



dun & bradstreet

2021 Corporate Social
Responsibility Report

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About this Report

Stakeholder Inclusion

Throughout this report, we share our policies, practices, and priorities across a vast set of Environmental, Social and Governance (ESG)-related topic areas. We are integrating sustainability into our decision-making processes. As we continue to develop and expand our sustainability practices and long-term ESG road map we will consider the priorities of our employees, clients, shareholders, regulators, suppliers, Board of Directors, and local communities.



About Us

Who We Are

Dun & Bradstreet is a leading global provider of business decisioning data and analytics for over 180 years. Our solutions support our clients' mission critical business operations by providing proprietary and curated data and analytics to help drive informed decisions and improved outcomes.

Our Vision

Dun & Bradstreet's vision is to *create a global network of trust, enabling clients to turn uncertainty into confidence, risk into opportunity and potential into prosperity*. By building on the world-class data and analytics we already bring to the market through the Dun & Bradstreet Data Cloud and the solutions it powers, our global network of trust will deliver more data and deeper insights, sourced directly, from our Worldwide Network, and other affiliates, and through new analytical models.

Our Values

Dun & Bradstreet is an organization that is driven by our values. They are the bedrock of our business. They center us in our community, and they guide our behavior and anchor our decisions.

The Dun & Bradstreet family is:

Data Inspired - We're passionate about the power of data. It's at the heart of everything we do.

Relentlessly Curious - We embrace the change in the world around us. We know it brings new problems to solve, new things to learn and new ways to grow.

Inherently Generous - We succeed by helping others succeed. We openly share our time and talent, and we confidently welcome the help of others.

Dun & Bradstreet by the Numbers

6,095

Employees

~200k

Global Clients

54

Offices

256

Countries and Territories
Included in Data Cloud

180

Years of Helping Clients
Grow and Thrive

\$2.2B

Revenue

~28k

Data Sources

Why What we do is Critical to the Business World

In a world where new methods of transacting business mean that trust must be continually verified, our clients rely on our data and analytics to provide a detailed and up-to-date view of business entities. We believe our global network of trust will ultimately remove even more uncertainty from clients' decision-making processes and remove more risk from their businesses. This will help them to grow and realize their full potential, while turning that potential into prosperity for all their stakeholders.

Dun & Bradstreet's Approach to Sustainable Business

As a global leader in commercial business information, Dun & Bradstreet takes a holistic and data-driven approach to sustainability:

- In today's rapidly changing landscape, our solutions help organizations meet the growing regulatory, ethical and social demands that come with being a responsible business.

- Our Third-Party Risk & Compliance solutions help businesses responsibly mitigate risk by helping them screen their clients and partners to ensure compliance with anti-bribery, corruption, economic sanctions, anti-money laundering laws and global regulations.
- Our Supplier Diversity Data helps clients meet their diversity goals. Through the Dun & Bradstreet Data Cloud — which covers more than 460 million businesses worldwide, with over 4.3 million unique businesses identified with specific socio-economic classifications and more than 21.3 million small business indicators — clients can easily find qualified suppliers that meet their needs.

We believe our global network of trust will ultimately remove even more uncertainty from clients' decision-making processes and remove more risk from their businesses.



ESG Summary Statement

Dun & Bradstreet is proud of our progress and the programs we have implemented to support sustainability over the last year and beyond. We are also humbled by the recognition we have received from third-party institutions.

We understand that sustainability is an evolving space and we are, like many companies, on a journey to become a more sustainable company. The programs described in this report are by no means our final destination — instead, through hard work, innovation, and the application of data, we are uniquely positioned to evolve our product offerings, business practices, and outreach to support a sustainable future for our business and our stakeholders.



2021 Highlights

- We acquired Bisnode, a leading European data and analytics firm and long-standing member of the Dun & Bradstreet Worldwide Network, expanding our European footprint and further diversifying our employee base.
- We welcomed banking industry veteran Ellen R. Alemany to the Dun & Bradstreet Board of Directors.
- We shifted our global headquarters from Short Hills, NJ to Jacksonville, FL, to a more sustainable and energy-efficient facility.
- Matched 2,976 employee donations, supported 792 charities globally, and provided 6,590 paid volunteer hours to employees who chose to help organizations that were close to their hearts.
- For the first time, reported in alignment with the Sustainability Accounting Standards Board (SASB) reporting framework and provided a reference index at the end of the report.
- Launched four Employee Resource Groups (ERGs) to continue the cultivation of a diverse and inclusive workplace that aligns with our growth strategy, while also creating a safe space where teammates can bring their whole selves to work.

Awards & Recognition



Human Rights Campaign (HRC) Foundation's Corporate Equality Index (CEI): The CEI is the national benchmarking tool on corporate policies, practices and benefits pertinent to lesbian, gay, bisexual, transgender and queer employees. This is the fifth consecutive year Dun & Bradstreet has scored 100% and is recognized as a Best Place to Work for LGBTQ Equality.



Disability Equality Index (DEI): A joint initiative of Disability:IN and the American Association of People with Disabilities, the DEI is a comprehensive benchmarking tool to assist companies in building roadmaps to achieve disability inclusion and equality. Dun & Bradstreet proudly scored 100% and was named a DEI Best Places to Work for Disability Inclusion.



The Chartered Institute of Procurement & Supply (CIPS) Corporate Ethics Mark: The Dun & Bradstreet Global Sourcing & Procurement team was listed on the CIPS Corporate Ethics Register as having achieved the CIPS Corporate Ethics Mark and earning a 100% pass rate for excellence in global fraud, corruption, bribery and environmental concerns in procurement and supply chain management.



Great Place to Work: Dun & Bradstreet Information Services India has been certified as a "Great Place to Work" by the Great Place to Work Institute. This certification is based on Dun & Bradstreet employee responses to a survey that evaluated fairness at the workplace, pride, respect for people, camaraderie between people, and the credibility of management.



Great Place to Work: The Dun & Bradstreet office in Switzerland has been certified as a "Great Place to Work" by the Great Place to Work Institute. This certification is based on Dun & Bradstreet employee responses to a survey that evaluated fairness at the workplace, pride, respect for people, camaraderie between people, and the credibility of management. Additionally, the Switzerland office was awarded sixth place in the Category Best Medium Workplaces out of 15 awarded companies in this category.



Message from our CEO

At Dun & Bradstreet, we firmly believe that a defining quality of a successful company is a consistent commitment to sustainability and long-term sustainable business practices.

We are inspired by the triple bottom line approach to business that values planet, people and profit. We see it as our responsibility, as a historic brand, to preserve the legacy of current and future generations through our products, business practices and the communities we impact.

Dun & Bradstreet has been assisting people and their organizations around the world for 180 years and we are committed to continuing that legacy for many years to come. As CEO of Dun & Bradstreet, I am energized by the way in which we have embraced corporate citizenship and our sustainability programs. These are the defining issues of our time and I fully support our commitment, as an organization, to drive positive change in our company, our communities and the world around us.

We are proud of the sustainability progress we have made. However, we recognize that we are at the early stage of our ESG journey and we are excited for the opportunities ahead. It is clear to us that our most strategic clients will begin to require more ESG solutions in multiple areas of their business and we strongly believe we are well-positioned to provide innovative solutions to support this expanding demand.

Furthermore, we are not alone in understanding the importance of embracing sustainability and investing in ESG. According to The Harvard Law School Forum on Corporate Governance, inflows into ESG funds continued to grow in 2021, surpassing 2020's total inflows of \$51.1 billion before the end of Q3 in 2021. Current assessments estimate that there are more than \$330 billion in assets under management in ESG funds, with the creation of more ESG funds expected in 2022. This significant increase in ESG fund assets is something that both our International and North America clients continue

to express interest in and is a key opportunity for Dun & Bradstreet moving forward.

