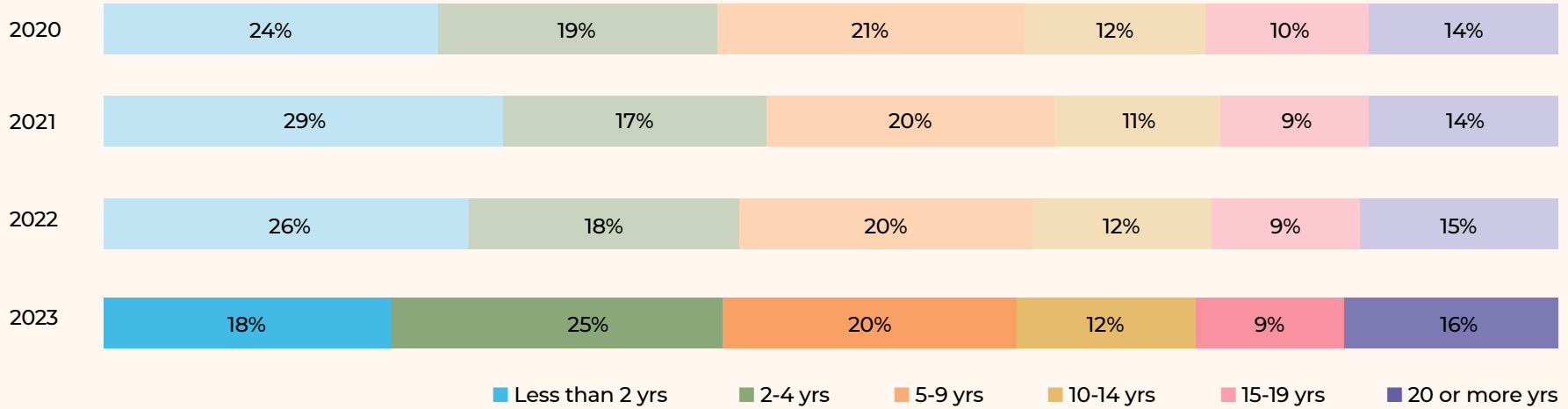


Gen Y and Gen Z made up 49.06 percent of total hires in 2023, a one percent increase from 2022.

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

U.S. WORKFORCE

Breakout of Employee Tenure



Executive Management Team	
	Female
2021	33%
2022	35%
2023	37%

(7 of 19 are female)

Board of Directors	
	Minorities & Female
2021	33%
2022	33%
2023	40%

(3 are women, 2 are ethnic minorities)

INCLUSION AND BELONGING

Our Commitment to Inclusion and Belonging

Inclusion and belonging are essential to everything we do at Stewart. We know that having an equitable and inclusive culture engages employees, inspires innovation and enables us to bring the best we can offer to the customers and communities we serve.

We prioritize inclusion 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. Our commitment is woven throughout our Stewart DNA.

Stewart's Diversity, Equity and Inclusion Council continues to drive our strategy. Chaired by our senior director of talent, the council is a partnership between senior leadership and a passionate group of employees focused on keeping a pulse on our progress internally with our employees and externally with our partners, customers and communities. It represents a wide range of business groups across Stewart.

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 our employees and customers are seen, heard and celebrated. It is essential for us to win – together.

In 2023, we strengthened our commitment to inclusion and belonging in the workplace by increasing our focus on learning resources. We concentrated our efforts around psychological safety, leadership expectations and team inclusivity. Our goal was to create a working

environment where everyone can thrive while remaining true to themselves and their values. We know that supporting our employees through learning helps boost innovation and engagement.

Here are some of the highlights we are most proud of:

- ▶ We continued to emphasize our commitment to inclusion and belonging to make sure our employees understand that fostering inclusion, equity and belonging is not just a good thing to do – it is crucial to the success of our business.
- ▶ We continued to encourage active input from employees through [Belong@Stewart](#), our virtual employee resource group. This gives employees a safe space to learn, share ideas, offer fresh perspectives and engage in conversations about various inclusion and belonging topics, which helps us get better at what we do every day.
- ▶ We hosted in-person and virtual events to support our diverse employee population. These included a company-wide celebration for Pride Month and increased resource sharing for Black History Month and Hispanic Heritage Month.
- ▶ We introduced more robust learning campaigns to Stewart employees globally that led to some of the highest engagement rates ever. We focused heavily on leadership resources, including a manager's toolkit with resources and talking points to help managers lead discussions and support their teams.
- ▶ Our expanded Community Service Awards Program benefited human rights and social justice organizations nominated by our employees.
- ▶ We provided employees access to additional support resources for improving social and emotional well-being through the new Stewart Wellness Program, powered by Virgin Pulse.
- ▶ We enhanced our paid-time-off programs and recognized the importance of unique social and religious observances and personal priorities by expanding our 2024 U.S. holiday calendar to include Martin Luther King Jr. Day and Juneteenth, and by giving all employees a bonus Wellness Day.

