



dun & bradstreet

2023 Environmental,
Social & Governance Report

Table of Contents

Overview

A Message from Our CEO	3
About Dun & Bradstreet	4
Our ESG Solutions	6
Our Strategic Approach	8
Awards & Certifications	12

Our Purpose

Board of Directors	15
Ethics & Business Conduct	17
Enterprise Risk Management	20
Responsible Supply Chain Management	22
Privacy, Transparency, and AI Trust Centre	24
Cybersecurity	27
Our Purpose Metrics	29

Our Planet

Our Environmental Strategy	33
Environmental Management System	33
Climate Change	34
Data Center & Product Sustainability	36
Offices & Operations Emissions	37
Waste & E-waste Management	38
Water Use & Withdrawal	39
Supply Chain	39
Our Planet Metrics	40

Our People

Employee Engagement & Experience	44
Learning & Development for Our Team Members	45
Performance Management	47
Fostering a Culture of Diversity, Equity, and Inclusion	48
Our Hiring Commitment	51
Employee Health & Well-being	52
Our Communities	54
Our People Metrics	56

Reporting Indices

Framework Index	63
TCFD Report	78

Appendix

Scope	84
Policies & Resources	85

A Message from Our CEO

Today's fast-paced business environment is powered by data and analytics, increasingly crucial in environmental, social, and governance (ESG) management and compliance. At Dun & Bradstreet, ESG is regarded as good business practice and is closely tied to our growth strategy. Because of the nature of our business, we consider ESG from both a corporate perspective and a commercial perspective.

In 2023, we refreshed foundational elements to our global ESG strategy, adapting to an evolving regulatory landscape while ensuring our plan continues to support long-term value creation. Our ESG team conducted a double materiality assessment to gain continued stakeholder input into our forward-looking strategy and refine our priorities. Our cross-functional work culminates into this global consolidated report, drawing our ESG activity into a single report highlighting worldwide activity.

We report in three ESG strategic pillars: Our Purpose, Our Planet, and Our People. The following highlights some of our key ESG initiatives and the actions we took in 2023 to advance ESG priorities:

Our Purpose: Demonstrating our commitment to integrity by creating policies, practices, and solutions that reduce risk and create a positive impact

- We released our [Code of Conduct and Ethics for Third Parties](#), setting high standards for business practices with outside organizations.

- We launched our [Privacy, Data Transparency, and AI Trust Centre](#) (Trust Centre) transparently outlining our view on data transparency, data compliance, and data transfer as well as our commitment to responsible use of Artificial Intelligence (AI). The Trust Centre showcases our global standards that have been recognized through multiple certifications and references local data protection authorities contact information by country.

Our Planet: Reducing the impact our operations have on the environment

- We committed to setting a science-based target with the Science Based Targets initiative (SBTi) and are establishing a clear and intentional plan to build our external targets.
- We hold a globally recognized ISO 14001: 2015 Environmental Management Systems certification covering 17% of our global operations with plans underway to increase coverage.

Our People: Fostering diversity and inclusivity by providing opportunities for our employees and local communities to thrive

- We received the Human Rights Campaign Equality 100 Award, one indicator of our inclusive culture.
- Our team members donated 13,527 hours to their communities through our Volunteer Time Off (VTO) benefit, providing volunteer support to nonprofit organizations.

Throughout 2023, we advanced the ESG solutions our clients use to manage their risk portfolio. Our third-party and supply chain risk management solutions identify financial, regulatory, cyber, social, and climate risks throughout clients' value chains. Additionally, we collaborated with Climate Engine, a pioneer in climate data and analytics, to release D&B Climate Risk Insights, a solution enabling business leaders to mitigate the risks of prevalent climate-related disasters and build resilience for their organizations. These insights help organizations to better understand what they can do to prepare for and withstand the impacts of extreme climate events and avoid business disruptions. These trusted data-driven tools position clients to identify climate risks of today and plan for those of tomorrow.

Dun & Bradstreet considers a strong ESG strategy as a critical business standard, and we are proud to serve as a responsible and trustworthy partner to our stakeholders, so they can also make an impact on the world through ESG solutions that align with their needs and values. I am proud of how Dun & Bradstreet has grown, innovated, and evolved and look forward to working with our team to continue to drive positive impact for business, people, and the planet.

Regards,

Anthony Jabbour
Chief Executive Officer
Dun & Bradstreet



About Dun & Bradstreet

As a leading global provider of business decisioning data and analytics, Dun & Bradstreet enables companies around the world to improve their business performance. The D-U-N-S® Number, which stands for Data Universal Numbering System, is a unique nine-digit digital fingerprint that creates a persistent single thread connecting related business entities throughout the world. This fingerprint is now the foundation of Dun & Bradstreet's Data Cloud and is used to identify more than 550 million public and private businesses worldwide.

The D-U-N-S Number provides visibility into business relationships, employees, and subsidiaries, helping an organization gain a holistic view of an enterprise's financial health and much more. Our Data Cloud fuels solutions and delivers insights that empower customers to accelerate revenue, lower cost, mitigate risk, and transform their business, whatever the economic environment.



Since 1841, our business has grown to serve a broader client base, and we have expanded our offerings to meet the diverse and evolving needs of organizations ranging from small businesses to multi-national companies to government agencies. Throughout our history, it's been our unwavering mission to create a global network of trust, enabling clients to turn uncertainty into confidence, risk into opportunity, and potential into prosperity.

Our Values

Our core values of "data inspired, relentlessly curious, and inherently generous" guide our interactions with our stakeholders and the communities we serve. Our values embody how we execute our mission and anchor our approach to ESG.

Dun & Bradstreet Values

DATA INSPIRED — We are passionate about the power of data. It is 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.

Year in Review

~240K

clients of every size, including
93% of the Fortune 500™

550+M

records on private & public
companies held in the
Dun & Bradstreet Data Cloud

80+M

private & public businesses
included in our deep
ESG data coverage

79+M

organizations scope 1 data
covered across 172 markets

72+M

organizations scope 2 data
covered across 129 markets

3+M

organizations scope 3 data
covered across 185 markets

#1

source of trusted ESG Rankings
built from top standards including
CDP, Global Reporting Initiative
(GRI), and Sustainability Accounting
Standards Board (SASB)

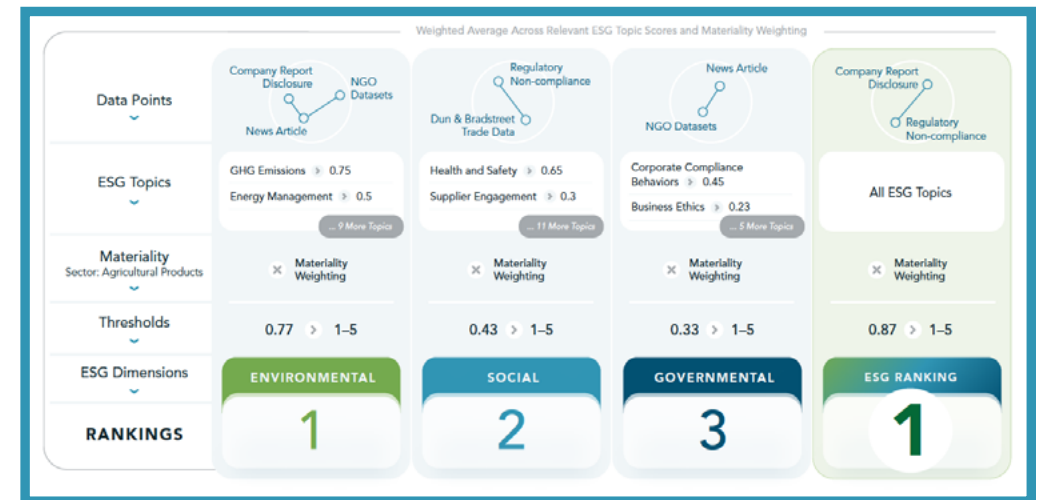
Our ESG Solutions

The ESG reporting landscape is redefining how companies consider their ESG strategy. Globally, new regulations, updates to global frameworks and standards, and a general trend toward data-driven substantiation is challenging ESG teams to take data-driven actions. Dun & Bradstreet solutions provide ESG teams with the relevant tools to help them adopt business practices for addressing present and future risks.

D&B ESG Intelligence

While ESG has been a focus of many large, multinational companies for several years, there is little insight into these companies' supply chains, their private company customers, or small- to medium-sized businesses. Leveraging our capabilities in company data, linkage, credit, compliance, and due diligence over the last two years we have expanded our risk management offerings to include ESG. Dun & Bradstreet offers sustainability performance data on 80+ million global public and private businesses along with solutions to fit a variety of use cases for our clients, from helping to manage risk, to improving supply chain resiliency, to compliance with emerging regulations.

D&B ESG Intelligence delivers calculated scope 1, 2, and 3 greenhouse gas (GHG) weights for suppliers along with carbon emissions reduction targets and offsets insights, helping organizations to report emissions of their value chain to stakeholders and to align with frameworks and standards including SBTi, the International Sustainability Standards Board (ISSB), the European Union Corporate Sustainability Reporting Directive (CSRD) and more. In some geographies, such as Asia, we provide an ESG REGISTERED™ mark, which an organization can earn by completing Dun & Bradstreet's ESG Self-Assessment, showing a commitment to ESG data disclosure that is accurate and verifiable.



How ESG Rankings are calculated: Agricultural product company example (for illustrative purposes only)

Source: [D&B ESG Rankings Dataset White Paper](#)

Our D&B ESG Intelligence suite provides:

- ESG data, updated monthly, to help support regular views
- Scoring built around trusted sustainability frameworks
- ESG data synthesized into meaningful metrics for supplier risk prioritization and informed decision making
- Data depth scores identifying areas where companies may want to engage with their suppliers for more insight

Actual data gathered from thousands of verified sources including:

- Government and U.S. Securities and Exchange Commission (SEC) reporting
- Corporate sustainability reports and websites
- Completed Dun & Bradstreet ESG Self-Assessments
- Third-party sources

Green Indicator

A key part of our ESG Intelligence suite is the Dun & Bradstreet Green Indicator data package. The Green Indicator highlights more than 203,000 unique businesses that are certified Green by key industry-standard entities like ENERGY STAR and Leadership in Energy and Environmental Design (LEED). Our clients use 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. This dataset is another example of Dun & Bradstreet's commitment to building data-driven solutions to meet the needs of clients, help them make better business decisions, and collectively build a better future.

D&B Climate Risk Insights

In late 2023 in the U.S., we introduced D&B Climate Risk Insights in partnership with Climate Engine, a forward-looking startup of climate scientists. D&B Climate Risk Insights is the company's first solution focused solely on climate change, providing organizations intelligent data to build resilient business management of physical climate risks. Results can be used in identifying supply chain disruption risk, portfolio risk management, and underwriting risk modeling. Businesses benefit from understanding both acute and chronic physical risks across a series of risk measures providing results in calculated exposure indexes. Managing physical risks is one key component of reporting in response to the Task Force on Climate-related Financial Disclosures (TCFD) recommendations and SASB, aligning users with the future of sustainability reporting. The D&B Climate Risk Insights solution works in concert with our ESG Intelligence suite.

Supplier Solutions

D&B Supplier Diversity Data

Dun & Bradstreet collects and manages a broad set of diversity data collected from more than 400 sources. Our more than 5.3 million socio-economic classifications and more than 20 million small business indicators, help our clients find qualified third parties that meet their needs. The insights gleaned help clients with adding third parties to meet company goals, comply with corporate, federal, state, and Tier 2 requirements such as 294/295 reporting, and get the insight to avoid suppliers on government control lists, including Office of Foreign Asset Controls (OFAC), or who have U.S. Environmental Protection Agency (EPA) or Occupational Safety and Health Administration (OSHA) violations.

D&B Risk Analytics Supplier Intelligence

D&B Risk Analytics Supplier Intelligence provides supply and compliance teams with a solution that leverages AI-powered data to achieve a new level of visibility for managing risks. Utilizing the Dun & Bradstreet Data Cloud, D&B Risk Analytics Supplier Intelligence allows organizations to screen suppliers, actively monitor risk changes, streamline reporting processes, and drive operational efficiency through automation.



A Message from Our Sustainability Officer

We are pleased to present our annual ESG report. As in previous years, this report summarizes how we manage our Company responsibly and sustainably for the long-term. Throughout 2023, we enhanced our ESG corporate strategy to more closely align with global standards, frameworks, and upcoming legislative requirements.

We view engagement with both internal and external stakeholders, including team members, clients, investors, consultants, and standard-setting organizations vital to the success of our ESG program. Our 2023 double materiality assessment resulted in invaluable stakeholder input, an understanding of stakeholder prioritization of topics, and is the first step in preparing for European Union (EU) regulations.

Beyond planning for requirements, a few key highlights progressed our agenda. 2023 Key Highlights:

- **Enhanced Global Commitments** — This report increased our global reporting alignment to include how our strategy links to the Ten Principles of the United Nations Global Compact (UNGC), the United Nations Sustainable Development Goals (UN SDGs) and TCFD. This adds to our annual reporting to CDP, EcoVadis and our GRI and SASB reporting indices within our annual ESG report.
- **Set The Stage for Target Setting** — In October 2023, Dun & Bradstreet pledged to develop external climate goals by signing the commitment letter to the SBTi.

- **Refined ESG Data Collection** — We formalized our data collection process by launching corporate ESG software that enables us to track key environmental metrics and calculate our global emissions. This management tool will also support us in recognizing trends and implementing data-driven GHG emission reduction commitments and initiatives. Furthermore, this disciplined approach will set up Dun & Bradstreet for ESG regulatory compliance.

Each of these items demonstrate our commitment to continual ESG progress. Looking into 2024 and beyond, we are committing to short-term improvement in three areas:

- Integrating materiality results into our strategic growth
- Modernizing related policies, processes, and procedures to reflect our approach
- Assessing data and analytics to thoughtfully set our external targets

We appreciate your interest in our efforts and will communicate progress in our global report annually.

Regards,

Michele Caselnova
Chief Sustainability &
Communications Officer
Dun & Bradstreet



Our Strategic Approach

Program Milestones

2019

- **First CDP submission for Dun & Bradstreet Holdings, Inc.**
Providing stakeholder insight into our environmental performance.
- **First Corporate Social Responsibility (CSR) Report**
Demonstrating our commitment to communicate on our environmental, social and governance policies, programs and initiatives.

2021

- **Launch of Employee Resource Groups (ERGs)**
Affirming our commitment to our diverse and inclusive workforce.
- **SASB-aligned Reporting**
Reporting on topics financially material to our industry in a standardized and digestible format for investors.
- **Launch of Dun & Bradstreet ESG Rankings**
Helping our clients identify their specific ESG risks and opportunities.

2022

- **Introduced Environmental Policy Statement, Human Capital & Diversity, Equity and Inclusion (DEI) Policy Statement, Product Governance Policy Statement, and Business Ethics Policy Statement**
Codifying our efforts and initiatives.
- **First global, GRI-referenced ESG Report**
Publishing comprehensive ESG disclosures.
- **Expansion of ESG Intelligence Suite**
Including launching ESG Self-Assessment, ESG on Risk Analytics, and ESG Registered, further expanding our client's view of their ESG risks and opportunities.

2023

- **Aligned our global privacy and data protection program to ISO 27701**
Independently certified our program at those locations where we already hold ISO 27001 certification.
- **Became a signatory of United National Global Compact (UNGC)**
Incorporating the Ten Principles of the UNGC into our ESG strategy.
- **Completion of double materiality assessment**
An input to our global ESG strategy and a first step towards regulatory compliance.
- **Launch of a global ESG data management platform**
Implementing software to help collect and consolidate our global data and provide insights on performance and areas of opportunity to ensure compliance with expanding regulations.
- **Committed to set SBTi targets**
Signaling our plan to set science-based GHG emissions reduction targets.

2024

- **Release of UN SDG- and TCFD-aligned reporting, in accordance with GRI**
Growing our reporting framework repertoire to make data available easily to various stakeholders.

Dun & Bradstreet’s three-pillar strategy guides our business approach to ESG:

Our Purpose:

Demonstrating our commitment to integrity by creating policies, practices, and solutions that reduce risk and create a positive impact

Our Planet:

Reducing the impact our operations have on the environment

Our People:

Fostering diversity and inclusivity by providing opportunities for our employees and local communities to thrive

Enhanced Global Alignment

We look to global frameworks and standards to provide guidance for our reporting. Dun & Bradstreet’s ESG reports are aligned with the SASB Standards and the GRI. In March 2023, Dun & Bradstreet became a signatory to the UNGC. Throughout the report, we demonstrate our alignment to the Ten Principles of the UNGC, which include human rights, labour, the environment, and anti-corruption. Additionally, this report aligns with the TCFD and UN SDGs.

Dun & Bradstreet aligns to United Nations Sustainable Development Goals

For the first time, Dun & Bradstreet has aligned with the UN SDGs, which set the blueprint to achieve a better and more sustainable future for all, addressing many of the global challenges we face. As we considered our contribution, two levels of engagement became clear. Goals to which we contribute at a high level, and those to which we contribute to the course of our business. The UN SDGs listed below as Core align with our ESG strategy and identify areas where we will dedicate time, effort, and future targets. The goals listed as Contributing are identified as aligned with our values, how we do business, and where we feel Dun & Bradstreet can make an impact.