This increased global investment in ESG has inspired us to innovate upon our portfolio of solutions and in 2021 we introduced Dun & Bradstreet ESG Intelligence, a data analytics solution that allows companies to gain greater visibility into their business partners' sustainability rankings. Our detailed ESG data helps companies protect their reputations, benchmark against industry trends, identify risks and goals, and streamline ESG assessment processes. We are incredibly excited about the future potential of our ESG Intelligence solution for growth in a variety of sectors such as supply chain management, investment decision-making, lending and credit evaluation, insurance, and sales and marketing.

As we continue to build on our commercial ESG capabilities, we are working toward creating a new set of ESG objectives and benchmarks to hold ourselves accountable, provide transparency and deliver on the interests of our many stakeholders. We are excited to share with you that we adopted five new policies focused on:

- [Diversity, equality and inclusion](#)
- [Business and partner ethics](#)
- [Data privacy, security and ethics](#)
- [Product governance and sustainability](#)
- [Environmental stewardship](#)

The rapidly changing ESG landscape demands a team with the experience and agility to respond quickly to developing opportunities. We are committed to provide a work environment that promotes respect for all Dun & Bradstreet team members, clients, suppliers, contractors,

consultants and other business partners that reflects the diversity of the communities in which we operate. We are proud that Dun & Bradstreet has been recognized by several organizations for our diversity, equity and inclusion efforts. As part of this commitment we have four Employee Resource Groups (ERGs) that help support the welcoming culture that we seek to cultivate every day. At the same time, we are investing in our employees by helping them acquire the skills they need to thrive in the future.

Data privacy and security are vital to the sustainability of any company and our global privacy program is designed to ensure compliance with applicable international, national and local privacy regulatory requirements. It's just one way we protect the data in our trust.

Finally, our sound governance structure means we work in compliance with laws and regulations, promote peace and security, and mitigate risks and negative impacts where possible.

At Dun & Bradstreet, the key to our many accomplishments in 2021 is simple. It's our people. They are the very cornerstone of our business — and they are the key to our ability to turn potential into prosperity on an ongoing basis.

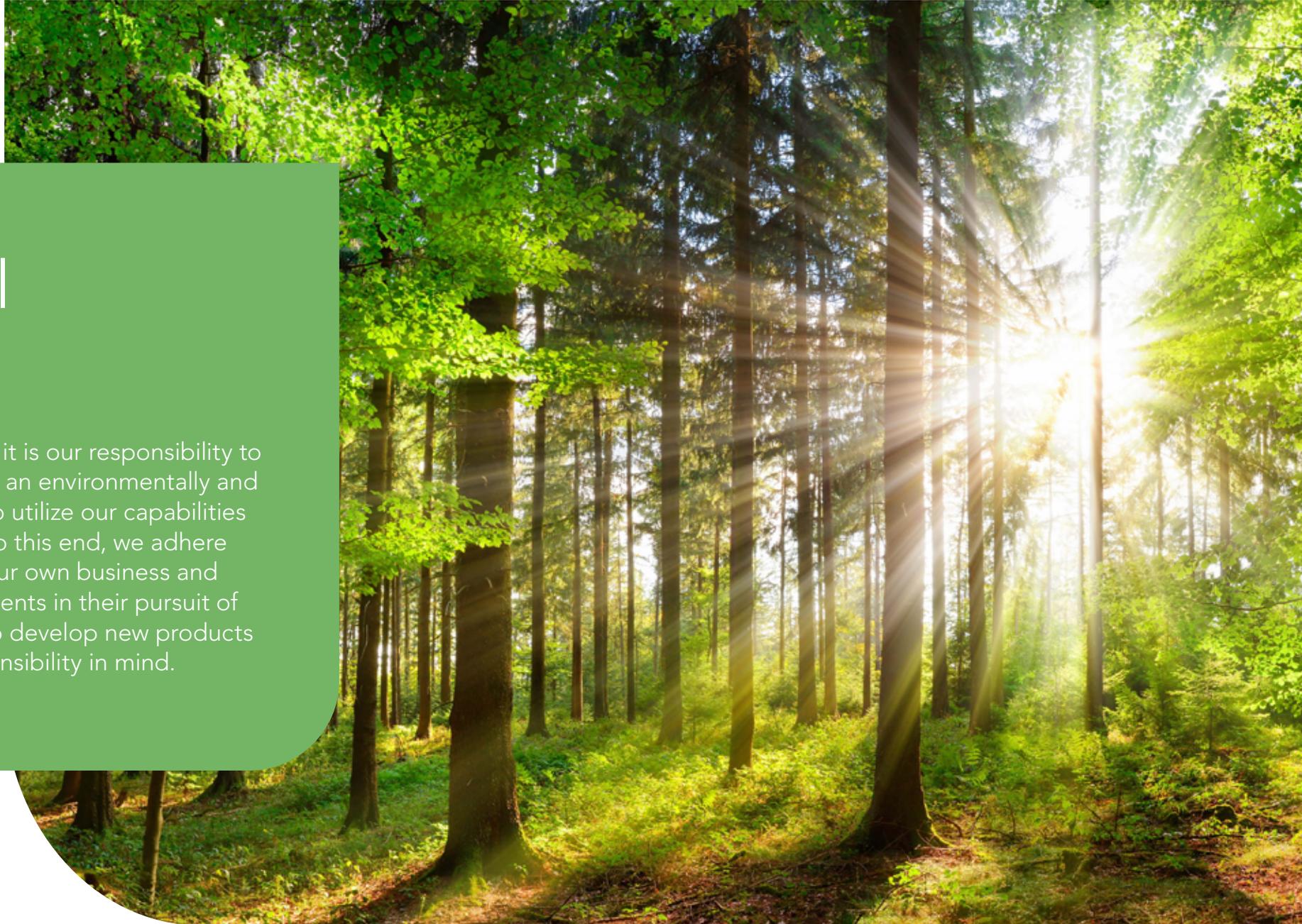
We invite you to join us as we work to make the world a better place.

Regards,

Anthony M. Jabbour
Chief Executive Officer
Dun & Bradstreet

Environmental Sustainability

At Dun & Bradstreet, we believe that it is our responsibility to not only operate our own business in an environmentally and socially conscious manner, but also to utilize our capabilities to help our clients to do so as well. To this end, we adhere to high environmental standards in our own business and offer ESG solutions to support our clients in their pursuit of responsible business. We continue to develop new products with sustainable principles and responsibility in mind.





Environmental Policy Statement

Guides our approach to environmental stewardship, including environmental protection, greenhouse gas emissions, energy efficient facilities and electronic waste. We also outline how we use our data and analytics to help companies grow their business and become better global corporate citizens. Our ultimate goal is to create a triple bottom line business — one in which our data and people are driving positive change across the globe for the planet and its people, as well as financial success.

Sustainable Product Development Policy Statement

All Dun & Bradstreet products reflect our company's values and priorities. For this reason, we systematically consider environmental and social impacts throughout the design of our ESG products as we develop services that promote transparent, coherent and accessible ESG insights and even consider these factors when designing our non-ESG-focused offerings. This includes using energy-efficient data services for hosting, storing and deploying our products. In addition to our internal operations, our sustainability focus encompasses a real-world evaluation of the impacts that our data and insights will have on people, businesses and society.

D&B ESG Intelligence

Our new AI-driven ESG capability delivers data and analytics built from the Dun & Bradstreet Data Cloud and established sustainability standards to help companies gain better visibility into both their own impacts and the impacts of the third parties they interact with. This solution offers sustainability and ESG performance datasets and analytics on a growing list of over 30 million public and private companies, including data on diversely owned companies and environmentally certified companies. ESG Intelligence Rankings are based on leading sustainability frameworks, such as the Global Reporting Initiative (GRI), the Sustainable Development Goals (SDGs), the Task Force on Climate-Related Financial Disclosures (TCFD), and the Principles for Responsible Investment (UN PRI).