INCLUSION AND BELONGING

- ▶ We strengthened our existing partnerships with [Fannie Mae® Future Housing Leaders](#), the [Appraisal Institute's Appraiser Diversity Initiative](#), the [Mortgage Bankers Associates' Home for All Pledge](#) and the U.S. Diversity Network, further supporting our recruiting and employee development strategies.

Our Recruiting Strategies and Practices

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

Our recruiting practices have expanded to include diverse job boards geared toward veterans, minorities, women, the LGBTQ+ community, people with disabilities and more. These additional job boards connect us with candidates that offer a variety of experiences, perspectives, backgrounds, skill sets and cultures. They give us access to an even broader talent pool to allow us to continue building an organization that reflects the communities we serve.

Diversity in Leadership

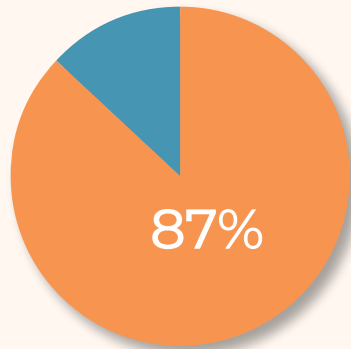
Our leadership team and board of directors reflect our commitment to diversity. Currently, women make up 37 percent of our executive management team. Women and minorities make up 40 percent of our board of directors. We are proud that Stewart is represented throughout the organization by leaders whose different experiences, backgrounds and perspectives contribute daily to our overall success.



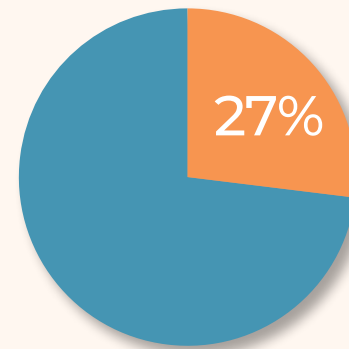
Supplier Diversity

In 2023, in addition to working with major national and global suppliers, Stewart worked with local and regional small businesses and businesses owned by minorities, women, veterans, people with disabilities and LGBTQ+. Some highlights from our 2023 supplier data reflect our commitment to supporting an array of businesses throughout the communities in which we do business.

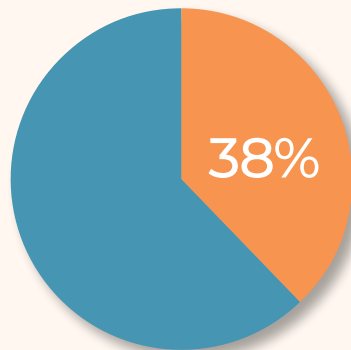
Percentage of Stewart Suppliers Who Qualify as a Small Business



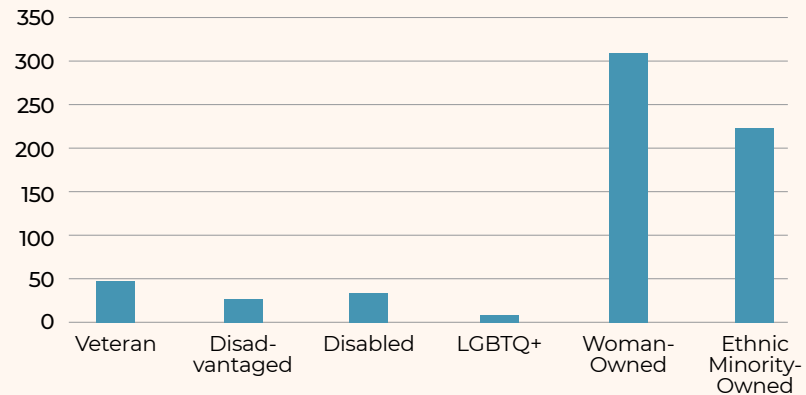
Percentage of Stewart Suppliers Who Qualify as an Ethnic Minority-Owned Business



Percentage of Stewart Suppliers Who Qualify as a Woman-Owned Business



Number of Stewart Suppliers in Each Diverse Business Category



HUMAN RIGHTS

Human Rights

Stewart takes its responsibility to respect human rights internally seriously, but we don't stop there. We are also interested in positively impacting human rights issues worldwide. This is an area of growing importance to our employees, partners, shareholders, customers and communities, and we are dedicated to creating operating environments where human rights are protected and respected.