Dun & Bradstreet Core UN SDGs:

- Goal 3: Good Health and Well-Being
- Goal 4: Quality Education
- Goal 8: Decent Work and Economic Growth
- Goal 13: Climate Action

Dun & Bradstreet Contributing UN SDGs:

- Goal 9: Industry, Innovation and Infrastructure
- Goal 10: Reduced Inequalities
- Goal 17: Partnerships for the Goals

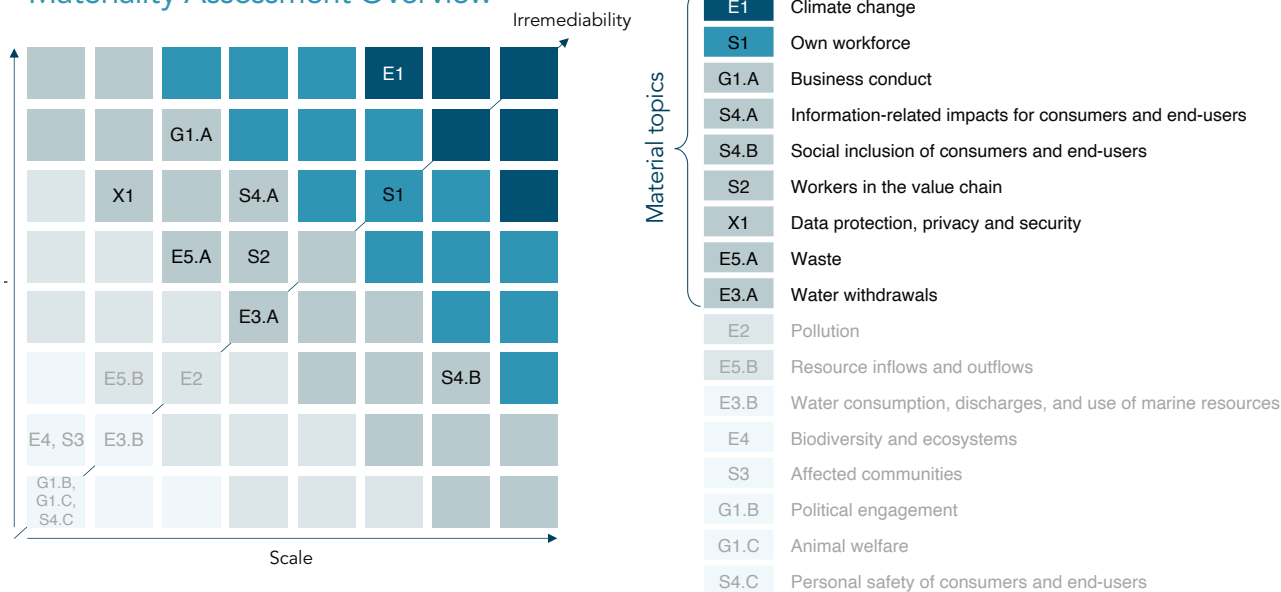
SUSTAINABLE DEVELOPMENT GOALS



Refreshed Materiality

In preparation for the upcoming EU CSRD, Dun & Bradstreet worked with a third-party consultancy to conduct a global double materiality assessment and identify our material ESG topics. The assessment involved an industry analysis, a materiality survey, and a series of stakeholder interviews to understand the relevance of CSRD-recognized ESG topics. The results of this assessment will not only highlight the reporting topics for CSRD, but also will shape the way we approach our wider ESG strategy. We are committed to maintaining compliance with global legislative requirements in pursuit of strong corporate governance and continued growth of our ESG strategy.

Materiality Assessment Overview



The results of the double materiality assessment arrived in late 2023. The materiality assessment output will shape our ESG strategy, reporting, and initiatives. We are currently reviewing the assessment's outcomes and building our response plan.

The findings include eight material topics and 16 subtopics:

ENVIRONMENTAL	SOCIAL
<p>Climate Change</p> <ul style="list-style-type: none"> Climate change adaptation Climate change mitigation Energy <p>Water and Marine Resources</p> <ul style="list-style-type: none"> Water withdrawals <p>Resource Use & Circular Economy</p> <ul style="list-style-type: none"> Waste 	<p>Own Workforce</p> <ul style="list-style-type: none"> Working conditions Equal treatment Other work-related rights (privacy) <p>Workers in the Value Chain</p> <ul style="list-style-type: none"> Working conditions Equal treatment <p>Consumers and End-Users</p> <ul style="list-style-type: none"> Information-related impacts Social inclusion
GOVERNANCE	COMPANY-SPECIFIC
<p>Business Conduct</p> <ul style="list-style-type: none"> Corporate culture Protection of whistle-blowers Relationship with suppliers Corruption and bribery 	<ul style="list-style-type: none"> Data protection, privacy, and security

Awards & Certifications

Throughout 2023, we were proud to receive recognition and certification for our environmental, social, and governance programs.



ISO 27001 & ISO 27701

Our Information Security Management System, Privacy Information Management System, and Statement of Applicability are certified compliant to ISO 27001:2013 & ISO 27701:2019 respectively across locations in the UK, EU and India. As of 2023, 35% of our operations are ISO 27001 certified.*



ISO 9001

Our office in Dublin, Ireland, utilizes a Quality Management System certified as compliant to ISO 9001:2015.



ISO 14001

Three offices across Europe maintain Environmental Management Systems, all of which are independently certified as compliant to ISO 14001:2015. As of 2023, 17% of our operations are ISO 14001 certified.*

* The percentage of our operations certified to each ISO standard is calculated based on number of people based at certified locations.

For an updated list of our awards and certifications, please visit our ESG website: dnb.com/esg



EPA's ENERGY STAR

Our Jacksonville, Florida headquarters is ENERGY STAR certified by the EPA since 2020. We received a 1-100 ENERGY STAR score of 80, placing us in the top quartile of energy performance, to work towards best practices in sustainability.



Chartered Institute of Procurement & Supply (CIPS) Corporate Ethics Mark

For the third consecutive year, CIPS awarded Dun & Bradstreet's Global Sourcing, Procurement and Vendor Management organization its Global Corporate Ethics Mark, earning Dun & Bradstreet a spot on the CIPS Corporate Ethics Register.



TrustRadius — Tech Cares

Dun & Bradstreet received a 2023 Tech Cares award by TrustRadius, recognizing our commitment to corporate social responsibility through our volunteer, philanthropy, DEI, workplace culture, and environmental programs.



Human Rights Campaign (HRC) Foundation's Equality 100 Award

Dun & Bradstreet received a score of 100 on the HRC Foundation's Corporate Equality Index for the seventh consecutive year, receiving the Equality 100 Award (formerly known as Best Place to Work for LGBTQ+ Equality).



Best Place to Work for Disability Inclusion

Dun & Bradstreet achieved its fourth consecutive endorsement from Disability:IN as a Best Place to Work for Disability Inclusion, earning a score of 100%.



Mandatory Provident Fund (MPF) Good Employer Award

Dun & Bradstreet Hong Kong SAR earned the "Good MPF Employer 5 Years+ Award". The team also received the e-Contribution Award and MPF Support Award for user-friendly employee programs.



Great Place to Work

Dun & Bradstreet Information Services India and the Dun & Bradstreet office in Switzerland have been certified as a Great Place to Work® in 2023.



Our Purpose

Demonstrating our commitment to integrity by creating policies, practices, and solutions that reduce risk and create a positive impact

Our Purpose

For Dun & Bradstreet, we continually develop our governance system to maintain our high standard of integrity. While our business has modernized, our 200-year history of living our principles of integrity has allowed our business to grow and thrive. We clearly share our governance practices applied by our Board of Directors, our expectation of ethics and business practices to our employees and third-party partners, and how we closely and regularly manage risk.

Our full range of data and analytics products require an organization with a positive reputation and a global scale to provide strategic and valued insights. Our digital practices are business critical. In 2023, we deeply considered our practices and released our new Privacy, Data Transparency, and AI Trust Centre to share those practices clearly and transparently. Earning and maintaining trust is at the heart of everything we do and guides how we operate.

Board Composition & Committee Oversight

Managing risk is a shared responsibility, starting at the top with our Board of Directors. Our Board of Directors supports our ESG commitments and business practices. We benefit greatly from the insights of our Board, a diverse group maintaining a wide range of views, insights, perspectives, and experiences. Our 11-person Board consists of our independent Lead Director and eight other independent directors, our Executive Chairman, and our CEO. The quarterly meeting cadence of our Board and committees supports regular senior management engagement with our board on business, governance, and regulatory updates; oversight of our enterprise risks; and other key initiatives, including ESG. Our Board maintains the following three committees including:

- **AUDIT COMMITTEE:** Oversees the accounting and financial reporting processes, compliance with legal and regulatory requirements, risk assessment and management, cybersecurity, and ESG program and priorities.
- **COMPENSATION COMMITTEE:** Oversees executive compensation decisions, in addition to compensation plans and programs.
- **CORPORATE GOVERNANCE AND NOMINATING COMMITTEE:** Oversees the corporate governance framework and board composition.

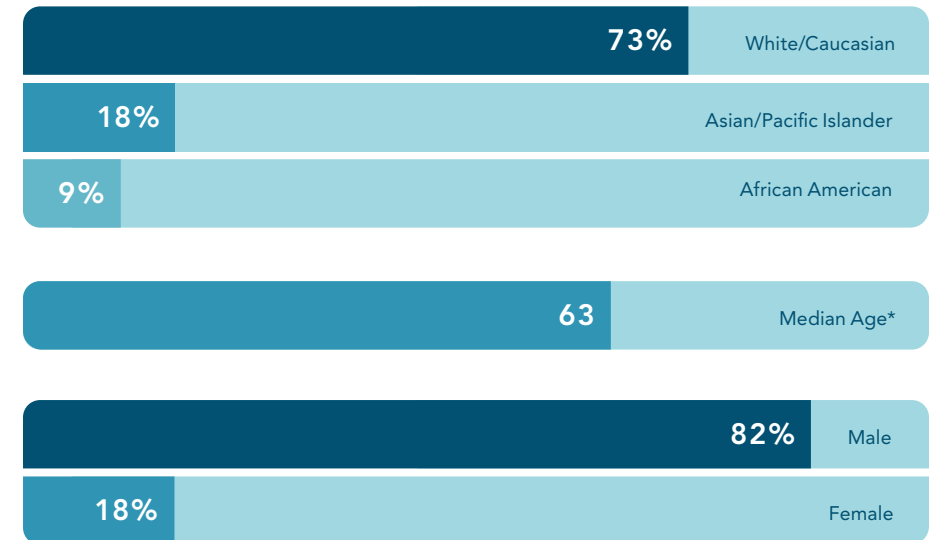
More information about the committee charters, as well as our Board governance, skills and experience, director biographies, stockholder engagement, and leadership can be found in our Proxy Statement for our 2024 Annual Meeting of Stockholders (our 2024 Proxy) and on the Governance page of our [Investor Relations website](#).

Board Diversity, Expertise & Education

Dun & Bradstreet’s Board of Directors possess extensive financial, legal, and international expertise in addition to experience within ESG and industry-relevant fields such as risk management, corporate governance, and information security.

The Board prioritizes education and awareness of ESG issues. The Chief Sustainability Officer (CSO) of Dun & Bradstreet provides a quarterly ESG update, in writing, to the Audit Committee of the Board of Directors. For more information about our Board of Directors, please see our [2024 Proxy](#).

Dun & Bradstreet’s Board of Directors Diversity



* Ages are reflected as of record date.

ESG Oversight

Our ESG agenda is embedded in our formal governance structure. Dun & Bradstreet’s CSO is responsible for global sustainability, reports directly to the CEO, and is a member of the Dun & Bradstreet Executive Leadership team.

A global ESG team supports the CSO in meeting ESG objectives, advancing programs and practices, and reporting Company progress to the Audit Committee of the Board of Directors. Leaders of functional teams, markets, and regions oversee and implement the sustainability strategy. We believe all team members should engage in our sustainable and ethical business practices and have established a network of local Sustainability Ambassadors guided by our ESG team.

ESG Strategy Oversight

OVERSIGHT	Audit Committee of the Board of Directors Chief Executive Officer		
LEADERSHIP	Chief Sustainability & Communications Officer		
ADVISORS	Sustainability Working Group	<ul style="list-style-type: none"> Regulatory – Chief Ethics & Compliance Officer Governance – Corporate Secretary People – Chief People Officer 	<ul style="list-style-type: none"> Investor Relations & Finance – Chief Financial Officer Operations – Chief Risk Officer Legal – Chief Legal Officer Internal Audit – Vice President
PROGRAM EXECUTION	Global Sustainability Team	<ul style="list-style-type: none"> ESG Engagement Lead – Global Sustainability Lead – International Sustainability Lead – Europe 	<ul style="list-style-type: none"> Sustainability Lead – Greater China Sustainability Lead – India
SUPPORT	Functional Teams	<ul style="list-style-type: none"> Product – VP, Finance & Risk Solutions Finance – SVP, Controller 	<ul style="list-style-type: none"> Technology - SVP, Technology People – Sr. Director, People Others as required

Ethics & Business Conduct

Dun & Bradstreet recognizes that ethical business conduct is essential to a strong corporate governance framework. Conducting business with ethics and integrity and in full compliance with the law is not just a policy at Dun & Bradstreet, it's ingrained in our culture, is the foundation of our Global Compliance & Ethics program, and is central to our ESG strategy.

We uphold high standards in our ethical business practices, as this foundation helps us solve problems for our clients; attract, hire, and retain outstanding team members; manage stakeholder and community expectations; and build on the trust that is synonymous with our brand.

All team members must complete compliance and ethics training upon joining Dun & Bradstreet, and every year they are employed at the Company thereafter. This includes reading and reaffirming their commitment to our [Code of Conduct and Ethics](#) annually, which is framed around our commitments and covers a broad set of expectations relating to anti-discrimination, environmental sustainability, human rights, fair and ethical business practices, and data responsibilities.

We define specific expectations for financial executives in our [Code of Ethics for Senior Financial Officers](#), which applies to our Chief Executive Officer, our Chief Financial Officer, and our Chief Accounting Officer. We also recognize that our values and ethical principles are only as strong as our team members who embody them. Consistent with our ethical principle — Courageous — we encourage team members to raise concerns about potential non-compliance or unethical behaviors and have zero tolerance for retaliation against those who raise compliance and ethics concerns.

Suspected policy violations and compliance concerns are reported through our public [Dun & Bradstreet Global Compliance & Ethics Helpline](#), which provides individuals with the option to report confidentially and anonymously in all local languages and across several different mechanisms. All whistleblower reports, data incidents, and compliance concerns are expeditiously reviewed and investigated by our Global Compliance & Ethics team and escalated to our Chief Ethics & Compliance Officer for evaluation and oversight. Report responses are investigated and handled confidentially. Our Code outlines that violations will impose disciplinary action up to and including termination of employment, civil and criminal charges, and recovery of damages in appropriate circumstances.





Dun & Bradstreet has five supporting ethical principles that underscore our Company values, guide decision-making, and help team members balance competing priorities to make the best choices. Aligning decisions and behavior to our values and ethical principles helps us continuously do the right thing as our business continues to evolve.

ACCOUNTABLE

Senior leadership and our Board of Directors consistently demonstrate the importance of doing business the right way and complying with our Code of Conduct and Ethics and applicable laws and regulations. Team leaders reinforce this commitment with all team members.

RESPONSIBLE

We steward our assets and drive growth responsibly so that we can sustain Dun & Bradstreet's success into its success into the future.

RESPECTFUL

We respect each other and the interests of the individuals and organizations with which we engage and those about which we process data.

TRANSPARENT

We strive to be transparent about our conduct, our dealings, and our practices; and we help support the global economy through transparent data practices, processing, and insights.

COURAGEOUS

We encourage new ideas, innovation, and speaking up with questions or concerns, and we have zero tolerance for retaliation against those who raise compliance and ethics concerns.

Anti-Bribery & Anti-Corruption

Dun & Bradstreet conducts business with the highest standards of ethics to avoid corruption in any form. [Anti-Bribery & Anti-Corruption Policy](#) sets 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 by completing the required annual training.

There were zero incidences of corruption during 2023 at Dun & Bradstreet.



Political Contributions & Public Policy

Dun & Bradstreet did not make any corporate political contributions in 2023. Dun & Bradstreet's Political Activities and Lobbying Policy establishes processes to ensure that if such contributions are made, they are made in a manner consistent with the Company's values and that such contributions protect and/or enhance stakeholder value.

Dun & Bradstreet funds being provided for political purposes must be reviewed by Global Compliance & Ethics and approved by the Chief Legal Officer prior to being made. The Global Compliance & Ethics team, through reporting by the Chief Ethics & Compliance Officer, will provide an annual report to the Audit Committee of the Board on any corporate political contributions made by the Company.

In 2023, Dun & Bradstreet made no corporate political contributions and does not currently have a Political Action Committee.

The Company is a member of a number of trade associations, professional societies, industry groups, and other tax-exempt organizations around the world. These organizations engage with regulators, policymakers, and other government officials and key stakeholders on industry-relevant issues. Dun & Bradstreet may not always share the views of its industry peers and associations and, in certain circumstances, may choose to not participate in industry and trade group-related activities. Dun & Bradstreet will voluntarily disclose the portion of payments that major U.S.-based trade associations and other tax-exempt organizations report to the Company as being used for political activity purposes where payments are \$50,000 or greater.

In 2023, no U.S.-based trade association or other tax-exempt organization to which Dun & Bradstreet made a payment of \$50,000 or more reported to Dun & Bradstreet that any portion of that payment was used for political activity purposes.

Enterprise Risk Management

Our risk management is a competitive advantage for deepening the long-standing trust we have held with our clients and other stakeholders for decades. We continuously evolve risk management consistent with changes in our business and the regulatory environment.

Our Board of Directors is responsible for holding the Executive Leadership team accountable for implementing the Board's approved risk tolerance; maintaining an effective risk management structure that appropriately identifies, monitors, measures, and controls major types of risk; and managing the company's actions in a safe and sound manner. Our U.S. Securities and Exchange Commission (SEC) Form 10-K explains in more detail the various types of risk we manage.

Dun & Bradstreet's Enterprise Risk Management (ERM) program prioritizes the identification, assessment, and control of identified corporate risks. Our Chief Risk Officer leads our ERM program, reports to our Chief Executive Officer, and provides quarterly updates to the Audit Committee of the Board of Directors. The Chief Risk Officer also leads the Enterprise Risk Committee, which comprises senior executives from our business and control functions, with representation covering all functions. The committee is responsible for the oversight of risk management across the enterprise. This includes identifying risks; assessing risk management practices and the control environment; reinforcing business accountability for risk management, supervisory controls, and regulatory compliance; supporting resource prioritization across the organization; and escalating significant issues to the Board. Dun & Bradstreet's internal global Enterprise Risk Policy guides how we address and respond to risks inherent in our business activities.