We believe our ESG data will enable compliance and procurement teams to protect company reputation, benchmark against industry trends, identify ESG risks and goals, monitor shifting ESG risks and streamline the ESG assessment process.

Green Indicator

Dun & Bradstreet's Green List is a data package of over 203,000 unique businesses that are certified Green by industry-standard entities like Energy Star and LEED. Our clients utilize this offering to help ensure that their third parties are committed to minimizing their environmental footprint in all aspects of the business, thus supporting their environmental responsibility and sustainable sourcing goals.

Environmental Protection

As we strive to be more responsible corporate citizens, we are committed to doing our part to protect the environment and minimize our impact on the natural world. Specifically, we are dedicated to:

- Creating healthy workplaces that embrace published sustainability guidelines and promote recycling and responsible consumption.
- Exploring opportunities to save energy, water, and resources, including reducing work travel.
- Complying with applicable environmental laws and regulations wherever we do business.
- Using suppliers and vendors that use progressive and environmentally friendly products, materials and technology, when possible, to advance sustainability across the organization.
- Adopting internal policies and best practices that — when combined with technology — enhance our energy efficiency and management, and resource conservation efforts.

Climate Change

Climate change is one of the most significant challenges of our time. We recognize that greenhouse gas emissions are causing climate change and while Dun & Bradstreet does not have a large environmental footprint, our operations nevertheless contribute to those emissions. Consequently, we are working to reduce our climate impact and drive the creation of a more sustainable and greener economy. While our environmental footprint of our operations is limited to primarily our owned Jacksonville, FL headquarters, leased office space and data centers operated by our infrastructure and cloud providers, we are committed to evaluating and reducing our impact where possible. We have expanded transparency regarding our environmental impact by including a reference index aligning with both the Sustainability Accounting Standards Board (SASB) Table for Technology and Communications in the Software and IT Services subsector, as well as the Task Force on Climate-Related Financial Disclosures (TCFD). In 2022, we will be completing the CDP Climate Risk questionnaire.

Dun & Bradstreet is committed to implementing and maintaining robust preparations that will enable us to deliver key services in the event of minor or major incidents, disruptive events and crises. As climate change impacts become more

intense and frequent, we understand these risks and how they will impact our business and are working to integrate those risks into our business continuity assessments and plans. Our business continuity program continues to evolve and enables an appropriate level of preparedness for a disruptive incident and is aligned with the more modern industry standard ISO 22301 and our internal governing standard as outlined in the Dun & Bradstreet Business Continuity Program Policy.

Dun & Bradstreet's Business Continuity Management System (BCMS) supports the stability of our operations following a potential disruption or catastrophic event, such as a natural disaster, pandemic, cybersecurity incident or other events. The plans within the BCMS define objectives, dependencies, and processes to limit the impact to those with whom we do business. While no business continuity program can be failsafe, Dun & Bradstreet is committed to ensuring that our program is comprehensive and up-to-date, particularly as new information, techniques and technologies become available.

As a global company, it is important that we steer toward renewable energy, minimize greenhouse gas emissions and reduce energy used in our operations.

Below are some of the environmental initiatives across our offices:

- Outsourcing the disposal of our sensitive documents to a third-party vendor that is committed to shredding and recycling in an environmentally responsible manner
- Providing recycling bins in common areas to encourage our employees to recycle paper, cardboard, glass, plastic bottles, and aluminum or steel cans
- Installing low-energy consumption LED lighting, motion-sensing lighting and HVAC controls at our offices
- Reducing business travel whenever possible
- Evaluating environmental footprint and operations when considering suppliers, vendors and partnerships

We are diligently focused on ways to measure and improve our performance, increase our transparency and highlight our commitment to ESG efforts. In our 2022 report we will provide information on Greenhouse Gas Emissions and other climate-related metrics.

As a global company, it is important that we steer toward renewable energy, minimize greenhouse gas emissions and reduce energy used in our operations.

End-of-life Product Recycling Program

As a data and analytics company, electronic waste is our largest waste stream. Our Digital Workplace team ensures that our electronic waste is recycled safely and efficiently after our data has been erased, and our program provider provides us with a Certificate of Data Destruction for all equipment sent for electronic waste. We also accept batteries for recycling across our U.S. locations and plan to expand the battery recycling program across our International locations in 2022.

As a matter of practice, our company-issued laptop computers are programmed for energy efficiency and will go to sleep after 10 minutes of inactivity, and our in-office collaboration screens are set to auto awake upon sensing motion. We are currently working with our technology partners to drive down packaging waste and ensure shipping to our offices is completed from the nearest depot to support fuel optimization when possible.

These and future programs will help to ensure that the materials in our electronic systems are managed responsibly throughout their full lifecycle.

Data Centers

We take the environmental impacts of our data centers into consideration as we continue to expand our global footprint. As our data centers are an energy-intensive aspect of our operations, we are prioritizing the use of energy-efficient facilities and seeking cooperation with our data center vendors to monitor, influence and support any efforts toward sourcing renewable energy for the facilities. We are continuing to transition to a multi-cloud solution to reduce our overall data center footprint. While the large cloud providers have extensive programs around managing their large energy consumption in a sustainable way, we work to ensure that our products and services are hosted in sustainable regions or locations as business needs permit.

We are continuing to transition to a multi-cloud solution to reduce our overall data center footprint.



Social Responsibility

Our continued success depends on our ability to attract, develop and nurture a diverse and capable workforce. As expressed in our [Code of Conduct](#), we are committed to providing a work environment that fosters respect for all Dun & Bradstreet team members, clients, suppliers, contractors, consultants, and other business partners and reflects the diversity of the communities in which we live and work.



Commitment to Fostering Diversity, Equity and Inclusion:

We welcome a diverse, equitable and inclusive workforce that brings together many different perspectives, thoughts, beliefs, educational backgrounds and experiences. We value, empower and support our team members with access to a variety of growth and development opportunities.

Our approach to sustainable business is powered by our people. At Dun & Bradstreet, our employees use our data and resources to make a difference — from ethical business practices to community engagement to supporting environmental sustainability. It is our company culture that provides the foundation that lets us commit to fostering positive social and economic development and contribute to the sustainability of the communities in which we live and operate. We look at this responsibility from several dimensions: how we support and empower our employees, the way we focus on helping our clients and the way we engage in the communities in which we operate, all aligned with our core value of inherent generosity. We are proud and committed to fostering a workplace where everyone's voice is valuable and diversity in all its forms is welcomed.

CEO **ACTION** FOR DIVERSITY & INCLUSION

Dun & Bradstreet's CEO, Anthony Jabbour, is part of the CEO Action for Diversity, Equity and Inclusion — the largest CEO-driven business commitment to advance DEI values within the workplace. Nearly 2,000 CEOs have taken the pledge to:

- Cultivate environments that support open dialogue on complex — and often difficult — conversations around diversity, equity and inclusion
- Implement and expand unconscious bias training
- Share successful and unsuccessful diversity, equity and inclusion programs and initiatives to facilitate learning from each other's successes and missteps
- Engage boards of directors when developing and evaluating diversity, equity and inclusion strategies

DEI **BEST PLACE TO WORK FOR DISABILITY INCLUSION** 2021 100% DISABILITY EQUALITY INDEX

Dun & Bradstreet earned a 100% score on the Disability Equality Index Best Places to Work for Disability Inclusion in 2021. Anthony Jabbour signed the "CEO Letter on Disability Inclusion," committing the company to benchmarking its disability inclusion journey with the Disability Equality Index. The Disability:IN CEO Letter on Disability Inclusion is designed for CEOs to act to build inclusive, accessible and equitable workplaces through their company's participation in the Disability Equality Index.



