

HUMAN RIGHTS POLICY

At Ambac Financial Group, its affiliates and subsidiaries (collectively “Ambac”), we are committed to conducting our business ethically and with integrity. Fundamental to this commitment is respect for the human rights and dignity of our employees and those of our suppliers, vendors, customers, and other business partners.

Workplace practices, policies and procedures at Ambac are intended to foster an inclusive, diverse, safe, healthy, and secure workplace for our employees. As stated in our Code of Business Conduct and Ethics, our employment policies are designed to help achieve these goals. We are committed to practices which include the following:

- **Promoting equal opportunity in a workplace free from violence and free of discrimination, intimidation, harassment, and retaliation;**
- **Providing fair and equitable compensation, and complying with all applicable wage laws including those relating to minimum wages, overtime hours and legally mandated benefits;**
- **Complying with applicable health and safety laws;**
- **Providing an environment free from harassment and other offensive or disrespectful conduct of any kind;**
- **Recognizing employees’ rights to freedom of association; and**
- **Prohibiting forced or child labor, involuntary labor, or any form of human trafficking in our business.**

This Policy reinforces Ambac’s commitment to practices that respect and protect all, regardless of race, color, ethnicity, national origin, creed/religion, age, disability, medical condition, sex, gender (including pregnancy, childbirth, breastfeeding or related medical conditions), gender identity, or gender expression, sexual orientation, family or marital status, alienage, citizenship status, military or veteran status, or any other protected class under U.S. Federal, State or local law or the laws of any other country in which Ambac resides or does business.

The Governance and Nominating Committee of the Ambac Board of Directors oversees this Policy and any changes or updates are approved at the board level. Employees reaffirm their commitment to basic human rights policies, practices and principles through an annual training and attestation process.