Our ERM program includes a high-level review of climate risks, as these risks are noted in our annual [Form 10-K](#) report to the SEC. However, Dun & Bradstreet is working to embed ESG risks, including climate, more deeply into the ERM process.

Risk Monitoring & Rapid Response

Internal Audit provides an independent assessment of risk management, control, and governance processes for the Company (including transactions, processes, policies, and procedures) or oversees outsourcing of such independent assessments. Additionally, the team conducts security audits in a series of identified risk areas throughout the Company, including:

- SOC 2 Type 2 and 3 internal controls for security, confidentiality, processing integrity, privacy, and availability of customer data
- ISO 27001: Information Security, Cybersecurity and Privacy Protection
- PCI Data Security Standard
- U.S. Health Insurance Portability and Accountability (HIPAA) Compliance
- Advanced Technology Partner Status from the Amazon Web Services Partner Network
- Customer audits
- Penetration tests
- Phishing and security tests with our team members

Team members are expected to review and comply with our internal Enterprise Risk Policy and are encouraged to report any concerns through our Global Compliance & Ethics Helpline at helpline.dnb.com. This system makes it easy for individuals to report an incident about workplace issues like financial and auditing concerns, harassment, theft, substance abuse, and unsafe conditions. Any identified issue prompts a rapid response and effective resolution mechanisms to minimize impacts and mitigate future risk. We respond to stakeholder feedback using established risk management processes and routines.

Business Continuity Program

Dun & Bradstreet supports more than 240,000 clients globally. We understand the responsibility this holds. We are diligent about maintaining, updating, and testing our Business Continuity Program (BCP), which is designed to minimize the impact of any reasonably foreseeable service interruption event. Our program prioritizes critical business processes, identifies significant threats to normal operations, and plans mitigation strategies to ensure effective organizational response to significant business interruptions. We emphasize business continuity planning and readiness to minimize potential impacts to our team members, clients, alliances, and overall ongoing operations.

Our BCP continues to evolve and enables an appropriate level of preparedness for a disruptive incident. The program aligns with key elements of the ISO 22301 Business Continuity and our internal governing standard as outlined in the Dun & Bradstreet BCP Policy Statement. Our Executive Leadership team oversees our BCP by reviewing performance, program improvements, and emerging stakeholder needs. While no BCP can be failsafe, Dun & Bradstreet is committed to ensuring that its program is tested, comprehensive, and up to date, particularly considering rapidly changing information, techniques, and technologies.



Responsible Supply Chain Management

Dun & Bradstreet approaches our supply chain management with an eye on continuous improvement, always reaching toward best practices. In 2023, we introduced our [Code of Conduct and Ethics for Third Parties](#) (replacing our previous Partner Code of Conduct), which joins our [Business & Partner Ethics Policy Statement](#) in setting high standards for business practices, inclusive of human capital and human rights, environmental, and corporate governance expectations.

Our third parties include our suppliers, data providers, vendors, service providers, agents, distributors, business partners, consultants, contractors, licensees, and members of the Dun & Bradstreet Worldwide Network. All our third parties have a responsibility to understand and uphold our Code of Conduct and Ethics for Third Parties and to know and abide by all applicable local, state, federal and international laws, regulations, rules, ordinances, and industry standards of the countries/regions in which they operate.



Supplier Selection & Risk Management

At Dun & Bradstreet, we work with third parties that share our values and standards, in line with our internal Global Sourcing and Procurement Policy. We leverage Dun & Bradstreet's Risk Analytics solution in the vendor selection process, which include ESG considerations such as environmental and human rights risks.

Supplier Accountability

To maintain our standards, we leverage an enterprise resource planning (ERP) tool for vendor management to support contract lifecycle management. We conduct quarterly business reviews covering a rotating set of vendors to ensure compliance. For organizations flagged in our process for any reason, we contact the vendor to review the matter and address any issue, taking a case-by-case approach toward resolution.

We share our [Global Compliance & Ethics Helpline](#) with our suppliers, and we promptly, thoroughly, and fairly investigate all reports and take appropriate action as warranted by the facts and circumstances. Third parties are expected to act in a precautionary manner to ensure that steps are taken to minimize risk to the environment, people, business, and society. We will take appropriate remedial actions for violations of the Code, applicable policies, or contracts, up to and including termination of the business relationship and recovery of damages, as warranted by the relevant facts and circumstances.



Supplier Diversity

Dun & Bradstreet Supplier Diversity is designed to positively impact communities by supporting businesses that are owned by underrepresented groups throughout our supply chain. As we consider our global effort, our U.S. Supply Chain team seeks to support certified businesses that are majority owned, operated, and controlled by minority-owned, women-owned, disabled-owned, veteran-owned, and/or LGBT-owned business enterprises. HubZone-certified businesses, which is a U.S. government-based program aimed at small business growth in historically underutilized business zones, also align with our focus.

Our process includes:

- Actively seeking out diverse suppliers that can support Dun & Bradstreet by providing competitive and high-quality services
- Including diverse suppliers, where available, in Dun & Bradstreet's procurement and sourcing processes through RFPs and/or direct sourcing
- Educating our internal stakeholders and external partners on the importance and value of supporting and growing a diverse supply base
- Engagement with business development organizations committed to supplier diversity

We encourage qualifying businesses to reach out to our [Supplier Diversity team](#).

As part of our commitment to supplier diversity, we support and engage with the following Supplier Diversity Business Associations:

- National Minority Supplier Development Council (NMSDC)
- Woman's Business Enterprise National Council (WBENC)
- WEConnect International
- Disability:IN
- National Veteran Business Development Council (NVDBC)



Privacy, Data Transparency, and AI Trust Centre

In 2023, Dun & Bradstreet introduced its [Privacy, Data Transparency, and AI Trust Centre](#). Our dedicated Trust Centre website shares our organizational values and principles that are the basis for our strong commitment to data responsibility through our ethics, compliance, and privacy practices.

Data Transparency

For nearly 200 years, we have balanced commercial obligations and responsibilities with respect for the interests of the organizations and people about whom we process data. Our goal is to improve transparency and enrich the overall quality of our data to support better business and professional decision-making.

Our Trust Centre provides transparency into how we reach this goal by including details around how we handle personal data, AI systems, data compliance, and data transfer.

Our comprehensive approach to data ethics, compliance, responsibility, and privacy is part of our Global Compliance & Ethics program, led by our Chief Ethics & Compliance Officer and supported by a global team of regulatory, legal, compliance, and privacy professionals. The data risk and responsibility components of the program achieved ISO 27701 Privacy and Information Management Systems (PIMS) certification in 2023. Our [Privacy, Data and AI Transparency Statement](#) and Data Transparency overview in our Trust Centre outlines the core standards we have adopted to provide assurance for how we manage our privacy and data protection obligations around the world. In addition to our PIMS certification, our program was [certified in 2023](#) as compliant with the [Cross-Border Privacy Rules \(CBPR\) system](#), which was developed by APEC economies and is in the process of transitioning to a [globally recognized model](#). It was [independently verified](#) in 2023 as compliant with the EU-U.S. Data Privacy Framework (DPF), the UK extension to the EU-U.S. DPF, and the Swiss-U.S. DPF.

We recognize that supply chain transparency plays a vital role in addressing data processing concerns. To this end, we have published our [Global Subprocessor List](#).

Personal Data

Our Trust Centre provides a series of statements on Dun & Bradstreet's approach to processing different types of personal data about different categories of individuals across our business. The list includes considerations from website users to team members and provides specific local jurisdiction requirements.

As the business landscape and Dun & Bradstreet solutions evolve, so will our data responsibility and data protection practices. Upcoming solutions that gather consumer data are building parallel safety and data security protocols. As these protocols are set, consumers will be able to access our approach on the Trust Centre.

Data Subject Rights

Our [Global Data Subject Rights Policy Statement](#) demonstrates our commitment to respecting the data and digital rights of individuals. Our Code of Conduct and Ethics sets forth our ethical principles for respect and responsibility in our practices and the value we place on the protection of human rights and civil liberties.

Our Trust Centre shares a series of data-subject rights and provides the individuals about whom we process data with transparent and accessible opportunities to know what data Dun & Bradstreet processes about them, to correct inaccuracies, to object to and/or opt-out of non-essential data processing, and to delete data that is not essential for core compliance, financial, and risk-decisioning solutions, other services we provide, or the effective and compliant operations of our business, in accordance with applicable laws.



AI Systems

We are committed to the responsible use of AI, development of AI systems, and implementation of trusted AI solutions that accelerate innovation, improve efficiency, and contribute to sustainable growth. We believe this supports our foundational data compliance and ethics goals of preserving digital trust, reliable data-driven decision-making, and the sustainability of data ecosystems as described further in our [AI Ethics Policy Statement](#).

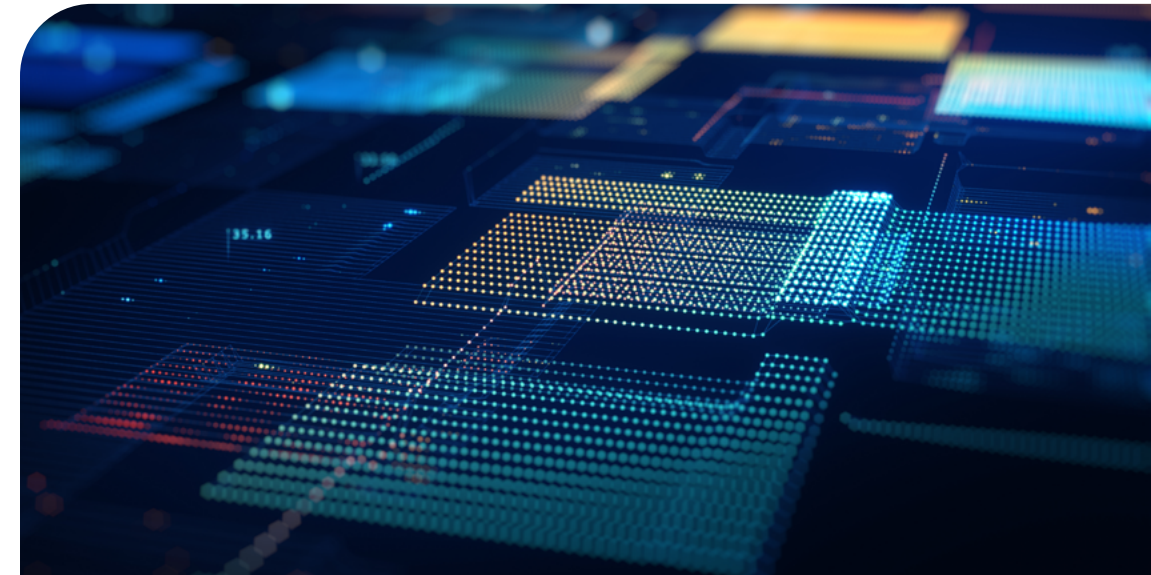
As part of our commitment to responsible AI, in 2023 we participated in the Centre for Information Policy Leadership (CIPL) project on Building Accountable AI Programs, and, together with other leading data and technology providers, we contributed to the CIPL Report: [Building Accountable AI Programs: Mapping Emerging Best Practices to the CIPL Accountability Framework](#).

Our responsible AI program is built on the foundation of our 11 AI Ethics Principles, which guide our approach to responsible AI by design across the AI lifecycle. Our comprehensive approach is supported by shared governance coordinated through our agile AI Governance Council, which brings together expertise from leaders throughout the Company who are accountable for compliance and ethics, cybersecurity, data governance, data science, intellectual property, and sustainability.

Our AI Standards

These 11 Principles build upon existing Dun & Bradstreet policies.

- Human Centered Values and Principles
- Transparency and Explainability
- Fairness and Non-Discrimination
- Safety
- Quality, Robustness, Accuracy and Traceability
- Risk Management
- Privacy and Confidentiality
- Engagement and Contestability
- Data Security and Resiliency
- Intellectual Property
- Responsibility and Accountability



Our Trust Centre shares additional information on how we consider AI systems and the viewpoint from our Chief Ethics & Compliance Officer and Chief Cybersecurity & Technology Risk Officer on designing an environment responsibly and securely over the lifecycle of AI implementation.

Spotlight on Responsible AI Training:

Dun & Bradstreet is committed to the responsible use of AI and the development and implementation of AI systems that will allow us to work with greater speed, creativity, and efficiency. In 2023, Dun & Bradstreet introduced a required course, Responsible AI at Dun & Bradstreet, to all team members. The course covers the Company's AI Policy, sets expectations around AI use, and instructs team members on how to move forward responsibly with the use of new AI applications.

Data Compliance

At Dun & Bradstreet, our commitment to effective data compliance, ethics, and management is at the heart of our role as a leading global provider of business decisioning data and analytics and supports our Company mission. [Our Data Compliance and Ethics Policy Statement](#) establishes baseline principles and operating standards for data classification and governance, handling, transparency, and stewardship requirements for protection of our enterprise data assets globally.

Our Trust Centre further outlines Data Compliance, Cookie, and Data Retention policies.

Data Transfer

Dun & Bradstreet processes data in the U.S. and other markets in which we have operations. Our transfers follow the 12 Principles set forth by our [Global Cross Border Privacy Management System Policy](#). Our commitment to privacy and personal data protection is at the core of our ethical principle of Respect; we respect each other and the interests of the individuals and organizations we engage with and others about whom we process data.

The Trust Centre shares additional information about our Cross-Border Data Transfers, and our certifications and recognitions, including our [Verified Privacy](#) and APEC Privacy from TRUSTe, and our Data Privacy Framework compliance, all based on our common global Cross-Border Privacy Management System Policy, which is built on the framework described above under Data Transparency.



Data Security

Our Trust Centre provides an overview of our cybersecurity and data security program to protect Dun & Bradstreet data, systems, and assets from loss, misuse, and unauthorized access. This links to our [Dun & Bradstreet Information Security Control Environment](#), which provides a more comprehensive view of our policy, process, and practice.

Our information security program framework and control requirements align with various regulations and standards such as the DFARS, PCI, ISO, NIST, OWASP, and others. As part of our ongoing commitment to security, we complete annual certifications in ISO/IEC 27001:2013 Information Security Management Systems (ISMS) for nine Dun & Bradstreet locations: London, UK, Dublin, Ireland, Solna, Sweden, Oslo, Norway, Søborg, Denmark, Darmstadt, Germany, and Mumbai – BKC, Mumbai – Turbhe, and Bengaluru, India.

In addition, our Central Payment System and Small Business unit are both PCI-DSS v3.2 attested and filed as compliant with our merchant bank.

Dun & Bradstreet's primary products and capabilities are covered in a SOC 2 Type 2 attestation, certified by Schellman & Co., which Dun & Bradstreet maintains and updates. We also secure appropriate levels of insurance, including cyber liability insurance, to satisfy claims that may arise because of hacking or other malfeasance and despite our best efforts.

Cybersecurity

We understand the gravity of protecting our stakeholders' data and maintaining the integrity of our systems. Our comprehensive cybersecurity (Cyber) program, led by our Chief Cybersecurity & Technology Risk Officer and a team of security experts, is designed to mitigate risks and safeguard our business operations, while ensuring alignment with evolving security standards. We utilize our risk management processes to prioritize our annual Cyber workplans, including monitoring and internal audit and external assurance reviews.

Our Cyber program focuses on good governance practices, including transparency and accountability, by regularly assessing and reporting on our cybersecurity posture to our stakeholders. We maintain compliance with regulatory standards and industry best practices, ensuring that our Cyber program remains both current and effective. Dun & Bradstreet's Cyber program enables a cloud first strategy that can provide better scalability, flexibility, and automation while reducing the need for on-premises hardware and infrastructure. This drives stronger security by leveraging advanced cloud security capabilities and considers our carbon footprint by minimizing the energy consumption associated with physical hardware and data centers.



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

- Multi-factor authentication
- Device hardening
- Patching and vulnerability management
- Encryption and tokenization
- Malware detection
- Endpoint detection and response
- Next-generation and web application firewalls
- Intrusion detection and network behavior analytics systems
- Automated processes for user access reviews and privilege escalation

Our team members receive annual mandatory data security training, with specialized training for individuals with access to more sensitive data. [Training to Maintain Our Culture](#) section covers employee training in more detail.



Dun & Bradstreet is Engaged in Industry Best Practices

Dun & Bradstreet is a corporate member of the International Association of Privacy Professionals (IAPP), and our team members maintain a range of professional credentials including Westin Emeritus Fellow – Distinguished Privacy Professional, Fellow of Information Privacy, Certified Information Privacy Manager, and Certified Information Privacy Professional – U.S., Europe, and Asia, Certified Information Security Systems Professional, and Certified Information Security Manager. Our experts also actively participate in leading information policy organizations, such as the Centre for Information Policy Leadership, the Future of Privacy Forum, and the Information Accountability Foundation, not only to remain current in the complicated world of international data protection, privacy laws, data ethics, artificial intelligence, and security practices, but also to provide thought leadership on the intersection of data and technology regulation and emerging ESG trends. In 2023, we joined other leading companies as a foundational supporter of the IAPP [AI Governance Center](#), and we joined other leading data providers in founding the Data and Technology for Compliance (DT4C) Alliance to serve as a unified voice in further strengthening the EU's anti-money laundering ecosystem.

At Dun & Bradstreet, we are committed to risk management related to our data, technology, and operations through our Enterprise Risk Management program, our Cyber program, and our Global Compliance & Ethics program. Our programs coordinate continuous vulnerability, threat, risk monitoring, and periodic reporting to provide a comprehensive view of evolving cybersecurity risks. Through these programs, we evaluate risks at various levels ranging from engaging third parties, to systems, applications, projects, processes, products, and analytics to incidents, macro, and aggregate risks in the environment and ecosystems in which we operate. We apply consistent methodologies to evaluate inherent and residual risk levels to identify and prioritize management of our highest risks including material cybersecurity risks.