In 2021, Dun & Bradstreet received a 100% score on the Human Rights Campaign Corporate Quality Index for LGBTQ Equality, an award the company has earned consecutively since 2017. On June 30, 2021, Anthony Jabbour added Dun & Bradstreet to the roster of supporters of the Human Rights Campaign Business Coalition for the Equality Act, which includes a group of leading U.S. employers that support the Equality Act federal legislation that would provide the same basic protections to LGBTQ people as are provided to other protected groups under federal law.

Diversity in Hiring:

At Dun & Bradstreet, we make employment decisions based on merit and are committed to seeking diverse talent. We do not discriminate based on race, color, national origin, or any of a number of other characteristics protected by law and set forth in our Equal Employment Opportunity Policy. Within our Code of Conduct,

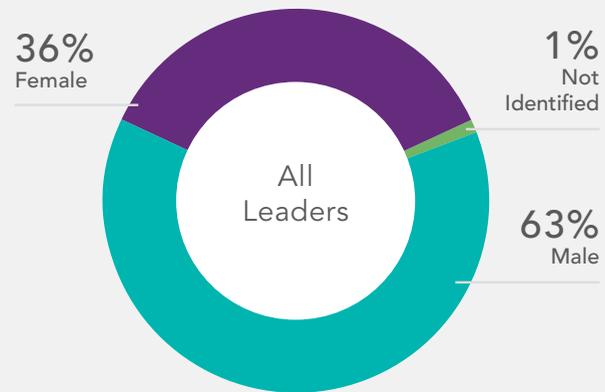
we also support and abide by the principles laid out in the United Nations' International Labor Organization standards. In 2021, members of our Talent Acquisition team earned a two-year Certified Diversity & Inclusion Recruiter certification to elevate diversity and inclusion recruiting practices.

Diversity Training:

We have developed several training and development programs designed to ensure our team members have the skills, knowledge and tools at hand to navigate diversity, equity and inclusion conversations. These functional diversity training programs include topics such

as how to engage with individuals outside one's areas of expertise and work, identifying and eliminating unconscious biases toward others, and providing social tools to bridge personal and professional connections.

Global Gender Diversity



Supporting an Inclusive Workplace:

We welcome diverse employees by providing them with opportunities to exchange ideas in an environment that encourages them to be their true selves.

For example, our Employee Resource Groups (ERGs) are employee-led organizations within Dun & Bradstreet. While each group has its own unique mission, the overarching goal of the ERGs is to provide a forum for teammates with similar backgrounds, experiences and interests to engage with and learn from one another. All our ERGs are safe communities where members feel welcome to freely share their thoughts, ideas and challenges.

We are proud to offer our employees four ERGs: The Black Professionals Network, our LGBTQIA+ group Tapestry, the Veteran's Professional Group, and the Women in Support of Empowerment, Equality & Excellence group, launched earlier this year. We encourage our teammates to find a sense of belonging at work by joining an existing group or by creating their own.

As Dun & Bradstreet continues to foster an inclusive and diverse environment, we have synergized the goals and efforts of our ERGs with our corporate objectives.

We welcome diverse employees by providing them with opportunities to exchange ideas in an environment that encourages them to be their true selves.





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**BLACK
PROFESSIONALS
NETWORK**

The Black Professionals Network is Dun & Bradstreet’s first ERG. It focuses on opportunities for Black employees through recruiting practices, professional development and training. The group actively supports underrepresented causes within the Black community.



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Tapestry

Tapestry encourages LGBTQIA+ individuals to bring their authentic selves to work each day. Tapestry utilizes Dun & Bradstreet’s data and insights to identify, impact and support LGBTQIA+ owned businesses and create opportunities within the community for strategic networking.



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**Veteran’s
Professional
Group**

The Veteran’s Professional Group strives to demonstrate the company’s commitment as a veteran-friendly employer, identify and provide resources for employees who have served in the armed forces, and to leverage veteran talent to facilitate growth within Dun & Bradstreet’s Government Sales & Solutions business.



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WISE
Women in Support of
Empowerment
Equality
Excellence

The goal of WISE is to inspire, lead, support and develop women across Dun & Bradstreet and in our broader communities. WISE promotes awareness of the importance of women’s contributions to the success of businesses and organizations globally.

Attracting and Retaining Talent

With almost two centuries of experience and growth, our work has never been more exhilarating. We are passionate about our purpose and it informs everything we do — from how we engage with our clients to how we energize one another. This energy and passion translates directly into our talent recruitment and retention strategy, which includes a commitment to developing and nurturing employees through an atmosphere of support and learning.

We leverage our partnerships with colleges and universities. Dun & Bradstreet offers an immersive 10-week Summer Internship Program that fuels a diverse junior talent pipeline for our organization. Interns are introduced to our culture through hands-on learning experiences and exposure to real business projects. The program offers various engagement and career development opportunities, including an Executive Speaker Series, Mentorship Program, and community volunteering.

Employee Learning and Development

We have been successful at identifying, recruiting and developing the best and brightest talent, and we work hard to ensure that doesn't change. As both our talent needs and the talent market evolve, we regularly assess and adjust our

talent recruitment strategy by consulting with our human resources and executive leadership teams to reconsider the skills, competencies and experiences that are most important to us, as well as the best sources of high-quality talent. Our trained recruiting experts actively seek out, hire and build the diverse, talented teams that drive our innovation and success.

With more than 6,000 employees around the world, we leverage talent from all corners of the globe. As our business continues to grow and the world around us changes at a rapid pace, we will continue to reevaluate our approach to recruiting.

Performance Management

At Dun & Bradstreet, we think about Performance Management as a continuous cycle of conversations and feedback that enable high performance, anchored by specific activities. Those activities include setting objectives, engaging in quarterly check-ins, and an annual review. We believe there should never be any surprises, so our employees and their leaders communicate transparently and often.

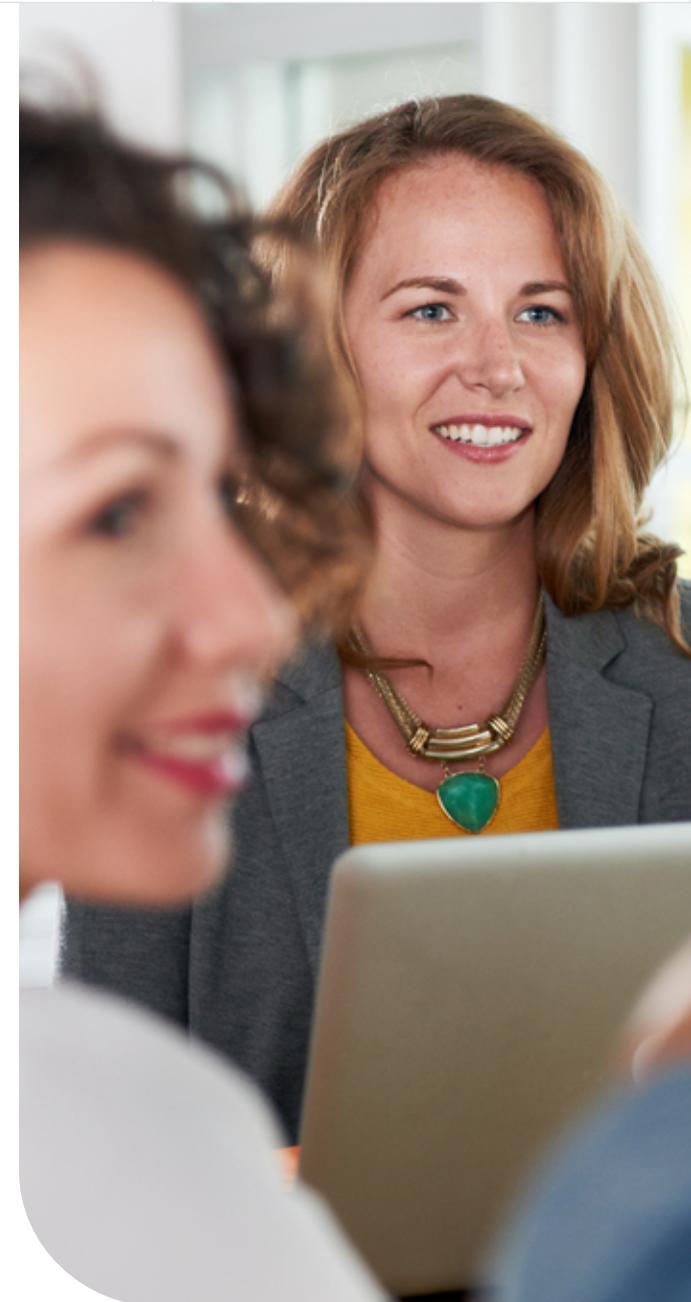
We evaluate all employees against our company-wide Strategic Objectives and Performance Personas that guide the goals and behaviors we