We know we must continue to take steps to identify and address real and possible 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 to correct any unacceptable behavior.

We treat evaluating human rights and performing 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 new partnerships. We pay particular attention to individuals or groups that may be at greater risk of negative human rights impacts due to their vulnerability or marginalization and recognize the unique risks women and minority groups may face.

We hold our employees accountable to our [Human Rights Policy](#). Our Essential Learning Activities Program provides training on important matters impacting human rights and requires employees to regularly review the policy.



DEVELOPING OUR TALENT

Stewart remains focused on becoming the premier title services company, a destination for industry-leading talent and a place our employees want to call home. We are continuously working to create an environment where our employees can thrive and experience an abundance of opportunities for learning and development. We begin the employee journey with a comprehensive onboarding experience and continue to take an active approach in their development throughout the full employee life cycle, from hire to retirement. We understand the importance of providing timely knowledge in our fast-paced industry, so we offer a variety of developmental resources to support our employees in their learning journey. We design programs curated to individual and team needs and scale our enterprise learning offerings to align with our business priorities. The resources we provide include:

- ▶ Job-specific training
- ▶ Technical and business skills training
- ▶ Leadership development
- ▶ Mentorship programs
- ▶ Regulatory and compliance courses
- ▶ Additional learning resources to support business priorities

Stewart's Learning Committee, which focuses on aligning learning and development needs and initiatives across channels within Stewart, remains dedicated to centralizing and streamlining our learning resources. We believe having the right voices, with diverse representation across the organization, allows us to continue to meet the learning needs of our employees.

Our employees engaged with Stewart Learning, our simple and flexible learning management system, in impressive numbers in 2023, consuming more than 175,000 pieces of learning content. We also expanded our relationship globally with another platform, LinkedIn Learning®, which has increased our employees' access to real-time learning. This enhanced partnership allowed us to achieve our goal of bringing employees the latest in learning technology in one place. In 2023, we achieved an activation rate

of 86% in LinkedIn Learning, which was much higher than the average for a company our size, and our employees consumed more than 60,000 courses and videos on the platform. We continue to receive positive feedback from our employees about the resources available to support them on their learning journey and are excited to continue adding relevant and meaningful content to our learning library.

Career Growth

Our internal career development programs go beyond simple job training to help employees navigate and take ownership of their career journeys. Our job architecture, coupled with our goals and performance philosophy and our learning resources, encourages development 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

We know that prioritizing employee development helps us achieve our goals, improves retention and employee engagement and leads to stronger performance and results. We are focused not only on welcoming the best from the external talent market, but also creating an environment that supports and promotes internal mobility. Employees seek new opportunities in a range of ways, including developing a new skill set, moving into a different position in the organization and taking on stretch assignments in their current roles to prepare them for a future opportunity. In 2023, we are proud to have recognized over 200 internal promotions, affirming our commitment to internal mobility and employee growth.



DEVELOPING OUR TALENT

Essential Learning Activities

In 2023, we formalized our Essential Learning Activities Program. This program focuses on aligning learning priorities across the organization globally and providing our employees with a consistent delivery method for critical training courses. Our Essential Learning Activities include a combination of regulatory and compliance training programs, as well as supplemental content designed to support our critical business priorities. Topics include Business Code of Conduct, Harassment Prevention, Security Awareness, Wire Fraud Prevention, Anti-Bribery/Antitrust, Inclusion and Belonging, and Goal Setting and Performance.

Underwriter Mentorship Program

In 2023, we continued to upgrade our Underwriter Mentorship Program to meet the needs of our current underwriting talent, bringing together groups of experienced and early career underwriting talent to share expertise, knowledge and ideas to enhance their career development. 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. From 2021 to 2023, the Underwriter Mentorship Program established more than 85 new mentoring relationships and created the springboard for more than 25 promotions, further demonstrating its value to the organization.