Our risk management processes establish priorities for our annual Cyber workplans including monitoring, internal audit, and external assurance plans to address prioritized risk areas. An industry-leading cybersecurity firm conducts a cybersecurity threat profile that addresses not only our immediate environment, but also the broader cybersecurity threat landscape as well as threat actors that may be targeting our industry or the geographic locations in which we operate. We actively participate in several global and regional trade and policy associations, think tanks, and professional organizations related to cybersecurity, information policy, privacy, and artificial intelligence to maintain timely insights on rapidly evolving cybersecurity and data risks affecting our business.

A comprehensive mitigation strategy defines our approach to cybersecurity and data risks through processes integrated across our Cyber and Global Compliance & Ethics programs and threaded through the management systems supporting the standards in our [Code of Conduct and Ethics](#). These processes include integrated policies, risk assessments, impact assessments, third-party reviews and monitoring, team member training, incident response, and external certification programs.

Our Purpose Metrics

Data Protection, Privacy & Security ¹	2022	2023
Total number of data incidents	59	118
Total number of data theft or leaks ²	12	0
Total number of data breaches ³ SASB TC-SI-230A.1	6	7
Percentage of data breaches involving personally identifiable information (PII) ⁴ SASB TC-SI-230A.1	100%	100%
Number of customers affected by data breaches SASB TC-SI-230A.1	35	16,070
Number of data subject rights requests ⁵	426,155	411,351
Total number of substantiated complaints concerning breaches of customer privacy and losses of customer data GRI 418-1	7	4
Total customer downtime (in days) as a result of performance issues or service disruptions ⁶ SASB TC-SI-550A.1	2.28	4.95

¹ We are not currently able to disclose Data Protection, Privacy, and Security data prior to 2022 due to changes in how we define and track this information.

² Data Thefts or Leaks are considered data incidents that occurred as a result of employees who attempted to take Dun & Bradstreet data assets with them upon departure from the firm.

³ In 2023, we had seven data breaches that were required to be reported to affected individuals. As a general matter, a data breach refers to a subset of data incidents where personal data, as set forth in our Privacy and Personal Data Protection Policy Statement, has been accessed or acquired by an unauthorized party and that access or acquisition has created the possibility that a person or organization might be harmed, their rights may be affected, or they may otherwise be adversely impacted by the unauthorized access or acquisition.

⁴ At Dun & Bradstreet, "Personal Information" and "Personal Data" refer to any data element, set of data elements, file, record, or other information generated, owned, controlled, or under the custody or stewardship of Dun & Bradstreet that relates to an identified or identifiable natural person.

⁵ See [Data Subject Rights](#).

⁶ Total customer downtime as a result of performance issues or service disruptions includes those caused by technical failures, programming errors, cyber attacks, weather events, or natural disasters at hosting facilities.

Anti-Corruption & Anti-Competitive Behavior

		2023
Total number and percentage of operations assessed for risks related to corruption	GRI 205-1	100%
Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to	GRI 205-2	100%
Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to	GRI 205-2	100%
Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to		100%
Total number and percentage of governance body members that have received training on anti-corruption		100%
Total number and percentage of employees that have received training on anti-corruption		100%
Total incidences of corruption	GRI 205-3	0
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	GRI 205-3	0
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	GRI 205-3	0
The total number of public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases	GRI 205-3	0
Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant	GRI 206-1	0

Compliance

		2023
The total number of significant instances of non-compliance with laws and regulations	GRI 2-27	0
The total number of fines for instances of noncompliance with laws and regulations that occurred in the current reporting period	GRI 2-27	0
The total monetary value of fines for instances of noncompliance with laws and regulations that occurred in the current reporting period	GRI 2-27	0
The total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period	GRI 2-16	0
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services	GRI 416-2	0
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling	GRI 417-2	0

Supplier Engagement

		2023
Incidences of corruption with third-party contractors		0
Percentage of new suppliers that were screened using environmental criteria	GRI 308-1	19%
Percentage of new suppliers that were screened using social criteria	GRI 414-1	19%



Our Planet

Reducing the impact our operations have on the environment

Our Environmental Sustainability Strategy

Dun & Bradstreet promotes sustainability throughout our global business practices and aims to reduce our overall environmental impact across our global operations. Our [Environmental Policy Statement](#) commits us to the following:

- Complying with applicable environmental laws and regulations wherever we do business.
- Engaging with suppliers and vendors that use progressive and environmentally friendly products, materials, and technology to advance sustainability across the organization.
- Adopting internal policies and best practices that — when combined with technology — enhance our energy efficiency and management and our resource conservation efforts.
- Creating healthy workplaces that embrace published sustainability guidelines and promote recycling and responsible consumption.
- Fostering a global workforce aligned with our corporate sustainability efforts and engaged in environmental projects and issues in their local areas.
- Setting and monitoring the progress of our sustainability efforts through the collection of key data and establishment of corporate objectives.
- Exploring opportunities to save energy, water, and resources; generate less waste; and consume fewer natural resources.
- Taking actions to ensure team members are not engaging in excessive or unnecessary work travel.



Environmental Management System

Our International Business Operations team oversees our global Environmental Management System (EMS) framework reflecting our dedication to systematically manage and minimize the environmental impact of our operations worldwide. We maintain a continuous improvement model committing us to monitoring and reporting resource usage, waste management, and our overall environmental performance. Additionally, team members across our facilities that implement an EMS are required to complete an internal ISO standards course, which includes an overview of environmental practices and compliance.

In 2023, Dun & Bradstreet was independently certified to maintain its ISO 14001:2015 EMS certification in Dublin, Ireland, and was newly certified to ISO 14001:2015 in London, UK, and Solna, Sweden, covering 17% of our operations. Reaching this level of certification demonstrates a high-quality approach. Best practices from these offices are being applied across several of our offices, and plans to increase our coverage are underway.

Climate Change

SBTi Commitment

In October 2023, Dun & Bradstreet committed to set near-term and long-term (including Net Zero) Company-wide emission reductions in line with climate science with the [Science Based Targets initiative \(SBTi\)](#). SBTi is a collaborative effort aimed at assisting companies in setting and achieving emissions reduction targets in line with scientific evidence and the goals of the Paris Agreement, which seeks to limit global warming to well below 2 degrees Celsius above pre-industrial levels, with efforts to limit the increase to 1.5 degrees Celsius. Our progress is accessible on the [Target dashboard — Science Based Targets](#).

Through this commitment, we will continue to enhance the quality and accuracy of our global scope 1 and scope 2 GHG emissions data, and we work to identify, measure, and report relevant global scope 3 emissions, an ambition first noted in our [2022 ESG Report](#). We are developing clear, science-based targets which will be submitted to and validated by SBTi within the next two years.

Climate change remains one of the most significant challenges of our time. While our operations contribute to GHG emissions that contribute to climate change and cause adverse effects on our environment, Dun & Bradstreet is fully committed to mitigating these effects where possible and in accordance with emerging laws and standards. Our direct environmental impact comes primarily from our real estate footprint, which includes our global headquarters, other offices around the globe, and data centers.



As climate change becomes a more prominent issue for a growing subset of our investors, clients, and suppliers, we are looking to address our climate impact in new ways that balance our mission, our growth strategy, and our role as a corporate citizen. We are committed to reducing our overall energy consumption, minimizing GHG emissions generated by our operations, and increasing our renewable energy usage where possible.

While we can and will reduce the environmental impact of our own organization, we extend our impact by helping our clients pursue more environmentally responsible business practices. We provide insight into clients' climate risk management with our D&B Climate Risk Insights tool, insight into environmental performance of suppliers and partners with our Green Indicator data package, and other relevant information to decrease the impact of their own operations and across their supply chains.

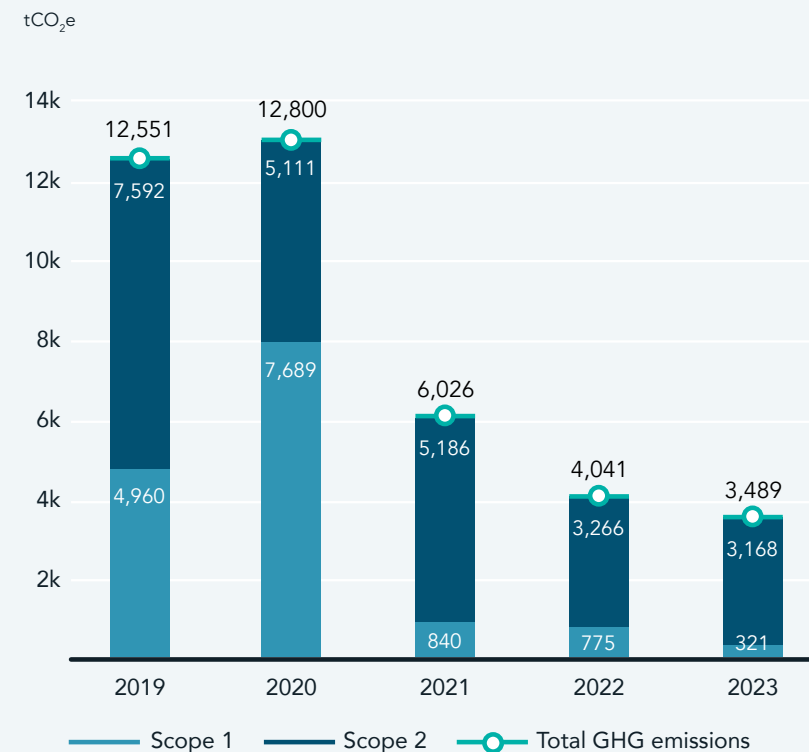
Environmental Data Management

In 2023, we implemented an ESG data management platform for our GHG emissions accounting, helping us track our emissions reduction efforts and other key environmental metrics. Informed by this data, we will set sustainability goals to ensure we are improving our environmental strategy and programs in alignment with the leading global standards, such as the SBTi. This platform will also allow us to strengthen the quality of our ESG data in anticipation of third-party verification requirements.

Dun & Bradstreet calculates its emissions using the methodology set forth in the GHG Protocol as outlined in the scope of this report.

Since 2019, Dun & Bradstreet Norway has maintained a carbon-neutral certificate for its Oslo office. The office operates without Company-owned or leased cars, and offsets its CO₂e emissions in accordance with the United Nations Climate Neutral Now initiative. Oslo's 2023 emissions offsets support the [Gold Standard's](#) global offsetting projects focused on the environment and the sustainable development of local communities.

GHG Emissions from 2019 to 2023



Data Center & Product Sustainability

Data Centers

Data centers are critical to Dun & Bradstreet's business and ability to provide reliable and high-quality solutions to our clients. At the same time, data centers are notorious for high energy use, contributing to the largest portion of our environmental footprint. We are committed to proactively managing the environmental impacts caused by our data centers. We prioritize the use of energy-efficient facilities, and we collaborate with our data center vendors to monitor and support any efforts toward sourcing renewable energy for the facilities.

As we replace end-of-life data infrastructure and transition to a multi-cloud solution that enables more energy-efficient workload placement for large cloud providers, we are reducing our carbon footprint associated with data processing and storage. We carried out significant efforts in 2023 and currently continue to migrate a majority of our on-premises infrastructure from an older data center to the cloud, resulting in applications hosted in a more energy efficient data center. Additionally, as we evaluated our data needs during the cloud migration process, we identified several obsolete servers to decommission, further reducing our data center demands. We will continue to look for innovative ways to conduct our business in a manner that fully supports the needs of our planet and our clients.



Sustainability in Our Product Design

When creating any product or service, Dun & Bradstreet factors in environmental and social impacts from design to deployment. Our team employs energy efficient data services for hosting, storing, and distributing our digital products. In 2023, we transitioned our North America products to a multi-cloud solution, reducing emissions in product development associated with data processing and storage. For more information, refer to our [Product Governance & Sustainability Policy Statement](#).



Offices & Operations Emissions

Reducing energy consumption in our operations and across our offices, owned and leased, is an intentional action promoting environmental sustainability. These efforts include installing occupancy sensors, energy-efficient lighting control systems, and HVAC systems, in addition to motion sensing and low-flow equipment and appliances. Our headquarters in Jacksonville, Florida, is ENERGY STAR certified by the U.S. EPA.

Our Real Estate team continues to look for and select leased office locations that support our environmental goals. We carefully select offices that maximize space efficiency and minimize unusable space. We strive to locate leased office space within buildings that are LEED certified or equivalent, depending on local market, and we consider renewable electricity availability in the selection process. The team actively identifies opportunities to implement water conservation measures for our properties, including low-flow fixtures.

Dun & Bradstreet encourages sustainable transportation practices by offering charging stations for electric vehicles, including at our offices in Jacksonville, Florida and Florham Park, New Jersey.

Office Renewable Energy Efforts

Offices across Europe are committed to renewable energy use including through the purchase of renewable energy credits. In 2023, a series of offices achieved full coverage with others making significant strides:

- Austria – 100%
- Belgium – 100%
- Ireland – 100%
- Norway – 92%
- Sweden – 100%
- Switzerland – 100%
- United Kingdom – 100%

60% of the electricity consumed at the Center Valley, Pennsylvania, office is from renewable energy.



Carbon emissions are also top of mind when working with our suppliers to ship equipment. We work with our suppliers to make the best effort to ship from the closest warehouses to reduce excess carbon emissions.

Our office practices also consider carbon emissions from our daily work activities. 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. Our in-office collaboration screens are motion sensor activated to auto-awake.

These actions exhibit our carbon reduction mindset, and they collectively contribute to our efforts toward carbon reduction.

Waste & E-waste Management

When creating any product or service, Dun & Bradstreet factors in environmental and social impacts from design to deployment. Our team employs energy efficient data services for hosting, storing, and distributing our digital products. In 2023, we transitioned our North America products to a multi-cloud solution, reducing emissions in product development associated with data processing and storage. For more information, refer to our [Product Governance & Sustainability Policy Statement](#).



E-waste Program

As a data and analytics Company, electronic waste (e-waste) accounts for the largest share of our generated waste. In 2021, we initiated our global e-waste program and internal E-waste Policy, including end-of-life handling of all e-waste from technology assets owned by Dun & Bradstreet. In 2023, we expanded this program to employees so they can safely dispose of personal e-waste, adding to our corporate efforts.

Through this program, our Digital Workplace team ensures that our global e-waste is recycled safely and efficiently after our data has been erased. This practice results in both privacy and security consistent with our policies and applicable laws to enable refurbishment of this equipment.

Office E-waste Events

Our U.S. offices are working to improve team member awareness of Dun & Bradstreet's global e-waste initiatives. Our Jacksonville, Florida; Center Valley, Pennsylvania; and Austin, Texas, offices introduced e-waste recycling events last year to encourage employee engagement in diverting e-waste from landfills.

Dun & Bradstreet receives a Certificate of Data Destruction for all equipment sent for e-waste disposal, and our program partners hold compliance certification for the following standards:

- ISO 9001: Quality Management Systems
- ISO 14001: Environmental Management Systems
- ISO 27001: Information Security, Cybersecurity, and Privacy Protection
- ADISA Fully Accredited Business (Distinction with Honors)

The program assures that none of our e-waste is sent to a landfill.

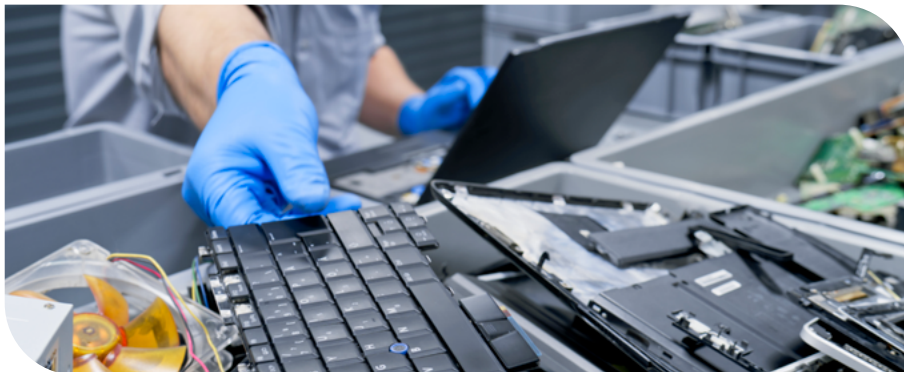
E-waste Data

Since 2020, several of our facilities across Europe have collected and reported e-waste data. In 2023, we implemented processes to collect e-waste data globally, and we expanded the program to host e-waste collection events in additional offices.

	EU		GLOBAL ²	
	E-waste (t)	E-waste Emissions (tCO ₂ e)	E-waste (t)	E-waste Emissions (tCO ₂ e)
2021	3.47	0.1		
2022	2.42	0.1		
2023	11.42 ¹	0.1	20.94	0.19

¹ In 2023, we conducted an extensive clean-out of old and unused electronics throughout our European offices, resulting in a significant increase in e-waste processed in the region for this year.

² Dun & Bradstreet initiated global e-waste data collection in 2023. We do not have data prior to this year.



Water Use & Withdrawal

Our water usage is limited primarily to sanitation, drinking, and general office cleaning. We have implemented water use reduction efforts, such as automated taps and low-flow water fixtures in bathrooms and shared kitchen spaces.

Supply Chain

Dun & Bradstreet chooses to engage with suppliers and vendors that share our values and use environmentally responsible products, materials, and technology. We use Dun & Bradstreet’s Risk Analytics solution in our vendor selection process to assess the environmental risks of a potential supplier.