expect in a high-performing organization. We encourage career mobility to support the growth of our business and promote the development of our people — our most precious asset. At Dun & Bradstreet, the opportunities are endless.

Our 180 years of business experience have shown us that one of the most important factors of the employee experience is growth. That's why we have developed a proven performance management strategy to ensure our team members are receiving critical feedback on an ongoing basis and gaining access to opportunities that will facilitate their growth and development.

Learning Programs at Dun & Bradstreet:

Through a wide range of learning and development programs, we seek to encourage and inspire a culture of learning and curiosity at all levels. We provide the tools for team members to take ownership of their own development including curriculum for leaders including 1:1 coaching for high-potential, experienced and newly promoted leaders, and a wide variety of online and other learning experiences for our team members geared to strengthen their skills and capabilities.



Our team members' thoughts from past surveys have supported us in building stronger teams, identifying opportunities and helping us prioritize programs that are most meaningful to our employees.

Protect the Franchise Training:

Our team is committed to doing the right thing, ethically, respectfully and in full compliance with global and local laws. Each year we ask all team members to complete important training designed to keep us compliant with governing laws and regulations and company policies including Code of Conduct, Anti-Corruption, Data Privacy, and Respect in the Workplace, among others. Upholding business principles that honor and protect our fellow colleagues, clients, investors and business partners is something we take seriously. These courses clarify our responsibilities and reinforce those positive behaviors.

Employee Engagement

We believe an engaged workforce is an effective workforce. That's why, from the candidate hiring process through onboarding and beyond, Dun & Bradstreet strives to provide an elevated employee experience. At Dun & Bradstreet, our employees are the face to our clients and the market, as well as the innovators of the solutions and platforms serving businesses globally. Just as we listen to our clients on what solutions are most important to them, we also listen, learn and understand what our employees value about our company, and their work experience. We work to facilitate a culture where our team members feel heard, valued and supported to achieve their best work and develop their careers.

We listen to the voices of our team members on an ongoing basis across various channels, including surveys and forums. The takeaways and findings from these tools inform strategic decision-making at the highest levels of our company as we aim to drive a business strategy that aligns with the sentiments and perceptions of our people. Our team members' thoughts have supported us in building stronger teams, identifying opportunities and helping us prioritize programs that are most meaningful to our employees. We are proud that our quarterly engagement survey, conducted in the first quarter of 2022, shows that our global respondents are very engaged with a rating of 4.2 out of a 5-point scale.

Our goal is to make Dun & Bradstreet an amazing place to work

We're committed to a work environment that prioritizes and protects the mental and physical health, safety and welfare of employees. We offer an extensive portfolio of benefits to help employees manage their health, save for the future and promote a positive work-life balance.

These benefits include:

■ Employee Resource Programs

Employees and their entire households can leverage our Employee Assistance Program (EAP) which provides a supportive environment to balance work and life issues. Access is confidential and available 24 hours a

day, 7 days a week. We also provide monetary assistance and support for adoption and continued education.

■ Wellness Program

We provide a well-being platform that gives our employees and their family members access to premium gyms, studios, personal training, therapy and well-being apps.

■ Financial Well-being

We provide competitive compensation and a wide range of retirement plan investments, as well as assistance with 401(k) investment decisions and easy access to financial wellness and education.

■ Paid Time Off

In addition to time off for vacations and holidays, we offer an UnSick Day, one paid day off each year for preventive health care, as well as two annual paid volunteer days to allow our employees to give back to their local communities.

■ Community Service & Philanthropy

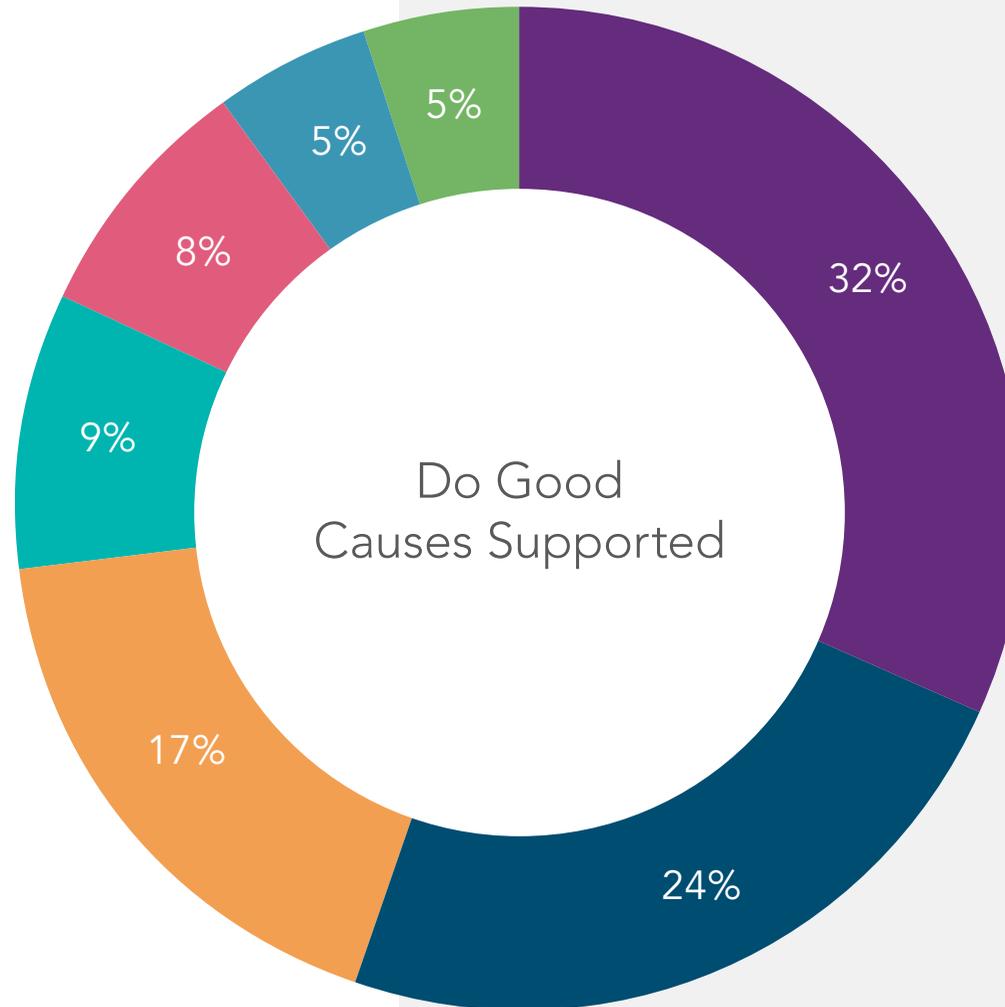
Through our community service and philanthropy, we hope to have a positive impact and spread awareness of critical causes in an effort to be good global citizens. We are proud to be a responsive and engaged corporate citizen and encourage our team members to get involved.