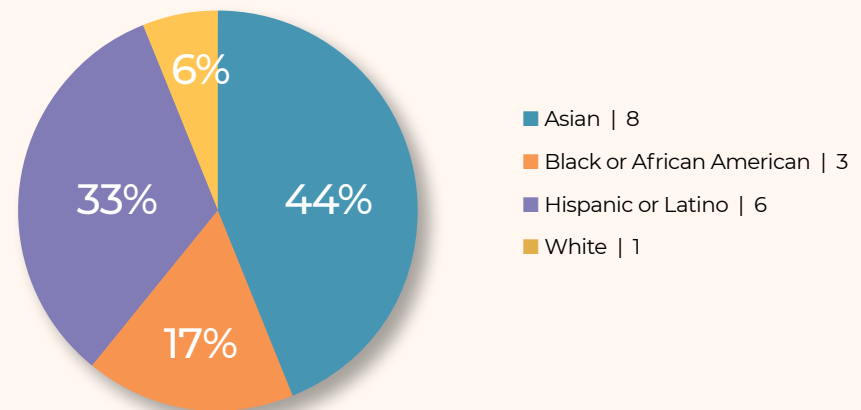
Early Career Development

Our internship program provides a unique opportunity for Stewart to invest in the success of students in our communities. Our interns are supported 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, are provided tailored development opportunities, and receive mentoring and guidance on the transition from college to professional life to assist them in building lasting relationships and making 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. We recruit annually from the University of Houston, Houston Christian University, Prairie View A&M, South Texas College of Law, Texas Southern University and several other Houston-based universities. Our strong partnerships with local Historically Black Colleges and Universities, Hispanic Serving Institutions and national programs like Fannie Mae's Future Houston Leaders help make our intern program truly representative of the communities in which we operate.

We have also enhanced our partnership with Genesys Works, an organization passionate about expanding career opportunities for youth from underserved communities who may not otherwise have had access to these entry level positions. This has been an incredible opportunity for Stewart to bring in students with great career aspirations but often little to no access to the skills and programs needed to help them become successful in the workforce.

Intern Demographic Makeup





Seeking Broad Perspectives Through Employee Surveys

When it comes to understanding the employee perspective, we go directly to the source. We seek out opinions through surveys as part of our employee engagement strategy. The feedback we collect through engagement and pulse surveys provides valuable insights, helps shape the organization and improves performance and credibility with our teams. We openly share progress with our employees to highlight our strengths, remain transparent and acknowledge growth opportunities. Our most recent pulse surveys gave us increased visibility and insight to some of our most critical focus areas:

83%

“My manager respects everyone’s voice”

82%

“I can be my authentic self at Stewart”

79%

“I feel included at Stewart”

76%

“Stewart encourages different points of view”

Other areas we continue to focus on, directly tied to feedback from our employee engagement survey, include:

- ▶ Employee training
- ▶ Benefits offerings
- ▶ Ensuring our leadership team is deeply connected to what our employees are saying and what is happening at Stewart

These focus areas have gained positive momentum since our 2022 survey, and we continue to seek opportunities to incorporate additional components into our employee value proposition in response to feedback from our employees.

We are extremely proud to share that Stewart was recognized by Top Workplaces USA in 2023, tied directly to the positive results from our most recent employee engagement survey. We were also recently awarded two culture awards in the areas of employee well-being and employee appreciation, two areas to which we are extremely dedicated.

In 2024, we plan to scale our employee engagement survey globally to include Costa Rica, India, Pakistan, Canada and the United Kingdom, allowing us an even broader connection to the global employee voice.

Our Goals and Performance Philosophy

At Stewart, we believe in helping our employees achieve their full potential. We want them to be strongly engaged and feel valued and appreciated for their contributions. That’s why, in 2023, we introduced a new goals and performance philosophy to help our employees and leaders stay connected to what matters most – aligning individual and team goals to larger business priorities and understanding the impacts of their contributions.

Our new philosophy is flexible and dynamic. Employees set goals at the beginning of the year and have the flexibility to refine them as business needs evolve or priorities shift. Employees can track their progress and give or receive feedback at multiple touchpoints throughout the year through performance check-ins. Employees and leaders work together to plan, monitor and review goals and support individual and organizational growth and success. The philosophy helps foster our culture of continuous learning and improvement and provides the foundation for our employee engagement strategy.

In 2023, the inaugural year for our new goals and performance program, we saw an engagement rate of almost 70% with both goal setting and the performance check-in process, with more than 4,000 employees participating.



Strengthening Our Employee Value Proposition Through Inclusion

We continue to seek out ways to support the diverse needs and interests of our employees. This has resulted in more inclusive benefits, expanded flexible time off on days that matter most to our employees, volunteer opportunities that align with employee interests and a community service award program that continues to strengthen and grow year over year.