The 2023 edition of our [Code of Conduct and Ethics for Third Parties](#) governs our efforts. This policy applies to suppliers, data providers, service providers, subprocessors, distributors, business partners, consultants, contractors, licensees, and members of the Dun & Bradstreet Worldwide Network. The section of the Code titled, “Our Commitment to the Environment” outlines our expectations for third parties to adopt sufficient measures to mitigate environmental risks, including topics such as:

- Respect for the Environment
- Measuring Our GHG Emissions
- Use of Natural Resources and Renewable Energy
- Waste Management and Reduction
- Environmental Solutions in Our Facilities

Our Planet Metrics

Emissions

Global GHG Emissions (tCO ₂ e)		2019	2020	2021	2022	2023
Scope 1	GRI 305-1	4,960	7,689	840	775	321 ⁶
Scope 2 (Location-based, Global Non-EU) ¹	GRI 305-2	6,632	4,332	4,867	2,956	
Scope 2 (Market-based, EU) ²	GRI 305-2	1,516	974	546	309	
Scope 2 (Location and Market-based) ³	GRI 305-2	7,592	5,111	6,827	3,571	
Scope 2 (Global, Location-based) ⁴	GRI 305-2	—	—	—	—	3,168
Total GHG Emissions ⁵		12,551	12,800	6,026	4,041	3,489
Reduction of Total GHG Emissions from 2019 Base Year	GRI 305-5	—	-2%	52%	68%	72%
Emissions Intensity (Scope 1 and Scope 2 tCO ₂ e/\$ Million Revenue in USD)	GRI 305-4	6.95	5.99	2.78	1.82	1.63

¹ From 2019 to 2022, location-based scope 2 data was calculated solely for the Company's global operations (not including the EU).

² From 2019 to 2022, market-based scope 2 data was calculated solely of the Company's EU operations, which had historically used a market-based approach to calculate scope 2 emissions.

³ From 2019 to 2022 a scope 2 (location and market-based) figure was disclosed to sum location-based and market-based scope 2 emissions to provide a total global scope 2 figure due to different calculation methodologies utilized regionally. Going forward, total scope 2 emissions will be provided under the Scope 2 (Global, Location-based) field.

⁴ In 2023, Dun & Bradstreet implemented processes, in addition to an ESG data management platform, aligning global data collection procedures and calculation methodologies. Going forward, the Company will disclose location-based scope 2 emissions for our complete global operations.

⁵ From 2019 to 2022, Total GHG Emissions were calculated using both location and market-based scope 2 data to measure Dun & Bradstreet's total global emissions.

⁶ In 2023, the scope 1 reduction can be primarily attributed to a portion of our vehicle fleet transitioning to an employee vehicle allowance.

EU GHG Emissions ^{1,2} (tCO ₂ e)	2019	2020	2021	2022	2023
Scope 1	1,738	1,646	588.3	553.8	220.05
Scope 2	1,516	974	545.5	309.3	166.5
Total Scope 1 and Scope 2 emissions	3,254	2,620	1,134	863.1	386.56

¹ From 2019 to 2022, Dun & Bradstreet's EU operations published separate ESG Reports disclosing region-specific emissions and other environmental metrics. For reference regarding past data reported, previous reports can be accessed [here](#).

² The EU previously reported scope 3 emissions. We are shifting to a global scope 3 emissions calculation, which has not been finalized at the time of this report.

Energy

Global Energy Consumption	2022	2023
Total energy consumed GRI 302-1 SASB TC-SI-130A.1	46,011.69 GJ	37,130.28 GJ
Reduction of energy consumption GRI 302-4	—	19%
Energy intensity (GJ/\$ million revenue in USD) GRI 302-3	20.69	16.05
Percentage renewable electricity consumed SASB TC-SI-130A.1	8%	22%
Percentage grid electricity SASB TC-SI-130A.1	92%	78%



Our People

Fostering diversity and inclusivity by providing opportunities for our employees and local communities to thrive

Employee Engagement & Experience

Dun & Bradstreet conducts Company-wide employee engagement surveys twice a year to better understand the experiences and perspectives of our employees. Our Executive Leadership team, along with our Human Resources business partners, analyze survey results and create action plans for opportunity areas. We incorporate insights from the survey into our programs and initiatives because we value the input of our team members and are committed to a positive work experience with a diverse, inclusive, and responsive culture.

Based on anonymous responses from over 64% of our team members, our Employee Engagement survey scores are high in key areas such as Manager Support, Team Support, and Objectives and Goals Alignment. Our overall engagement survey reflects that our people are proud and motivated to work here. We understand that in this rapidly changing marketplace, the needs of our employees also evolve. We keep a pulse on our employee sentiment and work to respond and adapt to new needs and expectations in a timely way.

Our overall Employee Engagement survey score in 2023 was 4.3 out of 5.¹

¹ The Employee Engagement score is calculated by averaging the results of all questions in our quarterly employee engagement surveys. The score is measured on a scale of 1-5 with 1 being strongly disagree and 5 being strongly agree.

Employee Appreciation Day

In 2023, we continued our partnership with Grow-Trees, an India-based organization that plants and maintains trees in economically challenged areas, to further align our business and team member engagement initiatives with our ESG priorities. In celebration of Employee Appreciation Day, we supplied 2,394 trees for Grow-Trees to plant — one for each Dun & Bradstreet team member who received praise from a colleague on our internal recognition platform during that week.



Learning & Development for Our Team Members

Learning is a lifelong pursuit that we believe needs to be nurtured in the workplace on a daily basis. Curiosity is a hallmark of our culture and our values, and we intentionally inspire the desire to discover new things through employee-directed enterprise and function-specific professional development opportunities. We believe that a better team member experience leads to better outcomes for our clients and other stakeholders, and we are committed to offering our people the tools and resources to help them build their careers. We design and deliver learning opportunities that directly support the development of our people and support our business strategy.

Our Compliance, Legal, and People leaders encourage team members to access the training and education they need to advance their professional skills and uphold our strong corporate governance program. Our Workday and LinkedIn Learning platforms feature virtual self-learning on more than 500 different development topics, allowing team members to chart a development course that meets their interests and needs.

In 2023, we evaluated the past five years of learning across the business. Our transformational growth strategy and hybrid work environment underscored the need for cohesive talent development initiatives, both required and voluntary, to move our business forward. The study results demonstrate a steady increase in participation, learner experience, opportunities, and support — fulfilling our vision to create a culture of learning and curiosity at Dun & Bradstreet.

Training Approach

Our learning and development programs provide essential training at key points throughout the employee experience. In addition to our everyday training opportunities, our approach is categorized into four pillars:

LEARN THE BUSINESS: An onboarding program that introduces new team members to Dun & Bradstreet and the high ethical standards applied to our organization.

PROTECT THE FRANCHISE: Ongoing compliance courses keep employees aware of and accountable for protecting our business against cybersecurity threats or unethical behaviors.

LEADERSHIP DEVELOPMENT: Advanced content that enables our leaders to build strong teams and serve as mentors to colleagues.

SUPPORTING HIGH PERFORMANCE: Coaching and materials for performance-management activities that help leaders become increasingly proficient at objective setting, performance check-ins, and year-end reviews.

Training to Maintain Our Culture

Our business is built on trust. Our training strategy reinforces this trait by making high standards our cultural norm. Our wide range of business and data ethics training programs for team members begin on day one and continue on an annual basis throughout an individual’s career at Dun & Bradstreet. Learning and development, especially in areas like compliance, provides our team the necessary and current skills and knowledge and helps them to identify, raise awareness, report, and implement best practices in support of our mission and commitments, ensuring that we all do the right thing, every day.

ONBOARD TRAINING	ANNUAL TRAINING
<p>Globally:</p> <ul style="list-style-type: none"> • Code of Conduct and Ethics • Privacy, Data Ethics and Compliance • Anti-Bribery & Anti-Corruption • Security Awareness • Modern Slavery & Human Trafficking Prevention • Business Continuity <p>Select Audience Training:</p> <ul style="list-style-type: none"> • FTC Order & Acknowledgement (U.S.) • Respect in the Workplace (U.S.) 	<p>Globally:</p> <ul style="list-style-type: none"> • Code of Conduct • Anti-Bribery & Anti-Corruption • Privacy, Data Ethics and Compliance • Security Awareness • Business Continuity (bi-annual) • Responsible AI at Dun & Bradstreet
<p>Select Audience Training:</p> <ul style="list-style-type: none"> • FTC Order & Acknowledgement (U.S.) • Respect in the Workplace (U.S.) • UK Currency to Do Business (UK) • ISO Standards (covering ISO 14001, 27001, 9001) at Dun & Bradstreet (select sites across the UK, Ireland, EU, and India) 	<p>Select Audience Training:</p> <ul style="list-style-type: none"> • UK Currency to do Business (UK) • ISO Standards at Dun & Bradstreet (select sites across the UK, Ireland, EU, and India) • HIPAA Privacy Training for Business Associates (select U.S. employees) • Respect in the Workplace (U.S.) • Minus the Bias (U.S. managers)

Investing in Our People Leaders

We recognize that our people leaders are critical to carrying out our business growth strategy and creating an environment where employees can do their best work. We have designed our 7 Talents Leadership Development program to ensure all new, experienced, and high-potential leaders across the Company invest time in developing seven core leadership talents: Coach, Direct, Energize, Execute, Relate, Innovate, and Thrive.

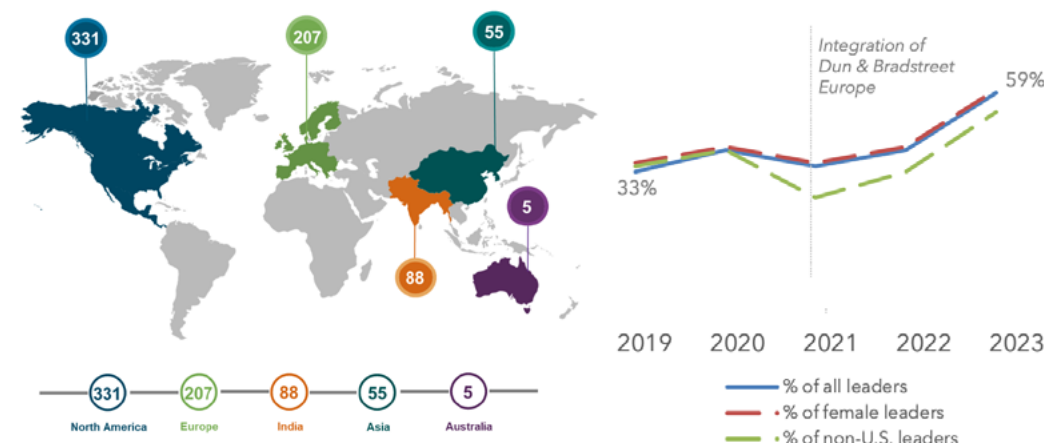
The program combines 1:1 coaching, live leadership development classes, and customized learning opportunities along with ample time to engage with a community of other leaders in the Company. Leaders participating in the program gave the 7 Talents curriculum an average feedback score of 9.6 out of 10 in 2023, reaffirming the effectiveness and importance of the program to leadership development efforts at Dun & Bradstreet.

Over the last five years, the 7 Talents program has grown to include nearly 60% of all leaders and includes hundreds of course completions and on-demand leadership videos. Engagement and growth in the 7 Talents program have an amplifying impact. The leadership audience for the program currently has 686 participants, representing more than 59% of our total leader population.

7 Talents Program Community

686 Current Participants

% of Leaders Participating



Performance Management

Career mobility is a core element of a growing and evolving organization. Dun & Bradstreet offers team members opportunities to advance their careers within the Company, and we encourage and partner with each team member to chart the path that's right for them.

9% of our Dun & Bradstreet team members received promotions in 2023.

Dun & Bradstreet takes a collaborative approach to performance management that emphasizes ongoing transparent conversation between team members and leaders, a continuous feedback loop, and, perhaps most importantly, intentional actions based on those conversations and feedback. Actions include setting objectives aligned with Dun & Bradstreet's strategic objectives, engaging in two formal performance check-ins, and an annual review to track progress against objectives and measure team members' success.

Our Performance Personas (Owner, Multiplier, Igniter, Advocate) guide the behaviors we expect in a high-performing organization in terms of internal impact, client support, and overall leadership qualities. All team members are evaluated on their demonstration of these personas, with feedback provided in touchpoints throughout the year and during review cycles.

Performance Personas

OWNER

Owners feel personally invested in how the company performs and bring forth their best effort, even when no one is watching, to help our business succeed.

MULTIPLIER

Multipliers care about the success of others and put forth effort to inspire or help colleagues to achieve a better result or improve their own capabilities.

IGNITER

Igniters are problem-solvers and opportunity seekers. They are driven to action and innovation, often generating new ideas and seeking to improve approaches.

ADVOCATE

Advocates keep the interests of others in mind as well as represent and promote them. They seek ways to connect individuals and groups with common purpose for better alignment.

Dun & Bradstreet's Strategic Objectives:

- Honor the Client
- Steward Our Data
- Protect the Franchise
- Grow the Franchise
- Create New Insights
- Lead, Develop, and Support Our People

Fostering a Culture of Diversity, Equity, and Inclusion

Dun & Bradstreet takes pride in the recognition our Diversity, Equity, and Inclusion (DEI) practices have gained. We remain committed to always doing better to ensure an inclusive workplace and hiring practices. Our team members are our most important community when it comes to fostering positive change. We succeed together as one team, and we strive to ensure that our employees feel supported, safe, and secure in the workplace.

Dun & Bradstreet strongly believes that any unfair employment practices, however inadvertent, ultimately hurts us all. Our Code of Conduct and Ethics, consistent with our local Non-Discrimination and Anti-Harassment policies, states that we provide equal opportunity in employment, recruitment, training and development, promotion, transfer, salaries and compensation, benefits, recreation programs, and other terms and conditions of employment, for all persons, without regard to race, color, religion, creed, sex, age, national origin, citizenship status, disability status, sexual orientation, gender identity or expression, pregnancy, genetic information, protected military and veterans, ancestry, marital status, medical condition (cancer and genetic characteristics) or any other characteristic protected by law. Unlawful discrimination in any form is prohibited by Dun & Bradstreet.

As clearly stated in our Code of Conduct and Ethics, we take a zero-tolerance approach to any form of inappropriate conduct that creates an intimidating, hostile, intolerant, or offensive work environment, and we demand a workplace free from all forms of verbal, digital, or physical bullying, harassment, or abusive conduct. All team members are required to complete anti-bullying and harassment training, read and affirm their commitment to our Code of Conduct and Human Capital & DEI Policy Statement, and report any misconduct to their manager, local HR Representative, or the Global Compliance & Ethics Helpline, our anonymous, confidential channel for raising compliance and ethics concerns, issues, and incidents—at helpline.dnb.com. We investigate all reports of harassment, discrimination, or workplace violence and take corrective action where necessary.

For our U.S. operations, we maintain our U.S. Equal Employment Opportunity and Affirmative Action Policy and U.S. Non-Discrimination and Anti-Harassment Policy. These two internal policies provide details on oversight and expectations reinforcing our efforts toward maintaining a diverse, equitable, and inclusive culture at Dun & Bradstreet.

We are on a journey to continuously strengthen our workforce diversity, enhance our inclusive culture, better serve our clients, and build meaningful connections in the communities where we operate. It is important to us that we are as diverse as the constituents we serve. We are proud of the progress we are making toward building a diverse and inclusive workplace, and we recognize there will be more to do as best practices and the needs of our markets continue to evolve. We are committed to our ongoing efforts to unlock the potential that can flow from a strong focus on diversity and inclusion.

For further reading on the CEO commitments in which Dun & Bradstreet participates, visit:

- [CEO Action for Diversity & Inclusion Pledge](#)
- [HRC Business Coalition for the Equality Act](#)
- [Disability:IN CEO-to-CEO Letter](#)

The [Dun & Bradstreet 2023 UK Gender Pay Gap Report](#) provides an analysis of our compensation practices in the UK in accordance with local law.

DEI Training

Dun & Bradstreet is committed to fostering an inclusive and safe workplace. We offer multiple trainings to team members that cover harassment, discrimination, bullying, and recognizing bias:

Respect in the Workplace: Designed for individual contributors and managers, these courses deep dive into workplace respect. Course content provides an overview of our Company values, expectations, and policies, as well as how they collectively contribute to developing and maintaining a positive workplace for all team members. Covered topics include: Unconscious Bias Awareness, What is Unlawful Harassment/Discrimination, What is Sexual Harassment Under the Law, Gender and the Workplace, Responding to Employee Concerns, Co-Worker Concerns, What is Retaliation, What is Bullying, and When to Intervene.

Minus the Bias: Biases impede making smart, fair, and inclusive decisions. Dun & Bradstreet works diligently to ensure a bias-free workplace. Our Minus the Bias course builds upon our Respect in the Workplace training to help team members understand how bias forms, how to recognize when bias is taking place, and how to respond to instances of bias.

Employee Resource Groups

Our Employee Resource Groups (ERGs) at Dun & Bradstreet are central to maintaining and strengthening the culture of inclusivity at Dun & Bradstreet. ERGs are team member-led groups designed to bring together team members with commonalities to collaboratively exchange ideas, experiences, and challenges in a safe and stigma-free setting.

In 2023, Dun & Bradstreet introduced our Diversity Committee, comprising ERG leaders, our Chief People Officer, CSO, and other members of our team. The Diversity Committee oversees the ERGs and provides centralized oversight and governance to ensure that our initiatives align with our people, community, and business growth objectives.

We believe ERG engagement empowers all employees, strengthens our inclusive culture, provides internal networking opportunities, and enhances Dun & Bradstreet as we draw input from our team members.

Our ERGs:



dun&bradstreet
Black Professionals Network

The BPN creates an inclusive community for Dun & Bradstreet black employees and allies to identify and combat systemic racism, advocate for greater equity and cultural awareness, and contribute to the Company's growth through advocacy, recruitment, and retention.



dun&bradstreet
Tapestry

Tapestry champions an inclusive culture that encourages LGBTQIA+ people at Dun & Bradstreet to bring their authentic selves to work and empower others to do the same, both within and outside of Dun & Bradstreet. Tapestry fosters inclusion and acceptance through initiatives to increase awareness and understanding regarding LGBTQIA+ issues.



dun&bradstreet
Veteran's Professional Group

The VPG embraces our proud community of employee veterans who encourage each other through shared experiences, veteran recruitment, career development, outward engagement, professional growth, and retention. The VPG seeks to harness these strengths to better serve our community and clients.



dun&bradstreet
WISE
Women in Support of
Empowerment/Equality/Excellence

WISE provides a forum for women employees at Dun & Bradstreet. WISE fosters supportive and productive ties among women colleagues and aims to affirm and enhance their contributions. With its allies, the group cultivates an environment that creates opportunities for networking, mentoring, community engagement, and professional and personal development.