Do Good Program

As part of our global Do Good charitable giving program, in addition to the two paid volunteer days we give to our employees each year, we provide a 100% match for employee personal donations to eligible non-profit organizations up to \$4000/€4000/£4000 per calendar year, subject to global matching caps.

Through our Do Good program, we proudly support the following areas through corporate and employee financial donations, employer-matched employee donations and volunteer efforts focused on making our global community stronger:

- Human Services and Community Support
- Education and Youth Development
- Medical Research and Health
- International Aid and Disaster Relief
- Animal Welfare
- Arts, Culture and Humanities
- Other



Doing Good by the Numbers in 2021:

2,976

Number of matched employee donations

\$1,033,735

Total employee & company charitable contributions*

792

Total number of causes supported in 2021*

6,590

Total number of employee volunteer hours

*Including employee & company charitable contributions

Dun & Bradstreet Employees Doing Good



Feed the Children – Center Valley, PA

Last summer, Dun & Bradstreet employees packed meals at Feed the Children, a non-profit organization working to alleviate childhood hunger. The meal packs were donated to food banks throughout the eastern U.S. Together, our team packed 16,250 pounds of food that fed 520 families.



Dun & Bradstreet Observes 9/11

In remembrance of 9/11, Dun & Bradstreet leaders and team members participated in two NYC events to support service members, their families and local communities in need. Dun & Bradstreet sponsored the 2021 Folded Flag Foundation Salute to Service gala on September 9, recognizing the heroic service members and the family members they left behind 20 years ago during the 9/11 attacks. The event raised funds to offer scholarships and grants to the spouses and children of the U.S. military and government personnel who died in combat or stateside military operations.



On September 12, team members and their families from New Jersey and New York volunteered at the 9/11 National Day of Service and Remembrance event at the Intrepid Sea, Air & Space Museum. Dun & Bradstreet joined a host of other companies to pack 700,000 non-perishable meals that were donated to local Feeding America-affiliated food banks in the area. Our employees packed 12 boxes providing nearly 4,000 meals.

Dun & Bradstreet Employees Doing Good (continued)



Supporting our Austin Metro Community

Last year, Texas experienced devastating winter weather that proved to be some of the most damaging in the state’s history. With several hundred employees living and working in the Austin-metro area, Dun & Bradstreet made \$25,000 gifts to both the Central Texas Food Bank and the American Red Cross serving Central Texas to aid relief efforts.



COVID-19 Relief in India

In 2021, COVID-19 cases increased dramatically in India. The Dun & Bradstreet People Team provided on-the-ground resources to provide our employees, clients and partners with access to free vaccinations. Dun & Bradstreet partnered with local organizations to administer 810 vaccines. We made gifts of \$15,000 to both the United Way India and to Tata Trusts to assist with COVID-19 relief efforts.



The Children’s Christmas Party of Jacksonville, FL

Soon after moving Dun & Bradstreet’s global headquarters to Jacksonville, one of the first charitable events the company sponsored was The Children’s Christmas Party of Jacksonville. The annual event draws thousands of children to a local convention center to meet Santa and receive presents for Christmas. Instead of the usual in-person distribution, due to the COVID-19 pandemic, The Children’s Christmas Party of Jacksonville partnered with organizations including Dun & Bradstreet to sponsor the event and to distribute the toys. Dun & Bradstreet employees helped wrap and load toys for 6,000 children enrolled in several pre-selected, non-profit programs.

Governance

A sound Governance structure creates value and minimizes risk.

Good governance ensures effectiveness and is essential for the functioning of our organization and for development. We are committed to compliance with applicable laws and regulations, privacy and security, and mitigating risks and negative impacts where possible.

Board Snapshot

10

Number of directors

100%

Committee independence

62 Years

Average age

87.5%

Independent directors

10% Female

Gender diversity

2.4 Years

Average tenure

Leadership and Board Composition

We believe that diversity of experience and opinions is vital to an effective Board of Directors. We're proud that both the Dun & Bradstreet Board of Directors and the leadership team bring diverse skills, experiences and backgrounds to the company. We will continue to evolve our Board composition to ensure that we have an inclusive team that is representative of our world today. The Board of Directors of Dun & Bradstreet sets high standards for our employees, executives and directors. Inherent in this philosophy is the importance of sound corporate governance. Our [corporate governance guidelines](#) and committee charters form the backbone of our approach to corporate governance.

Sustainability Working Group

This group is tasked with development and execution of Dun & Bradstreet's ESG program, assessing the ESG landscape and communicating our progress to stakeholders. The working group includes the following members of our leadership team: Chief Sustainability & Communications Officer, Chief People Officer, Chief Financial Officer, Chief Risk Officer, Chief Legal Officer and Corporate Secretary.

Committee Oversight of ESG Issues

Board Oversight of ESG Issues

With respect to ESG issues, our Board of Directors, as a whole, is responsible for ESG oversight.

The Board of Directors has three standing committees, each of which has its own governing charter: An [Audit Committee](#), a [Compensation Committee](#), and a [Corporate Governance and Nominating Committee](#).

Audit Committee

- Quality and integrity of financial statements and related disclosures
- Compliance with legal and regulatory requirements
- Risk assessment and management, including data privacy and cybersecurity risk
- ESG risk and initiatives, including human capital management and diversity and inclusion

Corporate Governance and Nominating Committee

- Corporate governance framework
- Board refreshment

Compensation Committee

- Executive compensation decisions
- Oversight of compensation plans

Key Governance Policies

Political Contributions

Dun & Bradstreet employees are not allowed to make contributions to political parties or officials on Dun & Bradstreet's behalf for any reason.

Global Anti-Corruption Policy

Dun & Bradstreet's long-standing commitment to doing business with the highest standards of business ethics and conduct means avoiding corruption in any form. This policy sets out the rules and expectations for how Dun & Bradstreet does business in compliance with the applicable anti-bribery and anti-corruption laws of the countries in which we operate. Each employee is responsible for knowing and complying with this policy. View more: [Anti-Corruption Policy](#).

A Firm Commitment to Data Privacy & Security

Our commitment to effective data compliance, privacy, ethics and management is at the heart of our role as a leading global provider of business decisioning data and analytics. We believe that sound governance, classification, handling, transparency, and stewardship of data are foundational to delivering meaningful data-driven insights and driving informed decisions that improve outcomes. As part of our commitment to treating all individuals with honesty and respect,

we provide publicly available notices with transparency about our data collection practices and how we process and share the personal information we collect. We provide individuals with choices for how their personal information is collected and shared and we respect their privacy by collecting and processing data only for specific and legitimate business purposes and implementing safeguards to ensure data integrity and data security. We incorporate these considerations throughout the data lifecycle to ensure that personal information is protected and handled compliantly from the moment it is collected by Dun & Bradstreet to the day it leaves. We incorporate data protection terms into our contractual agreements with third parties with whom we share personal information and have incorporated robust compliance, privacy and security due diligence requirements into our third-party engagement process.

Dun & Bradstreet's Global Privacy Program is designed to ensure compliance with all applicable international, national and local privacy regulatory requirements. Maintaining the security and privacy of our customers' confidential data is one of our highest priorities. View our [Privacy Policy](#).