Stewart Wellness Program

Supporting our employees' health and well-being is a high priority for us. In 2023, in addition to giving all employees globally a bonus Wellness Day off, we launched a new wellness program.

This comprehensive wellness program, powered by Virgin Pulse, gives employees opportunities to improve and maintain their overall health, including physical, mental, social, emotional and financial wellness, while creating opportunities for team engagement and connectedness with each other. To provide employees with the flexibility to focus on what is important to them, the program is made up of four core pillars: energy, focus, drive and health. The program also supports our mission to improve healthcare affordability by engaging employees in wellness activities that allow them to save money on medical premiums. Stewart fully funds the program because we believe employee wellness is a critical component of our benefits program. The wellness program offers:

- ▶ Medical premium credit after completing action-based wellness activities
- ▶ Monetary rewards for completing and tracking healthy habits and activities that promote comprehensive physical, mental, social, emotional and financial wellness
- ▶ Gym and fitness equipment reimbursement and discounts
- ▶ Regular wellness challenges to engage employees in healthy activities

- ▶ One-on-one coaching opportunities to help employees set and achieve goals on topics like nutrition, sleep, physical activity, smoking cessation and more
- ▶ Self-guided courses to help build healthy habits
- ▶ Personalized nutrition and sleep guides

We continue to see increased engagement since the new platform launched in July 2023 as our employees commit, achieve and earn rewards. During 2023, more than 400 employees created personal or group challenges on the platform, and more than 20 percent of employees participate in the rewards program. In addition, more than 1,800 employees took advantage of the annual gym or fitness reimbursement. That more than doubled 2022 participation and saved employees over \$307,000.

The number of employees who receive our wellness premium credit continued to grow. Twenty-four percent of employees qualified for the credit in 2023, which saved them more than \$700,000.

FINANCIAL WELLNESS FOR OUR EMPLOYEES

Retirement Savings

Stewart offers a competitive 401(k) retirement savings plan for eligible employees to reward them in a way that impacts their long-term financial security. In 2023, we matched our employees' contributions, adding more than \$11.5 million to our employees on behalf of the company.

Since 2020, Stewart has made eight special contributions to employees' 401(k) accounts totaling more than \$22 million, with the most recent contribution occurring in Q1 2023. Another way we celebrate and reward our employees is through the service award employer contribution we make to their 401(k) accounts when they reach each five-year milestone anniversary.

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. The plan continues to grow as our employees realize and appreciate the value of the program and the potential for our stock's appreciation. During 2023, our ESPP participation rate reached 22 percent of eligible employees with just under 1,200 active plan participants.

Flexible and Remote Work Arrangements

We strive to build and maintain a flexible and remote work environment that provides balance and flexibility between work and personal time, while providing exceptional service to our business partners and driving toward our strategic objectives. Employees can take self-guided courses focused on mental health preventative measures through our wellness program. These courses cover topics that include unlocking the benefits of flexible work, maximizing productivity and balance, and returning to the workplace. We are pleased to see more than 30 percent of our global workforce is engaged in a flexible and remote work arrangement.

Expanding Our Leave Programs

In addition to family, medical, personal and military leave options, we worked to enhance our internal benefits offerings in 2023 through programs and practices that appropriately support our employees.

We are proud to offer a childbirth and bonding paid leave program that better supports employees and their families with expanded paid time off benefits when welcoming a child into their family. This program goes beyond what is statutorily required in the United States. Through this expanded leave benefit, we had over 80 employees take leave during 2023 for either childbirth or bonding.

To provide additional financial protection for our employees in the case of an injury or illness, we began providing short-term disability coverage for eligible employees paid for by Stewart.

Employee Assistance Program

We continue to offer a fully funded employee assistance program (EAP) to Stewart employees. This program provides confidential assistance for various personal issues our employees and families may face. Our EAP offers counseling and other related resources on financial services, legal issues, mental health, nutrition, childcare and other health and wellness interests, in addition to convenience services such as pet care, relocation services and home repair resources.

Employee Discounts

Stewart provides a wide array of corporate discounts to our employees. These help employees save on everything from day-to-day expenses – health and wellness, financial wellness, sports and fitness, cell phones and care for children, elderly and pets – to large purchases such as a new vehicle or vacations. 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.

AWARDS AND ACCOLADES

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. Colleagues nominate candidates based on performance that impacts our business, inspires others and embraces our culture. Our executive leadership committee evaluates all nominees to determine which individuals will be selected for the awards.