Showing Pride in the River City

Dun & Bradstreet was proud to serve as a first-time sponsor of the River City Pride Parade in Jacksonville, Florida, our global headquarters. Dun & Bradstreet leadership and team members from across the United States joined Tapestry to support the LGBTQIA+ community.



Supporting Our Veterans

The VPG recognized Veterans Day by joining local Habitat for Humanity outfits in Florida, New Jersey, and Texas during their Veterans Build Week, an initiative that aims to provide new or refurbished housing to veterans in need.

We proudly donated \$10,000 to the Folded Flag Foundation, a nonprofit that provides educational scholarships and grants to the spouses and children of the U.S. military and government personnel who died as a result of hostile action or in an accident related to U.S. combat operations.



Our Hiring Commitment

Dun & Bradstreet prioritizes a talent pool with diverse skills and experiences that begins with our recruiting practices. Our Talent Acquisition team utilizes specialized tools and builds relationships with community organizations to ensure our employment opportunities reach diverse talent pools. We use a comprehensive applicant tracking system to monitor diversity in our candidate pipeline and ensure we have access to the wide range of people and talents required for our business and to serve our clients' needs well.

Our University Alliance program is a critical component of our recruitment strategy. We nurture relationships with seven target universities, including several Historically Black Colleges and Universities (HBCUs) and Hispanic-Serving Institutions (HSIs). These programs help create access to a wide range of emerging talent that feeds our early career programs. We are equally intentional about attracting candidates with different life experiences and those who are differently-abled. We regularly participate in career fairs and other events that promote hiring for Veterans and individuals with physical and developmental disabilities. We are committed to building early career programs across our global footprint that fuel continuous opportunity, innovation, and growth.

We are working to broaden our reach to a more diverse set of candidates. In 2023, we redesigned our Glassdoor profile to include details on our diversity and inclusion practices, such as our Corporate Diversity Statement and our "Diversity Commitment" pledge, noting that we are committed to meet heightened standards for diversity, verified by Glassdoor.

Early Career Programs

Today's interns are tomorrow's leaders, and at Dun & Bradstreet, we believe it is our responsibility to help successfully launch their professional development journey. In 2023, our paid summer internship program in the U.S. hosted 65 interns representing 20 universities. Our Jacksonville, Florida, and Austin, Texas, offices provided early career opportunities for undergraduate and graduate students, supplementing their education with real-world experience. During the 10-week immersive program, interns support a variety of Dun & Bradstreet departments, including Finance, Technology, Marketing, Legal, and People. In addition to contributing to business projects, interns also have access to a mentorship program, which connects them with Dun & Bradstreet team members across the business who share about their career journeys and on-the-job experiences.

50% of our 2023 interns were retained upon completion of the program through conversion to full and/or part-time role.

Dun & Bradstreet received the Emerging Employer Star award at the University of North Florida's 2023 Employer Summit for our internship program and reputation as an employer of early career opportunities.



Our 2023 interns supported the American Heart Association (AHA), by learning about health equity, heart disease, and stroke prevention and preparing community care packets. The group also participated in an AHA-led CPR demonstration and received hands-on training in this life-saving skill.

Employee Health & Well-being

Dun & Bradstreet actively invests in the health and well-being of our team members to help support the full realization of personal and professional potential. The Company offers comprehensive medical coverage, dental and vision insurance, and proactive and preventive health programs.

Benefits

Enterprise-wide Benefits

Global benefits for our full-time employees include:

- **EMPLOYEE ASSISTANCE PROGRAM:** Employees and their households can leverage our Employee Assistance Program, which provides a supportive environment to balance work and life issues. Access is confidential and available 24 hours a day, seven days a week.
- **WELLNESS PROGRAM:** Through our partnership with Gympass, we provide a fitness and wellness benefit that gives employees and their family members access to thousands of gyms, studios, and on-demand and virtual wellness opportunities under a single membership.
- **FINANCIAL WELL-BEING:** We provide competitive compensation and a wide range of retirement plans such as pensions and 401(k)s, as well as (in the U.S.) assistance with 401(k) retirement account investment decisions and easy access to financial wellness and education. Additionally, we offer our employees the opportunity to own shares of Dun & Bradstreet stock through our Employee Stock Purchase Plan (ESPP).

Dun & Bradstreet prioritizes creating accessible workplaces and offers accommodations for team members where possible as part of our culture of inclusivity. Many of our offices are equipped with a mother's room for nursing mothers in addition to first aid and wellness rooms.

Paid Time Off Benefits

- **VACATION DAYS/ANNUAL LEAVE:** Vacation time and annual leave vary by market and depending upon local statutory laws and practices.
- **PARENTAL LEAVE:** Up to 16 weeks of paid leave is available for the primary caregiver; and up to two weeks of paid leave are available for the secondary caregiver. Primary and secondary caregiver roles are gender neutral. This benefit is available to all eligible employees after one year with the Company.
- **HOLIDAYS:** Paid holidays in each market coincide with national holidays/bank holidays, such as Christmas and New Year's Day. In addition, the Company can provide additional time off when needed, such as recognizing a global May Play Day, an enterprise-wide paid day off that began during the COVID-19 pandemic and that we continue to recognize so that our team members can take a wellness break and enjoy time away from work with family and friends.
- **VOLUNTEER DAYS:** Two days (or 16 hours) annually are available for volunteer opportunities.

Employee Programs and Benefits in Global Markets

Dun & Bradstreet provides these additional benefits to team members in the following regions:

- **UNITED STATES:** Life Insurance, Short- and Long-Term Disability, Critical Illness Insurance, Accidental Death and Dismemberment Insurance, Dependent Care Flexible Spending Account, Legal Insurance Plan, Commuter Benefit, Paid Sick Time, Adoption Assistance, Tuition Reimbursement
- **IRELAND:** Life Insurance, Long-Term Disability, On-Site Health Screen and Flu Vaccine, Lifestyle Account, Marriage Leave
- **GREATER CHINA:** Supplementary Medical Insurance for Employees and Dependents, Accidental Death and Disability Insurance, Talent Housing Support, Health Checkup Plan, Paid Sick Time
- **INDIA:** Life Insurance, Accidental Death and Disablement Insurance, Wellness Program (partnering with the holistic healthcare and tele-doc service, Doc Online), On-Site Gym Facilities, Creche (childcare) Facility and Service (in partnership with Klay School in Mumbai).
- **UNITED KINGDOM:** Life Insurance, Income Protection Insurance, Workstation Glasses provides support for eye tests and discounted glasses for those employees who are using Visual Display Units regularly.

Health & Safety

At Dun & Bradstreet, the health and safety of our employees is foundational. In addition to time off for vacations and holidays, we offer an "UnSick Day," or one paid day off each year for preventive health care. Being physically healthy is essential to living all aspects of life to the fullest, including being present and attentive while at work. While our business operations do not pose significant risks to team members' health and safety, we maintain a healthy work environment and encourage our employees to take sick leave as needed.

- **UNSIK DAY:** In addition to time off for vacations and holidays, we offer an UnSick Day, or one paid day off each year for preventive health care.

Health and safety requirements differ across the organization, and we follow the local regulations and office health and safety requirements of the localities in which we operate. The work is governed by local health and safety policies specific to each location. While the details vary by office, in the EU offices, we conduct risk assessment surveys, train employees on health and safety, and conduct operational safety education.

Freedom of Association

We are committed to maintaining full legal compliance with local labor rights laws and seek to support our team members by fostering a culture and environment that positively serves their interests. We recognize and respect team members' freedom of association and their right to form, join, or not join workers' organizations of their choosing and to enter into collective bargaining agreements, as permitted by law. We have collective bargaining agreements in Austria and Sweden. Currently, less than 10% of our workforce is covered by collective bargaining agreements. Additionally, 97% of our team members in Germany are represented by Works Council(s), where a group of elected employees represent their colleagues to the Company. German Works Councils are independent of national trade unions and the German Employer Associations.

Human Rights

Our Code of Conduct and Ethics affirms our support of the principles established under the United Nations Universal Declaration of Human Rights. Though we do not believe Dun & Bradstreet's operations expose our Company to any risk of human rights violations, our [Code of Conduct and Ethics](#), [Human Capital & DEI Policy Statement](#), and [Modern Slavery and Human Trafficking Policy](#) expressly prohibits human rights violations such as the employment of underage children, forced labor, and any form of physical punishment or abuse. We expect suppliers throughout our global supply chain to share our commitment to the same high standards for protecting human rights as outlined in our Code of Conduct and Ethics for Third Parties.

None of Dun & Bradstreet's operations have been subject to human rights reviews.

Our Communities

Our approach to CSR starts with creating a positive impact in the communities where we work and live and is driven by the passion and interest of our team members.

Dun & Bradstreet's global giving and volunteering program, Do Good, serves to support our global CSR initiatives by matching donations and providing volunteer support to nonprofit organizations.

EMPLOYEE MATCHING: We provide a 100% match for employee donations to eligible nonprofit organizations up to \$4,000/€4,000/£4,000 per calendar year. Donations made by employees that are aligned with our Matching Guidelines are automatically matched on our giving and volunteering platform throughout the year.

In 2023, our employees supported 623 causes, volunteered a total of 13,527 hours, and contributed a total of \$745,361 in donations to charitable organizations.

VOLUNTEER TIME OFF (VTO): We provide our employees with two days (16 hours) of VTO a year. Team members use these paid days off to volunteer independently in their communities or alongside their colleagues during local volunteer events organized by Dun & Bradstreet.

Each year, Dun & Bradstreet discloses our CSR data to the Chief Executives for Corporate Purpose® (CECP), a network of impact-minded companies empowered to drive social change. In 2023, we were proud to be featured in CECP's annual Giving in Number™ survey, for our 2022 contributions to Civic and Public Affairs, Community Investments programs. This survey is the largest global dataset on CSR investments, providing data-driven insights and premier research for the sector. We aspire to build on such partnerships with organizations committed to driving sustainable social impacts and to supporting the growth of our community initiatives.

Leading Heart Healthy Lives

Our partnership with the American Heart Association in Jacksonville, Florida, continues to grow strong. Our team members and the Company donated \$30,000 to benefit heart health and research programs by way of events such as the AHA Heart Walk, Go Red for Women® luncheon, and First Coast Heart Ball. As a dedicated partner, we showcased our commitment by spotlighting the American Heart Association with an ornament at the New York Stock Exchange’s annual Tree Lighting and Global Giving Campaign, further amplifying the nonprofit’s important work in researching and advocating for heart health.



Providing Library Access to Students

Through our commitment to foster educational opportunities locally, our team members in Mainland China helped to fund a rural library, marking our third year of support following a hiatus due to the global COVID-19 pandemic. Last year, the team donated 530 books to the library and narrated and recorded 34 stories, helping to increase accessibility for students at the school.



Supporting Mental Health

Our Dublin, Ireland, team members volunteered at the Kerdiffstown House, a historical site aimed to support participants with housing, addiction, and mental health needs. The team refreshed the site by tending to animals, landscaping and planting flowers, and refreshing buildings and structures with a new coat of paint.



Committing to Global Cleanup

In alignment with our environmental commitments, team members participated in World Environment Day in June and World Cleanup Day in September by volunteering at local debris-removal events. From the combined efforts of these events, 600 team members across 10 countries came together to collect over 300 bags of waste, contributing to our collective mission for a greener, cleaner planet.



Fundraising for Disaster Relief

Our team members raised more than \$70,000 for disaster relief efforts, extending support to both local and international charities. Our contributions reached regions including Turkey, Syria, Slovenia, and Canada, aiding communities across the globe affected by floods, wildfires, earthquakes, and other natural disasters.

Our People Metrics

Diversity, Equity, and Inclusion

Global Gender Diversity by Job Level

SASB TC-SI-330A.3

	2019			2020			2021			2022			2023		
	FEMALE	MALE	UNDISCLOSED ¹	FEMALE	MALE	UNDISCLOSED ¹	FEMALE	MALE	UNDISCLOSED ¹	FEMALE	MALE	UNDISCLOSED ¹	FEMALE	MALE	UNDISCLOSED ¹
Individual contributor	50%	50%	0.2%	49%	51%	0.4%	47%	51%	1.9%	45%	52%	2.2%	46%	53%	1.7%
Leadership – Entry, Mid & Senior Leadership	39%	61%	—	38%	62%	—	36%	63%	1.4%	36%	63%	1.0%	36%	64%	0.7%
Executive Leadership	11%	89%	—	18%	82%	0.1%	27%	73%	—	25%	75%	—	21%	79%	0.7%
Total	48%	52%	0.1%	47%	53%	0.3%	45%	53%	1.8%	44%	54%	2.0%	44%	55%	1.5%

¹ Undisclosed is defined as any employee who responded with "I choose not to disclose this information" or "I do not identify with either male or female." It also includes any responses that were not submitted.

U.S. Racial/Ethnicity Data	2019	2020	2021	2022	2023
American Indian or Alaska Native	0.4%	0.2%	0.1%	0.2%	0.2%
Asian	9.6%	12.3%	12.2%	10.3%	9.7%
Black or African American	5.7%	5.6%	5.7%	6.5%	7.5%
Hispanic or Latino	8.3%	5.9%	6.5%	6.1%	6.2%
Native Hawaiian or Other Pacific Islander	0.5%	0.4%	0.3%	0.4%	0.4%
Two or more races	1.5%	1.3%	1.6%	1.4%	1.3%
Undisclosed	3.5%	3.5%	3.3%	3.4%	3.2%
White	70.4%	70.8%	70.2%	71.8%	71.6%

U.S. Racial/Ethnicity Data by Job Category

GRI 405-1

SASB TC-SI-330A.3

2023

Race/Ethnicity	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC OR LATINO	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	UNDISCLOSED	TWO OR MORE RACES	WHITE
Individual contributor	0.1%	8.8%	8.9%	6.4%	0.3%	3.3%	1.4%	71.0%
Leadership – Entry, Mid & Senior Leadership	0.4%	13.6%	1.5%	5.5%	0.9%	3.0%	1.1%	74.0%
Executive Leadership	—	15.4%	—	—	—	—	—	84.6%
Total	0.2%	9.7%	7.5%	6.2%	0.4%	71.6%	1.3%	3.2%

Generation Diversity GRI 405-1	2019	2020	2021	2022	2023
Baby Boomers (1946 – 1964)	15%	12.8%	11.5%	10.3%	9.2%
Generation X (1965 – 1980)	40.8%	39.9%	37.2%	35.9%	34.6%
Generation Y/Millennials (1981 – 1996)	43.3%	45.7%	46.1%	47.5%	47.9%
Generation Z (1997 and onwards)	0.8%	1.5%	3.6%	4.6%	7.1%
Undisclosed	0.1%	0.1%	1.7%	1.8%	1.2%

Human Capital

Hiring, Turnover and Retention GRI 401-1	2019	2020	2021	2022	2023
New employees hires	713	791	1,570	1,618	1,183
Voluntary turnover rate SASB SV-PS-330A.2	15.5%	11.9%	20.2%	17.9%	11.1%
Involuntary turnover rate SASB SV-PS-330A.2	19.5%	6.2%	3.7%	5.4%	5.5%

Employee Training, Development, Performance, and Experience

Training	2019	2020	2021	2022	2023
Total number of hours spent in training	12,706	16,026	15,373	25,085	68,279 ¹
New hire/onboarding	2,276	2,381	3,192	4,980	1,696
Annual compliance training	10,430	13,645	12,181	20,105	23,987
Skill-based training ²	—	—	—	—	39,710
Leadership training ²	—	—	—	—	1,701
Other training ²	—	—	—	—	1,185
Average training hours per employee GRI 404-1	2.0	3.1	1.8	2.9	9.6 ³

¹ The 2023 scope for Total Number of Hours Spent in Training is now defined to include training in systems previously untracked. This scope will be used moving forward.

² These trainings were newly tracked in 2023.

³ The 2023 calculation is updated due to the definition change of Total Number of Hours Spent in Training.

Training¹

GRI 404-1

	2023
Average number of training hours per female employee	9.1
Average number of training hours per male employee	10.0
Average number of training hours per non-binary employee	9.8
Average number of training hours per undisclosed gender employee	7.1
Average number of training hours per individual contributor	9.9
Average number of training hours per management-level employee	8.7
Average number of training hours per executive-level employee	5.2

¹ These average training hours per employee type and gender were newly tracked in 2023.

Employees Receiving Regular Performance Reviews (Completion Rate)²

	2022		2023	
	MALE	FEMALE	MALE	FEMALE
Individual contributor	100%	100%	100%	100%
Leadership – Entry, Mid & Senior Leadership	100%	100%	100%	100%

² Limited duration employees, employees from newly acquired companies, and new hires joined after a certain cutoff date do not participate in the year-end performance review. Their data is excluded from the analysis. Therefore the reported data represents approximately 90% of the total employee population.

Community Development

Charitable Contributions	2019	2020	2021	2022	2023
Total charitable contributions	\$982,415	\$708,150	\$1,033,735	\$1,048,734	\$745,361
Corporate sponsorships ¹	—	\$106,650	\$436,090	\$500,100	\$212,780
Employee donations ¹	—	\$327,000	\$309,000	\$279,500	\$285,955
Matched donations ¹	—	\$274,500	\$289,000	\$269,134	\$246,626
Total volunteer hours ²	12,901	5,486	7,609	9,933	13,527
Number of matched employee donations	2,655	3,143	2,976	2,230	1,830
Total causes supported	680	755	792	795	623

¹ Dun & Bradstreet did not track or report this data in 2019.

² Total Volunteer Hours captures total VTO hours used by employees during 2023.

Reporting Indices

The table below provides the consolidated framework information for GRI, SASB, and UNGC.