At Dun & Bradstreet we recognize that data privacy is impossible without data security. In the digital era, security threats continue to evolve and escalate.

Although Dun & Bradstreet has not experienced any material financial losses relating to technology failure, cyberattacks or security breaches, we remain vigilant. Data is at the core of our business, therefore we ensure our data privacy, security and data ethics commitments remain top priorities.

Approach and Strategy

Our Global Information Security team of experienced professionals leverage the latest security controls, policies and new technology platforms to safeguard Dun & Bradstreet company data, mitigate cybersecurity risks and drive productivity across the enterprise. Monthly phishing tests, annual cyber threat roundtable exercises and continuous education throughout the year help reinforce security best practices and ensure employees do their part to keep company data and systems safe.

Audit Committee's role

The Audit Committee of our Board of Directors provides oversight over our data governance, cybersecurity, enterprise risk, regulatory compliance, business ethics issues, and complaints concerning violations of our Code of Conduct as part of our broader global compliance and ethics program. Additional information can be found in our Board of Directors' [Audit Committee Charter](#).

Global Security and Risk team

This group works with lines of business across the company, providing an enterprise-wide information security strategy to support our business objectives and minimize the likelihood and impact of cybersecurity attacks and security incidents to our information assets, while also protecting the information assets of our clients, employees and vendors. We have designated a Chief Information Security Officer who oversees our Global Information Security program.

Risk Identification and Prevention Process

We have policies and procedures in place to validate and enforce our security controls. Access to this data is restricted to authorized personnel by physical and logical access controls.

Multi-level approach

We take a multi-level approach to risk identification and prevention using the following technologies:

- Encryption
- Virus detection
- Multi-factor authentication
- Next-generation and web application firewalls
- Automated processes for user access reviews and privilege escalation
- Intrusion detection systems

Our Approach to Cybersecurity

Cybersecurity

Our clients, partners and team members trust us to safeguard their information, and this remains a top priority for us. We actively monitor and manage cybersecurity risks thereby enhancing our ability to mitigate them through company-wide programs, industry-accepted practices, and threat and vulnerability assessments and responses.

InfoSec program

Our Information Security (InfoSec) program is led by a team of security experts and aligns with changing security standards.

Annual security audits

Each year, we conduct security audits throughout the company. These audits include:

- SOC 2 Type 2
- ISO 27001 for UK and Ireland Business Units
- PCI DSS
- EU-US Privacy Shield, Swiss-U.S. Privacy Shield Frameworks
- HIPAA Compliance
- Advanced Technology Partner Status from Amazon Web Services Partner Network
- Regular Customer Audits
- Annual Penetration Tests
- Annual Red Team/Tabletop Exercises

User and Data Privacy

At Dun & Bradstreet, we take the security of a user's personal data extremely seriously. As a data and analytics company, we have a duty to ensure and protect the confidentiality of our clients' information and will handle their personal data in accordance with prevailing data protection legislation.

Data privacy focuses on the protection of personal information when collecting, using, processing, securing, and sharing such information with third parties and transferring personal information across geographic borders. There are regulatory requirements across the globe associated with these activities:

- Data Request Management
- Client Data Sharing
- Government Data Requests

Our clients, partners and team members trust us to safeguard their information, and this remains a top priority for us.



Ethics and Business Conduct

Ethical business conduct is of the utmost importance at Dun & Bradstreet. Whether it's human rights issues, Code of Conduct policies or supply chain management, we pledge to protect human rights of all kinds in all areas of our business.

Human Rights

Our commitment to ethical business conduct includes a pledge to protect human rights in the business and supply chain. We make it very clear that we are against forced labor, child labor, physical punishment or abuse. Our respect for Human Rights is described in our Code of Conduct and reinforced by our internal Modern Slavery and Human Trafficking Policy. This policy applies to both our internal operations and third parties throughout our global supply chain to support human rights. We prohibit the employment of underage children or forced labor, as well as any form of physical punishment or abuse. We expect partners throughout our global supply chain to share our commitment to the same high standards.

Whistleblower reporting process

Our whistleblowing policies, as set forth in our Code of Conduct and reinforced in our other policies, actively encourage all team members to speak up if they have concerns about any activity, breach of laws or regulations, breach of our Code of Conduct or policies, dangers to the public or any concealment of information. The Global Compliance and Ethics Helpline can be accessed online 24/7, with reporting available in all local languages. We guarantee that whistleblowing reports can be made anonymously and without retaliation to the reporter. All reports are expeditiously reviewed by our Global Compliance and Ethics team and escalated to our Chief Compliance Officer.

Code of Conduct for Employees

Doing things the right way, ethically, with integrity, and in compliance with the law, isn't just a policy at Dun & Bradstreet — it's ingrained in our very culture. The Dun & Bradstreet Code of Conduct and Ethics provides enterprise-wide policies and guidelines that Protect the Franchise, Honor the Client and Lead, Develop and Support our People.

The principles set out in our Code are integral to our future growth and success and are the bedrock to our vision — to create a global network of trust enabling clients to turn uncertainty into confidence, risk into opportunity and potential into prosperity. To read more, visit our [Code of Conduct](#).

Code of Ethics for Senior Financial Officers

Our Code of Ethics for Senior Financial Officers applies to our Chief Executive Officer, our Chief Financial Officer and our Chief Accounting Officer. Our Code of Business Conduct and Ethics is applicable to all our directors, officers and employees. Our codes of ethics were adopted to codify our commitment to our high standards for ethical business practices. Our reputation for integrity is one of our most important assets and each of our employees and directors is expected to contribute to the care and preservation of that asset. To read more, visit our [Code of Conduct](#).

Anti-Corruption Policy

Our [Global Anti-Corruption Policy](#) sets out the rules and expectations for how Dun & Bradstreet does business in compliance with applicable anti-bribery and anti-corruption laws of the countries in which we operate. Each employee is responsible for knowing and complying with this Policy.

Supply Chain Management

At Dun & Bradstreet, we require our vendors to comply with human rights principles as set out in our [Partner Code of Conduct](#). It defines our expectations for Vendor Compliance with Human Rights principles, outlines our vendor selection screening process and describes our supply chain service offerings, including supplier diversity, socio-economic solutions and our Product Governance Policy.

SASB Table

As part of our efforts to be transparent on the topics that are most significant to our business, Dun & Bradstreet is reporting in alignment with the Sustainability Accounting Standards Board (SASB) Software & IT Services Standard.



Topic	SASB Code	Accounting Metric	Category	Response/Location
Environmental Footprint of Hardware Infrastructure	TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative: Gigajoules (GJ), Percentage (%)	These metrics are not currently disclosed; however, we plan to complete the CDP questionnaire during the 2022 reporting season, which will address these topics.
	TC-SI-130a.2	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative: Thousand cubic meters (m ³), Percentage (%)	These metrics are not currently disclosed.
	TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	Discussion and Analysis	As our data centers are an energy-intensive aspect of our operations, we are prioritizing the use of energy-efficient facilities and seeking cooperation with our data center vendors to monitor, influence and support any efforts towards sourcing renewable energy for the facilities. We are continuing to transition to a multi-cloud solution to reduce our overall data center footprint.
Data Privacy & Freedom of Expression	TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	Discussion and Analysis	Our external privacy notices provide transparency around our collection, processing and sharing of personal information, including information relating to behavioral advertising, user privacy and individual data control rights. All this and more can be found in the following Privacy Notices posted on our websites: <ul style="list-style-type: none"> ■ D&B Privacy Notice ■ EU and UK Privacy Notice ■ China Privacy Notice ■ Canada Privacy Notice ■ India Privacy Notice
	TC-SI-220a.2	Number of users whose information is used for secondary purposes	Quantitative: Number	D&B outlines which users' information is used for secondary purposes in our Records of Processing, which we are building out to cover all data flows across D&B.