Stewart held its second annual Chairman's Awards event in 2023 with a company-wide ceremony and a dinner for the winners.

Individual Winners

Andrew Komaromi was selected for elevating the data capabilities of Stewart Valuation Intelligence and leading with a customer-first mindset.

David Shanks was selected for his team dedication and commitment to building best-in-class commercial capabilities to support agent customers in Florida.

Heather Sachs was selected for serving as a deal facilitator for customers and an invaluable resource for colleagues as she transitioned from the Chicago Commercial Services team to Illinois State Underwriter.

Kim Read was selected for her continued, overall, consistent and impressive leadership. An exceptional professional who consistently demonstrates an outstanding level of dedication to Stewart, Kim has developed a deep understanding of the complexities and nuances of the industry, which allows her to provide exceptional support to the many employees she manages.

Leia Trojan was selected for stepping up and assuming the role of the local Resware™ support lead for Empire Title during their acquisition and transition to Stewart.

Nikeya Conner was selected for the leadership she brings to the Agency Exam Team and her commitment to Stewart's core values.

Roanne Simmons was selected for her role in the successful delivery of 2022 HR initiatives and her strong commitment to the well-being of Stewart's employees daily.

Tracey Trumphour was selected for always going beyond for her customers and being the go-to person in the Mt. Juliet office. Her customers say they've never heard her utter the word "No," and on many occasions she has been known to close a loan a few minutes before midnight to help a borrower and loan officer meet the seller's deadlines.

Wayne Lipton was selected for his dedication and remarkable contributions to the growth of Stewart Title Canada.

Xylina Diaz was selected for her leadership and collaboration in integrating centralized escrow and National Commercial Services business units.

Team Winners

The Commercial Concierge Team

Alan Gandy, Arianna Wilsey, Bob Gleason, Brian Woodbury, Christy Mennen, Gary Cortellessa, Holli Hauschild, Joe Voegeli, Kevin Duda, Lisa Michaels, Matthew Ball

The Commercial Concierge Team was selected for their work in helping grow Agency National Commercial Target Agents and Wallet Share Agents.

The hrHOME Implementation Team

Bridget Hardaway, Brittany Crockett, Deenna Hicks, Franko Vargas, George Holzwarth, Leah Littlejohn, Priscila Gutierrez, Roanne Simmons, Sacha Mitrakos

The hrHOME Implementation Team was selected for their work in deploying a unified solution that now serves as the single source for global people data and processes for the Stewart family of companies – hrHOME powered by Workday.

The Enterchange Team

Chris Richardson, Dan Christensen, Juliane Jones, Melissa Henke, Mianna Tapio, Natalie Lins, Tricia Dickerson, along with Cloudvirga™ employees Raman Iyer, Mike Farajian, Leo Gonzalez, Aparna Naga

The Enterchange Team was selected for their work in designing, building and deploying Stewart Enterchange, a secure consumer portal created for lender customers. This was a massive cross-functional effort between Centralized Title Services (CTS), Cloudvirga and Stewart IT.



AWARDS AND ACCOLADES

President's Club

Our President's Club recognizes and rewards individuals who help Stewart meet revenue growth business goals. These top performers help us deliver a world-class customer experience and build 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, Stewart Central
- ▶ Recognition at our all-employee meeting
- ▶ President's Club seal for use on all recipients' communications

Stewart Celebrates

Launched in 2018, our Stewart Celebrates program encourages employees and managers to recognize their peers and employees for contributions beyond their typical job duties. The rewards are eCards for various celebratory moments and monetary spot awards ranging from \$25 to \$200 that can be redeemed for merchandise, gift cards and more. During 2023, Stewart employees sent more than 1,500 eCards and more than 4,200 spot awards to their employees and peers.

EXTERNAL AWARDS

Stewart and its people were recognized externally in 2023 through the following awards:

Vanguard by HousingWire

HousingWire named NotaryCam President Brian Webster and Cloudvirga President Maria Moskver 2023 Vanguards.

Under Brian Webster's leadership, NotaryCam developed a strategic partnership with a fintech company to provide an end-to-end digital solution from origination through remote online notarization. Over the past year, NotaryCam has also expanded its fraud prevention services to support credit extension clients. In addition to running NotaryCam's day-to-day operations, Brian is responsible for the ongoing transition of NotaryCam into the Stewart family of companies.