Dun & Bradstreet reports in accordance to the Global Reporting Initiative (GRI), including the updated GRI 1: Foundation 2021, GRI 2: General Disclosures 2021 and GRI: Material Topics 2021. We report to the Sustainability Accounting Standards Board (SASB) standards for the two sectors that are most closely aligned to our businesses: Software & IT and Professional & Commercial Services. The information cited in this index represents the period from January 1, 2023 to December 31, 2023.

DESCRIPTION	DUN & BRADSTREET'S RESPONSE	GRI	SASB	UNGC PRINCIPLES
Our Organization and Reporting Practices				
Organizational details	Dun & Bradstreet Dun & Bradstreet is a publicly traded Company (NASDAQ: DNB) 5335 Gate Parkway, Jacksonville, Florida, USA 2023 Form 10-K	GRI 2-1		
Entities included in the organization's sustainability reporting	<ul style="list-style-type: none"> 2023 Annual Report 	GRI 2-2		
Reporting period, frequency and contact point	<ul style="list-style-type: none"> About Dun & Bradstreet 	GRI 2-3		
Restatements of information	<ul style="list-style-type: none"> Due to expanded access to data, reported Volunteer Hours have been restated. Our People Metrics 	GRI 2-4		
External assurance	<ul style="list-style-type: none"> No external assurance 	GRI 2-5		

DESCRIPTION	DUN & BRADSTREET'S RESPONSE	GRI	SASB	UNGC PRINCIPLES
Activities and Workers				
Activities, value chain and other business relationships	<ul style="list-style-type: none"> • About Dun & Bradstreet 	GRI 2-6		
Employees	<ul style="list-style-type: none"> • 2023 Form 10-K • Our People Metrics 	GRI 2-7		
Workers who are not employees	<ul style="list-style-type: none"> • Our People Metrics 	GRI 2-8		
Governance				
Governance structure and composition	<ul style="list-style-type: none"> • Board Composition & Committee Oversight • ESG Oversight • 2024 Proxy Statement 	GRI 2-9		
Nomination and selection of the highest governance body	<ul style="list-style-type: none"> • 2024 Proxy Statement 	GRI 2-10		
Chair of the highest governance body	<ul style="list-style-type: none"> • Board Composition & Committee Oversight • ESG Oversight • 2024 Proxy Statement 	GRI 2-11		
Role of the highest governance body in overseeing the management of impacts	<ul style="list-style-type: none"> • Board Composition & Committee Oversight 	GRI 2-12		
Delegation of responsibility for managing impacts	<ul style="list-style-type: none"> • Board Composition & Committee Oversight • ESG Oversight • Ethics & Business Conduct • 2024 Proxy Statement • Audit Committee Charter 	GRI 2-13		

DESCRIPTION	DUN & BRADSTREET'S RESPONSE	GRI	SASB	UNGC PRINCIPLES
<p>Governance Continued</p>				
Conflicts of interest	<ul style="list-style-type: none"> Code of Conduct & Ethics 2024 Proxy Statement Corporate Governance Guidelines 	GRI 2-15		
Communication of critical concerns	<ul style="list-style-type: none"> Enterprise Risk Management 	GRI 2-16		
Collective knowledge of the highest governance body	<ul style="list-style-type: none"> 2024 Proxy Statement 	GRI 2-17		
Remuneration policies	<ul style="list-style-type: none"> 2024 Proxy Statement Compensation Committee Charter 	GRI 2-19		
Process to determine remunerations	<ul style="list-style-type: none"> 2024 Proxy Statement Compensation Committee Charter 	GRI 2-20		
Annual total compensation ratio	<ul style="list-style-type: none"> 2024 Proxy Statement 	GRI 2-21		
<p>Strategy, Policies & Practices</p>				
Statement on sustainable development strategy	<ul style="list-style-type: none"> Message from our CEO 	GRI 2-22		8 ENVIRONMENT
Integration of environmental considerations into strategic planning for data center needs	<ul style="list-style-type: none"> Data Center & Product Sustainability 		TC-SI-130A.3	7 ENVIRONMENT 9 ENVIRONMENT

DESCRIPTION	DUN & BRADSTREET'S RESPONSE	GRI	SASB	UNGC PRINCIPLES
<p>Strategy, Policies & Practices Continued</p>				
<p>Policy commitments</p>	<ul style="list-style-type: none"> • Code of Conduct & Ethics • Speak Up and Non-Retaliation Policy Statement • Ethics & Business Conduct • Audit Committee Charter • Enterprise Risk Management 	<p>GRI 2-23</p>		
<p>Embedding policy commitments</p>	<ul style="list-style-type: none"> • Training to Maintain Our Culture 	<p>GRI 2-24</p>		
<p>Processes to remediate negative impacts</p>	<ul style="list-style-type: none"> • Enterprise Risk Management 	<p>GRI 2-25</p>		
<p>Mechanisms for seeking advice and raising concerns</p>	<ul style="list-style-type: none"> • Code of Conduct & Ethics • Speak Up and Non-Retaliation Policy Statement • Ethics & Business Conduct • Audit Committee Charter • Enterprise Risk Management 	<p>GRI 2-26</p>		
<p>Compliance with laws and regulations</p>	<ul style="list-style-type: none"> • Enterprise Risk Management 	<p>GRI 2-27</p>		
<p>Membership associations</p>	<ul style="list-style-type: none"> • Political Contributions & Public Policy 	<p>GRI 2-28</p>		
<p>Stakeholder Engagement</p>				
<p>Approach to stakeholder engagement</p>	<ul style="list-style-type: none"> • Refreshed Materiality • Employee Engagement & Experience 	<p>GRI 2-29</p>		
<p>Collective bargaining agreements</p>	<ul style="list-style-type: none"> • Freedom of Association 	<p>GRI 2-30</p>		

DESCRIPTION	DUN & BRADSTREET'S RESPONSE	GRI	SASB	UNGC PRINCIPLES
Disclosure on Material Topics				
Process to determine material topics	<ul style="list-style-type: none"> Refreshed Materiality 	GRI 3-1		
List of material topics	<ul style="list-style-type: none"> Refreshed Materiality 	GRI 3-2		
Economic Performance				
Management approach to economic performance	<ul style="list-style-type: none"> About Dun & Bradstreet 	GRI 3-3		
Direct economic value generated and distributed	<ul style="list-style-type: none"> 2023 Form 10-K 	GRI 201-1		
Financial implications and other risks and opportunities due to climate change	<ul style="list-style-type: none"> 2023 Form 10-K 	GRI 201-2		
Market Presence				
Management approach to market presence	<ul style="list-style-type: none"> About Dun & Bradstreet 	GRI 3-3		
Ratios of standard entry level wage by gender compared to local minimum wage	<ul style="list-style-type: none"> This metric is not currently disclosed 	GRI 202-1		
Indirect Economic Impacts				
Significant indirect economic impacts	<ul style="list-style-type: none"> This metric is not currently disclosed 	GRI 203-2		
Procurement Practices				
Management of procurement practices	<ul style="list-style-type: none"> Supplier Selection & Risk Management 	GRI 3-3		

DESCRIPTION	DUN & BRADSTREET'S RESPONSE	GRI	SASB	UNGC PRINCIPLES
Professional Integrity/Anti-Corruption				
Approach to ensuring professional integrity	<ul style="list-style-type: none"> Ethics & Business Conduct 		SV-PS.510A.1	
Management of anti-corruption	<ul style="list-style-type: none"> Anti-Bribery & Anti-Corruption 	GRI 3-3		10 ANTI-CORRUPTION
Operations assessed for risks related to corruption	<ul style="list-style-type: none"> Anti-Bribery & Anti-Corruption 	GRI 205-1		
Communication and training about anti-corruption policies and procedures	<ul style="list-style-type: none"> Anti-Bribery & Anti-Corruption 	GRI 205-2		
Confirmed incidents of corruption and actions taken	<ul style="list-style-type: none"> Anti-Bribery & Anti-Corruption 	GRI 205-3		
Total amount of monetary losses as a result of legal proceedings associated with professional integrity	<ul style="list-style-type: none"> As part of our obligations as a publicly traded Company, all material financial losses as a result of legal proceedings associated with professional integrity, including losses due to legal proceedings, are available in our public filings with the SEC. 		SV-PS-510A.2	
Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	<ul style="list-style-type: none"> As part of our obligations as a publicly traded Company, all material financial losses as a result of legal proceedings associated with anticompetitive behavior regulations, are available in our public filings with the SEC. 		TC-SI-520A.1	
Materials				
Management of materials	<ul style="list-style-type: none"> This is not applicable to Dun & Bradstreet products, which are provided digitally. More information regarding the sustainability of our digital products can be found in Sustainability in Our Product Design. 	GRI 3-3		
Materials used by weight or volume	<ul style="list-style-type: none"> This is not applicable to Dun & Bradstreet products, which are provided digitally. More information regarding the sustainability of our digital products can be found in Sustainability in Our Product Design. 	GRI 301-1		

DESCRIPTION	DUN & BRADSTREET'S RESPONSE	GRI	SASB	UNGC PRINCIPLES
<p>Materials Continued</p>				
<p>Recycled input materials used</p>	<ul style="list-style-type: none"> This is not applicable to Dun & Bradstreet products, which are provided digitally. More information regarding the sustainability of our digital products can be found in Sustainability in Our Product Design. 	<p>GRI 301-2</p>		
<p>Energy</p>				
<p>Management of energy</p>	<ul style="list-style-type: none"> Climate Change Environmental Management System 	<p>GRI 3-3</p>		<p>7 ENVIRONMENT</p> <p>9 ENVIRONMENT</p>
<p>Energy consumption within the organization</p>	<ul style="list-style-type: none"> Our Planet Metrics 	<p>GRI 302-1</p>	<p>TC-SI-130A.1</p>	
<p>Energy consumption outside of the organization</p>	<ul style="list-style-type: none"> We do not currently track our scope 3 emissions on a global level. 	<p>GRI 302-2</p>		
<p>Energy intensity</p>	<ul style="list-style-type: none"> Our Planet Metrics 	<p>GRI 302-3</p>		
<p>Percentage renewable electricity</p>	<ul style="list-style-type: none"> Our Planet Metrics 		<p>TC-SI-130A.1</p>	
<p>Water and Effluents</p>				
<p>Management of water and effluents</p>	<ul style="list-style-type: none"> Water Use & Withdrawal 	<p>GRI 3-3</p>		<p>7 ENVIRONMENT</p> <p>9 ENVIRONMENT</p>
<p>Interactions with water as a shared resource</p>	<ul style="list-style-type: none"> This metric is not currently disclosed 	<p>GRI 303-1</p>		
<p>Water withdrawal</p>	<ul style="list-style-type: none"> This metric is not currently disclosed 	<p>GRI 303-3</p>	<p>TC-SI-130A.2</p>	
<p>Water discharge</p>	<ul style="list-style-type: none"> This metric is not currently disclosed 	<p>GRI 303-4</p>		
<p>Water consumption</p>	<ul style="list-style-type: none"> This metric is not currently disclosed 	<p>GRI 303-5</p>	<p>TC-SI-130A.2</p>	

DESCRIPTION	DUN & BRADSTREET'S RESPONSE	GRI	SASB	UNGC PRINCIPLES
Emissions				
Management of emissions	<ul style="list-style-type: none"> • Climate Change 	GRI 3-3		7 ENVIRONMENT 9 ENVIRONMENT
Direct (scope 1) GHG emissions	<ul style="list-style-type: none"> • Our Planet Metrics 	GRI 305-1		
Energy indirect (scope 2) GHG emissions	<ul style="list-style-type: none"> • Our Planet Metrics 	GRI 305-2		
Other indirect (scope 3) GHG emissions	<ul style="list-style-type: none"> • We do not currently track our scope 3 emissions on a global level. 	GRI 305-3		
GHG emissions intensity	<ul style="list-style-type: none"> • Our Planet Metrics 	GRI 305-4		
Reduction of GHG emissions	<ul style="list-style-type: none"> • Our Planet Metrics 	GRI 305-5		
Waste				
Management of waste	<ul style="list-style-type: none"> • Waste & E-waste Management 	GRI 3-3		8 ENVIRONMENT 9 ENVIRONMENT
Waste generation and significant waste-related impacts	<ul style="list-style-type: none"> • Waste & E-waste Management 	GRI 306-1		
Management of significant waste-related impacts	<ul style="list-style-type: none"> • Waste & E-waste Management 	GRI 306-2		
Waste generated	<ul style="list-style-type: none"> • Our Planet Metrics 	GRI 306-3		
Waste diverted from disposal	<ul style="list-style-type: none"> • This metric is not currently disclosed 	GRI 306-4		
Waste directed to disposal	<ul style="list-style-type: none"> • This metric is not currently disclosed 	GRI 306-5		

DESCRIPTION	DUN & BRADSTREET'S RESPONSE	GRI	SASB	UNGC PRINCIPLES
Supplier Environmental Assessment				
Management of supplier environmental assessment	<ul style="list-style-type: none"> Responsible Supply Chain Management Code of Conduct and Ethics for Third Parties 	GRI 3-3		8 ENVIRONMENT
New suppliers that were screened using environmental criteria	<ul style="list-style-type: none"> Responsible Supply Chain Management Code of Conduct and Ethics for Third Parties 	GRI 308-1		
Employment				
Management of employment	<ul style="list-style-type: none"> Employee Engagement & Experience 	GRI 3-3		
New employee hires and employee turnover	<ul style="list-style-type: none"> Our People Metrics 	GRI 401-1	SV-PS-330A.2	
Number of employees by full-time and part-time, temporary and contract	<ul style="list-style-type: none"> These metrics are not currently disclosed 		SV-PS-000.A	
Employee hours worked, percentage billable	<ul style="list-style-type: none"> These metrics are not currently disclosed 		SV-PS-000.B	
Percentage of employees that are foreign	<ul style="list-style-type: none"> This metric is not applicable 		TC-SI-330A.1	
Employee engagement as a percentage	<ul style="list-style-type: none"> Employee Engagement & Experience 		TC-SI-330A.2	
Benefits provided to full-time employees that are not provided to temporary or part-time employees	<ul style="list-style-type: none"> Benefits 	GRI 401-2		
Parental leave	<ul style="list-style-type: none"> Benefits 	GRI 401-3		

DESCRIPTION	DUN & BRADSTREET'S RESPONSE	GRI	SASB	UNGC PRINCIPLES
Labor/Management Relations and Human Rights				
Management of labor/management relations	<ul style="list-style-type: none"> • Freedom of Association 	GRI 3-3		
Humans rights policies	<ul style="list-style-type: none"> • Code of Conduct and Ethics • Human Capital & Diversity, Equity, and Inclusion Policy Statement • Modern Slavery & Human Trafficking Policy 			<div data-bbox="2048 427 2316 459">1 HUMAN RIGHTS</div> <div data-bbox="2048 472 2316 505">2 HUMAN RIGHTS</div> <div data-bbox="2048 518 2316 550">4 LABOUR</div> <div data-bbox="2048 563 2316 596">5 LABOUR</div>
Health and Well-being				
Management of occupational health and safety topics	<ul style="list-style-type: none"> • Health & Safety 	GRI 3-3		
Occupational health and safety management system	<ul style="list-style-type: none"> • Health & Safety 	GRI 403-1		
Hazard identification, risk assessment, and incident investigation	<ul style="list-style-type: none"> • Health & Safety 	GRI 403-2		
Occupational health services	<ul style="list-style-type: none"> • Health & Safety 	GRI 403-3		
Worker participation, consultation, and communication on occupational health and safety	<ul style="list-style-type: none"> • Health & Safety • Training to Maintain Our Culture 	GRI 403-4		
Worker training on occupational health and safety	<ul style="list-style-type: none"> • Training to Maintain Our Culture 	GRI 403-5		
Promotion of worker health	<ul style="list-style-type: none"> • Health & Safety 	GRI 403-6		
Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<ul style="list-style-type: none"> • Health & Safety 	GRI 403-7		
Workers covered by an occupational health and safety management systems	<ul style="list-style-type: none"> • Due to the nature of our business, occupational health and safety risk is low. 	GRI 403-8		

DESCRIPTION	DUN & BRADSTREET'S RESPONSE	GRI	SASB	UNGC PRINCIPLES
<p>Health and Well-being Continued</p>				
Work-related injuries	<ul style="list-style-type: none"> • These metrics are not currently disclosed 	GRI 403-9		
Work-related ill health	<ul style="list-style-type: none"> • These metrics are not currently disclosed 	GRI 403-10		
<p>Training and Education</p>				
Management of training and education	<ul style="list-style-type: none"> • Learning & Development for Our Team Members 	GRI 3-3		
Average hours of training per year per employee	<ul style="list-style-type: none"> • Our People Metrics 	GRI 404-1		
Programs for upgrading employee skills and transition assistance programs	<ul style="list-style-type: none"> • Learning & Development for Our Team Members 	GRI 404-2		
Percentage of employees receiving regular performance and career development news	<ul style="list-style-type: none"> • Our People Metrics 	GRI 404-3		
<p>Diversity, Equity, and Inclusion</p>				
Management of diversity, equity, and inclusion	<ul style="list-style-type: none"> • Fostering a Culture of Diversity, Equity, and Inclusion 	GRI 3-3		
Diversity of governance bodies and employees	<ul style="list-style-type: none"> • Our People Metrics 	GRI 405-1	TC-SI-330A.3	
<p>Non-discrimination</p>				
Management of non-discrimination	<ul style="list-style-type: none"> • Code of Conduct and Ethics • Risk Monitoring & Rapid Response • Training to Maintain Our Culture 	GRI 3-3		6 LABOUR
Incidents of discrimination and corrective actions taken	<ul style="list-style-type: none"> • Due to the Company's confidentiality policies and privacy laws, Dun & Bradstreet does not publicly disclose this information. • Fostering a Culture of Diversity, Equity, and Inclusion 	GRI 406-1		