Topic	SASB Code	Accounting Metric	Category	Response/Location
Data Privacy & Freedom of Expression (continued)	TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Quantitative: Reporting currency	As part of our obligations as a publicly traded company, all material financial losses as a result of loss of user privacy, including losses due to legal proceedings, are available in our public filings with the SEC.
	TC-SI-220a.4	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	Quantitative: Number, Percentage (%)	Currently we do not disclose the number of law enforcement requests for user information, however, we have processes in place to limit the disclosure of personal information to only what is required under applicable law. D&B will provide the minimum amount of information permissible when responding to a data request, based on a reasonable interpretation of the request. Any personal information outside the scope of the request will be redacted.
	TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering or censoring	Discussion and Analysis	On a country-by-country basis, D&B tracks a list of countries where core products or services are subject to government-required monitoring, blocking, content filtering or censoring, while the respective team in each location is tasked with implementing these obligations.

Topic	SASB Code	Accounting Metric	Category	Response/Location
Data Security	TC-SI-230a.1	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	Quantitative: Number, Percentage (%)	<p>Within the past three years, we have not detected a compromise of D&B core systems leading to unauthorized data access. In 2017, D&B experienced and publicly reported a data breach involving a substantial number of data subjects. Though personal data was involved, the data breach did not expose sensitive personal information and no infiltration of D&B systems was identified.</p> <p>In addition to meeting all our disclosure obligations, significant updates and improvements to our data security safeguards were implemented, including:</p> <ul style="list-style-type: none"> ■ Processes and technology for restricting access to data and systems to authorized individuals ■ Barriers and controlled network zones to protect assets from internal and external threats ■ Processes and technology to protect the confidentiality, integrity and availability of data at-rest and in-transit ■ Monitoring the environment to identify and alert on indications of unauthorized or malicious activity with an effective response capability ■ Enforcing secure system configuration and preventative controls ■ Enforcing controls to secure applications against misuse and attack ■ Evaluating the effectiveness of security controls, processes and their implementation ■ Fostering a culture of information security in which users are empowered with the necessary knowledge to protect the company

Topic	SASB Code	Accounting Metric	Category	Response/Location											
Data Security (continued)	TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Discussion and Analysis	D&B engages a multi-leveled approach to preventing, identifying and addressing data security risks both internally and with the use of third-party cybersecurity standards. We safeguard our data by using a combination of preventive and detective technologies such as encryption, virus detection, multifactor authentication, next generation and web application firewalls, automated processes for user access reviews, and privilege escalation and intrusion detection systems. Alongside these technical measures, we have policies and procedures in place to communicate and enforce our security controls. Access to data is restricted to authorized personnel by physical and logical access controls.											
Recruiting & Managing a Global, Diverse & Skilled Workforce	TC-SI-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	Quantitative: Percentage (%)	These metrics are not currently disclosed.											
	TC-SI-330a.2	Employee engagement as a percentage	Quantitative: Percentage (%)	The Q1 2022 engagement survey results show that our global respondents are very engaged with a rating of 4.2 out of a 5-point scale.											
	TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Quantitative: Percentage (%)	<p>Gender Diversity Data</p> <table border="1"> <thead> <tr> <th>Executive leadership</th> <th>All leaders</th> <th>All employees</th> </tr> </thead> <tbody> <tr> <td>Male 79%</td> <td>Male 63%</td> <td>Male 54%</td> </tr> <tr> <td>Female 21%</td> <td>Female 36%</td> <td>Female 45%</td> </tr> <tr> <td></td> <td>Not Identified 1%</td> <td>Not identified 1%</td> </tr> </tbody> </table> <p>Racial and ethnic diversity representation metrics are not currently disclosed.</p>	Executive leadership	All leaders	All employees	Male 79%	Male 63%	Male 54%	Female 21%	Female 36%	Female 45%		Not Identified 1%
Executive leadership	All leaders	All employees													
Male 79%	Male 63%	Male 54%													
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	Not Identified 1%	Not identified 1%													
Intellectual Property Protection & Competitive Behavior	TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Quantitative: Reporting currency	These metrics are not currently disclosed.											
Managing Systemic Risks from Technology Disruptions	TC-SI-550a.1	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Quantitative: Number, Days	Performance issues or client service disruptions material to our operations or financial results, if any, are disclosed in our 2021 Annual Report on Form 10-K.											

Topic	SASB Code	Accounting Metric	Category	Response/Location
<p>Managing Systemic Risks from Technology Disruptions (continued)</p>	<p>TC-SI-550a.2</p>	<p>Description of business continuity risks related to disruptions of operations</p>	<p>Discussion and Analysis</p>	<p>D&B investigates incidents relating to security, availability, confidentiality and privacy, and responds to any real or suspected breach of security of D&B information systems, in a timely, coordinated fashion while complying with applicable laws and regulations. D&B performs security tabletop exercises on an annual basis to ensure organizational preparedness for disruptions.</p> <p>D&B has implemented the following business continuity strategies to mitigate risks associated with disruption of business operations where possible:</p> <ul style="list-style-type: none"> ■ Business Continuity Management System: D&B’s Business Continuity Management System (BCMS) enables stability of our operations following a potential disruption or catastrophic event such as a natural disaster, pandemic, cybersecurity incident or other events. The plans within the BCMS define objectives, dependencies and processes to limit the impact to those with whom we do business. ■ Crisis Management Team: D&B has established a Crisis Management Team (CMT) to respond to disruptive incidents by performing a situation assessment, determining the potential impact to the business and coordinating the implementation of response and recovery strategies. ■ Facility Downtime: D&B enables most team members to work from a nearby D&B facility or to work remotely from home. ■ Technology Downtime: D&B maintains an IT disaster recovery program that oversees technology backups and recovery capabilities. Additionally, departments have identified manual workarounds for technology downtime where possible. ■ Third-Party Downtime: D&B has the ability to insource for some third-party activities. For other activities, D&B has identified alternate providers or workarounds. ■ Unavailability of Team Members: D&B cross-trains team members where possible to enable the continuation of work during times when personnel are unavailable. This is supported by documented workflow processes. In addition, D&B attempts to identify personnel in other departments to perform work for increased backup capabilities. ■ Internal Crisis Communications: D&B uses an emergency notification tool that enables mass notification to team members through email, text and phone call.

Topic	SASB Code	Accounting Metric	Category	Response/Location
Activity Metrics	TC-SI-000.A	(1) Number of licenses or subscriptions, (2) percentage cloud-based	Quantitative: Number, Percentage (%)	These metrics are not currently disclosed.
	TC-SI-000.B	(1) Data processing capacity, (2) percentage outsourced	Quantitative: (i.e. MSUs, MIPS, MFLOLPS, etc.)	These metrics are not currently disclosed.
	TC-SI-000.C	(1) Amount of data storage, (2) percentage outsourced	Quantitative: Petabytes, Percentage (%)	These metrics are not currently disclosed.



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This report includes forward-looking statements. These statements are not historical facts, but instead represent only our beliefs regarding future events, many of which, by their nature, are inherently uncertain and outside of our control. Forward-looking statements include statements about our business and future performance. These statements can be identified by words such as “anticipates,” “intends,” “plans,” “seeks,” “believes,” “estimates,” “expects,” and similar references to future periods, or by the inclusion of forecasts or projections. For a discussion of some of the risks and important factors that could affect our future results and financial condition, see “Risk Factors” in our Annual Report on Form 10-K for the year ended December 31, 2021.