Maria Moskver is a visionary CEO and a significant contributor to the mortgage industry who has built her reputation on technology advancements. With an exceptional track record, she has proven herself to be a mastermind behind the flourishing of multiple mortgage industry companies, consistently driving them toward new heights of accomplishment. Maria leads with a passion for enriching the homebuying experience for borrowers and for the mortgage professionals responsible for supporting them through technology focused on ease of use, consistency, automation and compliance.

Corporate Responsibility Award at the NEI Global Alliance

(For the Community Service Awards)

Stewart Title's commitment to community service permeates the organization. Our Stewart Community Service Awards Program empowers employees to nominate and support charitable causes close to their hearts. This hands-on approach to philanthropy, advocated by Stewart's CEO, Fred Eppinger, demonstrates a genuine commitment to making a direct difference in communities.

AWARDS AND ACCOLADES

[2023 Best-in-Class Employer by Gallagher](#)

The leading global consulting firm recognized Stewart in 2023 for our comprehensive framework for strategically investing in benefits, compensation and employee communication to support the health, financial security and career growth of our employees at a sustainable cost structure.

[2023 Top Workplaces USA Award](#)



Top Workplaces USA celebrates organizations with 150 or more employees that have built great cultures. The nation's leading employer recognition program ranked Stewart #52 in the 2,500+ employee company category based solely on employee feedback gathered through an employee engagement survey issued by Energage. More than 42,000 organizations were invited to participate in the Top Workplaces USA survey in 2023.

[2023 HousingWire Insiders](#)

The leading industry source honored Briana Levoir of PropStream® in 2023. As one of PropStream's first hires, Briana's years of experience have helped her develop an advanced understanding of the systems, platforms and processes that have led to fluidity and cohesiveness within the customer support team. Her leadership has resulted in daily operations that delight customers and enrich internal team members.

[2023 HousingWire Finance Leader](#)

HousingWire recognized Chief Financial Officer David Hisey for his accomplishments leading Stewart's financial organization and strategy, overseeing financial planning and analysis, accounting, treasury and audit functions, as well as investor relations and property management. David partners with each area of the business to help them achieve their financial and commercial success. He focuses on top-line growth and bottom-line margin enhancement.

[2023 Woman of Influence](#)

Success magazine recognized Cloudvirga CEO Maria Moskver as one of its most influential women. Maria leads the firm's strategic growth in building the pre-eminent digital mortgage automation company in the point-of-sale space. She is responsible for technology investments, new products, brand awareness and enhancing the Cloudvirga customer experience with end-to-end mortgage services and solutions.

[Inman's 2023 Best of Finance Awards](#)

According to this leading source of news, insights and resources for the real estate industry, the Stewart leaders pushing the envelope and reshaping the homebuying space are Fred Eppinger, Stewart CEO; Brian Webster, President of NotaryCam; Maria Moskver, President of Cloudvirga; and Sean Buckner, President of Informative Research.



ENVIRONMENT



“Managing our impact on the planet is the most fundamental definition of providing a better home for all.”

Brian Glaze | *Corporate Controller*

“Placing value on integrating sustainability into our strategy paves the way for a future where environmental stewardship and social responsibility create a lasting value for generations to come.”

Chelsea Copeland
Corporate Real Estate & Facilities Director

“As we evaluate suppliers, we are always looking for partners who can help in our efforts to save resources, avoid waste and reuse or recycle assets in the most environmentally friendly way possible.”

Lisa Clement | *Sr. Director – Procurement*

“

When looking for office space, our Corporate Real Estate/Facilities team continues the important focus on office buildings that are LEED®-certified with active sustainability programs in place.”

Steve Lindstrom
VP, Corporate Real Estate and Facilities

“We’re constantly evaluating our processes, procedures and how we partner with our independent agents to modernize the way we do business and work toward reducing our impact on the environment.”

Mark Urelus | *SVP, Agency Services*

MANAGING OUR IMPACT ON THE ENVIRONMENT

Being committed to ensuring a better home for all means working to reduce our impact on the environment as we conduct our business. We strive to balance the quality of our services and optimize how we use natural resources.

Stewart is focused on digitizing the real estate transaction – reducing paper use and fossil fuel consumption – and reducing, reusing and recycling the materials used throughout our business processes.

Digital document signing and our paper recycling efforts had some positive effects on the environment.



Digital document signing enable us to save over

5.3 million
sheets of paper¹.



Our paper recycling prevented more than









13,500 trees
from being destroyed².

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

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

MANAGING OUR IMPACT ON THE ENVIRONMENT

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 2022 and 2023².

Year	Sold	Recycled	Sold	Recycled	Sold	Recycled	Sold	Recycled
	Mobile Phones/Tablets 		Laptops/PCs 		Media 		Misc. Electronics 	
2022	0%	100%	81%	19%	0%	100%	0%	100%
2023	0%	100%	63%	37%	n/a	n/a	0%	100%
	Monitors/TVs 		Network Equipment/Servers 		Office Phones 		Printers/Hard Drives 	
2022	8%	92%	5%	95%	0%	100%	0%	100%
2023	11%	89%	16%	84%	0%	100%	8%	92%

Year	Total Landfill Avoided	Amount Reused	Amount Recycled
2022	45,684 lbs.	10,355 lbs.	35,329 lbs.
2023	49,837 lbs.	6,083 lbs.	43,754 lbs.

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®](#).

MANAGING ENVIRONMENTAL RISKS AND GOALS

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 manages its environmental impact through the Environmental Management Committee that establishes expectations for the company in conjunction with leadership.

The committee meets regularly throughout the year and 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
- ▶ Evaluating the environmental impacts of new offices before entering into leases
- ▶ Offering recommendations for reducing the company's environmental impact



WORKING TOWARD A POSITIVE IMPACT

We conduct our business in an environmentally responsible manner and have made progress in this area over the past several years. This is an important focus as it's good for the planet, our customers and company. 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 environmentally friendly office supply alternatives through our national vendor
- ▶ Offering employees, through Stewart's Commuter Expense Reimbursement Accounts, 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, was energy-certified in 2022 and is now powered by 100% renewable energy. 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

Being accountable for lowering greenhouse gas emissions (GHG) and encouraging sustainably focused business practices help mitigate the impact of climate change. We monitor enacted and proposed legislation so we are prepared to accumulate, validate and report on required climate disclosures in our domestic and international operations. We are focused on expanding those assessments as we learn more from additional company-owned facilities and industry partners to help us better understand Stewart's full emissions footprint and set future priorities.



WORKING TOWARD A POSITIVE IMPACT

ECO-FRIENDLY TECHNOLOGY AND BUSINESS PROCESSES

Stewart is committed to becoming a more environmentally friendly company through eco-friendly technology platforms and business processes. We have taken significant steps to digitize the real estate transaction process and our interactions with our partners. This allows us to reduce our impact on the environment and provide better experiences for our customers, leading to long-term success and a continued focus on sustainability. We continued these efforts in 2023.

Some of our notable accomplishments in this area were:

- ▶ Implemented electronic monthly statements for our independent title agents, significantly reducing paper usage and the environmental impacts inherent in the logistics side of routing and delivery
- ▶ Continued our post-COVID practice of remote auditing of independent title agents, reducing carbon emissions from traveling to and from agent offices and reducing paper for auditor review
- ▶ Actively working in Stewart Connect, our online portal for independent agents, to provide digital access to all applications and programs within Stewart, reducing the need for printed materials, mailing, etc.
- ▶ Completed over 31,000 signings via remote online notarization through NotaryCam, which saved significant paper and carbon emissions from vehicles traveling to and from their closings
- ▶ Enabled electronic communication, document signing and welcome package review through Enterchange, our online borrower portal

Spotlight on Technology: NotaryCam



NotaryCam, a pioneering digital notarization platform owned by Stewart, connects all parties and documents in a virtual closing room while maintaining the process integrity and compliance that instills

confidence. Every one of the best-in-class NNA-certified notaries in the NotaryCam network is a subject matter expert and has completed the highest level of errors & omissions insurance allowed in the industry.

The platform allows buyers and sellers to securely sign documents from virtually anywhere in the world. Among other things, this significantly reduces trips to title company offices to physically sign papers. The process is secure, all participant identities are verified, and witnesses and real estate professionals can attend sessions online.

“Our goal is to reduce not only the stress of traditional closings, but also the mounds of paper and trips to title company offices,” says Brian Webster, president of NotaryCam. “There are enough cars and couriers on the road.”

NotaryCam closed more than 31,000 transactions online in 2023.



Our commitment to ensuring a better home for all drives us to improve the way we do business while maintaining our focus on creating positive impacts in the daily lives of our employees and stakeholders, and on our world. Within this report, we've shared information on our efforts in those areas as we work together to achieve our vision of becoming the premier title services company.

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;
- ▶ our ability to manage risks associated with potential cybersecurity or other privacy or data security breaches;
- ▶ 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.