DESCRIPTION	DUN & BRADSTREET'S RESPONSE	GRI	SASB	UNGC PRINCIPLES
Freedom of Association and Collective Bargaining				
Management of topic	<ul style="list-style-type: none"> • Freedom of Association 	GRI 3-3		3 LABOUR
Child Labor				
Management of topic	<ul style="list-style-type: none"> • Human Rights 	GRI 3-3		5 LABOUR
Operations and suppliers at significant risk for incidents of child labor	<ul style="list-style-type: none"> • Human Rights 	GRI 408-1		
Forced or Compulsory Labor				
Management of topic	<ul style="list-style-type: none"> • Human Rights 	GRI 3-3		4 LABOUR
Operations and suppliers at significant risk for incidents of forced or compulsory labor	<ul style="list-style-type: none"> • Human Rights 	GRI 409-1		
Supplier Social Assessment				
Management of supplier social assessment	<ul style="list-style-type: none"> • Responsible Supply Chain Management • Code of Conduct and Ethics for Third Parties 	GRI 3-3		
New suppliers that were screened using social criteria	<ul style="list-style-type: none"> • Responsible Supply Chain Management • Code of Conduct and Ethics for Third Parties 	GRI 414-1		
Public Policy				
Management of public policy	<ul style="list-style-type: none"> • Political Contributions & Public Policy 	GRI 3-3		

DESCRIPTION	DUN & BRADSTREET'S RESPONSE	GRI	SASB	UNGC PRINCIPLES
<p>Public Policy Continued</p>				
<p>Political contributions</p>	<ul style="list-style-type: none"> • Political Contributions & Public Policy 	<p>GRI 415-2</p>		
<p>Customer Health and Safety</p>				
<p>Management of customer health and safety</p>	<ul style="list-style-type: none"> • Privacy, Data Transparency, and AI Trust Centre • Product Governance & Sustainability Policy Statement 	<p>GRI 3-3</p>		
<p>Incidents of non-compliance concerning the health and safety impacts of products and services</p>	<ul style="list-style-type: none"> • Dun & Bradstreet has not identified any non-compliance concerning the health and safety impacts of products and services. 	<p>GRI 416-2</p>		
<p>Marketing and Labeling</p>				
<p>Management of marketing and labeling</p>	<ul style="list-style-type: none"> • Sustainability in Our Product Design • Product Governance & Sustainability Policy Statement 	<p>GRI 3-3</p>		
<p>Incidents of non-compliance concerning product and service information and labeling</p>	<ul style="list-style-type: none"> • Dun & Bradstreet has not identified any non-compliance concerning product and service information and labeling. 	<p>GRI 417-2</p>		
<p>Incidents of non-compliance concerning marketing communications</p>	<ul style="list-style-type: none"> • Dun & Bradstreet has not identified any non-compliance concerning marketing communications. 	<p>GRI 417-3</p>		
<p>Customer Privacy</p>				
<p>Management of customer privacy</p>	<ul style="list-style-type: none"> • Personal Data 	<p>GRI 3-3</p>		
<p>Policies and practices relating to behavioral advertising and user privacy</p>	<ul style="list-style-type: none"> • Privacy, Data Transparency, and AI Trust Centre 		<p>TC-SI-220A.1</p>	

DESCRIPTION	DUN & BRADSTREET'S RESPONSE	GRI	SASB	UNGC PRINCIPLES
<p>Customer Privacy Continued</p>				
<p>Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards</p>	<ul style="list-style-type: none"> • Privacy, Data Transparency, and AI Trust Centre 		<p>TC-SI-230A.2</p>	
<p>Substantiated complaints concerning breaches of customer privacy and losses of customer data</p>	<ul style="list-style-type: none"> • Our Purpose Metrics 	<p>GRI 418-1</p>		
<p>Number of data breaches, percentage involving personally identifiable information, number of customers affected</p>	<ul style="list-style-type: none"> • Our Purpose Metrics 		<p>TC-SI-230A.1</p>	
<p>Number of users whose information is used for secondary purposes</p>	<ul style="list-style-type: none"> • Privacy, Data Transparency, and AI Trust Centre 		<p>TC-SI-220A.2</p>	
<p>Total amount of monetary losses as a result of legal proceedings associated with user privacy</p>	<ul style="list-style-type: none"> • 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. 		<p>TC-SI-220A.3</p>	
<p>Number of law enforcement requests for user information, number of users whose information was requested, percentage resulting in disclosure</p>	<ul style="list-style-type: none"> • 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. Dun & Bradstreet 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. 		<p>TC-SI-220A.4</p>	

DESCRIPTION	DUN & BRADSTREET'S RESPONSE	GRI	SASB	UNGC PRINCIPLES
<p>Customer Privacy Continued</p>				
<p>List of countries where core products or services are subject to government required monitoring, blocking, content filtering, or censoring</p>	<ul style="list-style-type: none"> On a country-by-country basis, Dun & Bradstreet 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. 		<p>TC-SI-220A.5</p>	
<p>Operations Disruptions</p>				
<p>Business continuity risks related to disruptions of operations</p>	<ul style="list-style-type: none"> Our Purpose Metrics 		<p>TC-SI-550A.2</p>	
<p>Number of performance issues and service disruptions; total customer downtime</p>	<ul style="list-style-type: none"> Enterprise Risk Management 		<p>TC-SI-550A.1</p>	
<p>Data</p>				
<p>Number of licenses or subscriptions, percentage cloud-based</p>	<ul style="list-style-type: none"> These metrics are not currently disclosed 		<p>TC-SI-000.A</p>	
<p>Data processing capacity, percentage outsourced</p>	<ul style="list-style-type: none"> These metrics are not currently disclosed 		<p>TC-SI-000.B</p>	
<p>Amount of data storage, percentage outsourced</p>	<ul style="list-style-type: none"> These metrics are not currently disclosed 		<p>TC-SI-000.C</p>	

TCFD Disclosure

Dun & Bradstreet has developed this disclosure based on the recommendations set forth by the TCFD. This report highlights our progress as of fiscal year 2023 and encompasses our global operations.

Governance

Describe the Board's oversight of climate-related risks and opportunities.

Our Executive Leadership team and our Board of Directors are committed to addressing environmental, social and governance (ESG) risks and opportunities. Specific ESG-related responsibility, including climate-related issues, sits with our Audit Committee. Our Audit Committee maintains oversight of financial statements and related disclosures, compliance with legal and regulatory requirements, enterprise risk assessments and management, and ESG strategy, practices, and metrics.

Our Board and committees meet quarterly, with each committee reporting to the Board on their responsibilities and receiving support from senior management as needed. The Audit Committee discusses ESG at each scheduled meeting and works with the Board and management to guide our overall ESG strategy. The Audit Committee receives quarterly updates from our CSO on Dun & Bradstreet's ESG progress.

Describe management's role in assessing and managing climate-related risks and opportunities.

Climate-related responsibilities reside with several members of management. The CSO is the key member of management in charge of integrating climate-related issues into Dun & Bradstreet's overall strategy. The CSO regularly reports to the CEO, Executive team, and Board on climate-related risks, opportunities, and initiatives, as well as progress against our overall ESG strategy.

In addition, we have established a Sustainability Working Group that is led by our CSO. This cross-functional group is tasked with the 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 the leadership team: Chief Ethics & Compliance Officer, Corporate Secretary, Chief People Officer, Chief Financial Officer, Chief Risk Officer, Chief Legal Officer, and Vice President, Internal Audit. This group

ensures alignment on ESG strategy, including governance of issues, identifying and managing risks, and determining goals. This group meets at least quarterly.

The CSO also oversees our Global ESG team, which oversees day-to-day coordination of ESG-related activities. This team also develops all ESG-related disclosures, including our annual ESG Report. We have designated leads for functional teams including Facilities, Product, Technology, Finance, and People to collaborate with the ESG team as required.

Dun & Bradstreet maintains an Enterprise Risk Committee, which works in tandem with the other relevant management and Board groups, to review risk assessments and establish governance over each risk. The Enterprise Risk Committee

updates the Audit Committee on the progress of the enterprise risk assessments, including the assessing and reporting of risks, status of remediation activities, and any new initiatives conducted.

Strategy

Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.

Enterprise risk is assessed annually by the Board and management. Dun & Bradstreet measures both Risk Appetite (the level of exposure Dun & Bradstreet is willing to accept in pursuit of its financial and strategic goals) and Risk Tolerance — the maximum amount of risk Dun & Bradstreet is willing to take on in the pursuit of value. The Board reviews Dun & Bradstreet’s Risk Appetite and regularly monitors adherence to Risk Tolerance levels. Risk Appetite is managed by ensuring the Company maintains a significant level of

operational controls to mitigate material impacts to the business and that we continue to comply with regulatory and legal requirements.

Climate-specific risks are part of our overall risk universe and are integrated into our Company-wide risk management process. The below outlines the climate-related risks assessed by Dun & Bradstreet and considered by our Board and Sustainability Working Group.

RISK DESCRIPTION	CATEGORY/TYPE	POTENTIAL IMPACT
Current and emerging regulation	Transition — regulatory	Dun & Bradstreet is subject to various governmental regulations, laws and orders, compliance with which may cause us to incur significant expenses or reduce the availability or effectiveness of our solutions. We are committed to complying with all current and emerging climate-related regulations (SEC, EU CSRD etc.) and are aware of the risks associated with failing to adhere to these regulations. There may be compliance costs associated with collecting and reporting the data in line with new climate reporting requirements.
Extreme weather events	Physical — acute	We house our data systems and servers at multiple locations and consider the risk of catastrophic weather events on our technology centers to be material and relevant. If we are unable to protect our computer systems, software, networks, data, and other technology assets it could have a material adverse effect on our business or financial condition and results of operations. This includes any system failure due to climate-related risks such as flooding, hurricanes, and tornadoes.

Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. *continued*

RISK DESCRIPTION	CATEGORY/TYPE	POTENTIAL IMPACT
Introduction of carbon price or emissions limit	Transition — regulatory	Increased costs associated with reducing emissions or compliance costs for GHG emissions from our facilities. Potential price increases in purchased energy.
Climate-related litigation	Transition — legal	Dun & Bradstreet is occasionally subject to legal proceedings and claims that arise in the ordinary course of business, which may include climate-related litigation resulting from failure to take meaningful action on climate change. We may incur material costs and expenses in connection with any climate-related investigations or claims, including but not limited to fines or penalties and legal costs, or be subject to other remedies, any of which could have a material adverse effect on our business, financial condition and results of operations.
Negative perception	Transition — reputational	Negative perception or publicity regarding our position as an ethical and sustainable Company could damage our reputation with clients and the public, which could make it difficult for us to attract and maintain clients. Adverse developments with respect to our industry may also, by association, negatively impact our reputation, or result in higher regulatory or legislative scrutiny.
Changing weather patterns	Physical — chronic	We recognize the impact of chronic physical risks such as increased temperatures, sea level rise, and extreme precipitation events on our business operations in the long-term. These climate-related risks may have a significant impact on our physical and digital assets by damaging facilities and increasing energy costs.
Changing customer demands	Transition — market	Climate-related market risks play an important role in our business strategy and are a relevant factor when assessing overall risks. Changes in market structures present minimal risks to Dun & Bradstreet, but there are opportunities that may be realized through new demand for climate-related services
Transitioning to lower emissions technology	Transition — technology	As we establish long-term emissions reduction plans, we will have to commit resources to implement efficiency measures and other emissions reduction strategies.

Risks were analyzed along short, medium, and long-term time horizons, generally assessed as <1, 1-5, and 5+ years, respectively.

Describe the impact of climate related risks and opportunities on the organization's businesses, strategy, and financial planning.

We recognize the potential impacts of climate change on our business and financial performance. We have worked to integrate climate considerations across our comprehensive ESG strategy, with collaboration between the Board, ESG team, Sustainability Working Group, and other internal teams.

We structure our ESG program and strategy to adapt to the changing climate disclosure landscape, ensuring we are committing the necessary time and resources to ensure compliance. ESG is an integral part of our overall business strategy, and we continue to work to integrate the requirements of global frameworks and regulations, such as EU CSRD, GRI, and other climate-related regulations.

We consider the potential impact of physical climate risk on our facilities and data infrastructure. Our computer systems, software, and other technology and physical assets are critical to our operational continuity. We monitor the risk of severe weather events such as flooding, hurricanes, and tornadoes across our global locations. Dun & Bradstreet has established redundancies and backup systems that are planned for such events to minimize the impact of these climate-related risks. We devote significant resources to maintain and regularly upgrade the wide array of physical, technical, and operational safeguards that we employ to provide security around the collection, storage, use, access and delivery of information we have in our possession.

Recently, we have looked to address the need for climate solutions in the market by developing our own climate risk product. This will allow our customers to assess their exposure to physical and transition climate-related risks across their operations and supply chain and integrate it with Dun & Bradstreet's business risk profile to assess potential impact. More information on our climate risk solution can be found on page 7 of our 2023 ESG Report.

We are also committed to reducing the climate impact of our data centers due to their high energy intensity. We are reducing our own impact and overall carbon footprint by utilizing third-party data center providers and prioritizing energy efficiency. Significant efforts were launched in 2023 and continue in 2024 to migrate a majority of our on-premises infrastructure from an older data center to a multi-cloud solution. Additionally, as we evaluated our data needs during the cloud migration process, we identified several obsolete servers to decommission, further reducing our data center demands. We will continue to look for innovative ways to conduct our business in a way that fully supports the needs of our planet and our clients.

We plan to set longer term greenhouse gas reduction targets this year and will establish a reduction strategy accordingly. Additional information can be found in the [Climate Change](#) section of this 2023 ESG Report.

Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

We consider ESG in various areas of our business and at every level of our Company. Our strategy has been influenced by climate-related risks and opportunities, and we will look to develop a formal transition plan in the future.

Due to the nature of our business, we do not create emissions in the production or delivery of our product, nor do we have a substantial physical footprint. We believe our operations to have a high level of resiliency to current and future climate-

related impacts. Climate risk is integrated into our systematic risk assessment process alongside our other enterprise risks. This allows us to track changes to our risk universe and plan appropriate response actions.

We maintain a proactive Company-wide ESG program, with a focus on climate change, that allows us to be highly resilient to the changing climate-disclosure landscape and the socio-economic implications of a transition to a low-carbon economy.

Risk Management

Describe the organization's processes for identifying and assessing climate-related risks

Dun & Bradstreet has a systematic measurement process in place to measure inherent risk across the organization. Risks are assessed by the likelihood of the risk and the impact of the risk on the Company using a five-level scale with multiple risk drivers, such as: earnings materiality and effect on reputation, compliance, operations, and people. Climate-related risks are

included in our risk universe and are therefore evaluated as part of this process.

Our Risk Committee reviews risk assessments and establishes measurement, prioritization, and governance of each risk. Final risk prioritization is reported annually to the CEO, Executive Leadership team, and the Audit Committee.

Describe the organization's processes for managing climate-related risks.

The results of the annual risk assessment are reported to the Audit Committee, CEO, and Executive Management team. Governance and management plans are subsequently established for each risk. Risk appetite is managed at the enterprise-wide level by ensuring Dun & Bradstreet maintains a sufficient level of operational controls to minimize material deficiencies that could result in a loss or disclosure of confidential information, damage to our reputation, monetary losses, additional costs and impairment of our ability to conduct business effectively. In addition, we manage risks to ensure compliance with regulatory and legal requirements.

Enterprise-level risks are managed or mitigated through internal policies, procedures, or other strategic initiatives. Day-to-day management of climate-related considerations falls under the scope of our ESG program and is managed by our CSO and ESG team. Specific initiatives are taken by the appropriate internal team on the regional/facility level, and are overseen by ESG team members.

Dun & Bradstreet has already adopted a number of climate-related mitigation and adaptation measures as part of our overall ESG strategy to protect our personnel, facilities, and operations:

- We have taken steps to minimize the impact of physical climate risks. Dun & Bradstreet has established redundancies and backup systems that are planned for severe weather events. Additionally, we have established an alert system for business continuity to ensure employee safety in the event of a natural disaster.
- Our ESG team monitors changes to the global climate reporting landscape, ensuring we are compliant with all relevant legislation and reducing the risk of reputational damage or legal losses.
- We continue to invest in resource-efficient technology and cloud-based data center infrastructure to reduce our climate impact and proactively address potential transition risks. We plan to implement energy efficiency measures to better manage energy consumption across our operations and establish an ESG supplier engagement strategy leveraging our ESG Intelligence Solutions.

As Dun & Bradstreet continues to monitor our climate risk exposure, we will proactively implement any necessary management actions.

Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.

Climate risk is one of the top risks considered in our existing ERM process. Our entire risk universe, including climate-related risks, is reviewed annually so changes to exposure can be tracked year-to-year. Our CSO has ownership of our climate risk

response and oversees coordination of the ESG team and other internal teams as needed to ensure collaboration on climate-related actions. Progress is reported to the Audit Committee of the Board quarterly.

Metrics and Targets

Disclose the metrics used by the organization to assess climate related risks and opportunities in line with its strategy and risk management process.

As part of our climate strategy, we monitor scope 1 and 2 greenhouse gas (GHG) emissions across our operations. We are in the process of collecting material scope 3 data and plan to disclose this data in future ESG reports. As we establish a global strategy and reduction commitments, we will look to expand the coverage of our scope 3 emissions inventory.

We also monitor additional environmental metrics as part of our efforts to manage our environmental and climate impact. We track energy consumption, including renewable energy usage in certain locations, and the waste generated in operations. Additional information can be found in the [Our People Metrics](#) of this 2023 ESG Report.

Disclose scope 1, scope 2, and, if appropriate, scope 3 greenhouse gas (GHG) emissions, and the related risks.

SCOPE 1
321 tCO₂e

SCOPE 2 (LOCATION BASED):
3,168 tCO₂e

Dun & Bradstreet considers the principles and guidance of the World Resources Institute (WRI) and the World Business Council for Sustainable Development's (WBCSD) The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised, and GHG Protocol Scope 2 Guidance: An amendment to the GHG Protocol Corporate Standard (collectively, the "GHG Protocol"), recognized external standards, to guide the criteria to assess, calculate and report GHG emissions, including energy consumption.

Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

In 2023, we submitted the commitment letter to the Science Based Targets initiative indicating our intent to set a near-term reduction target and long-term net zero target. Once established, Company-wide target reporting will commence.

Appendix

Scope

Unless otherwise noted, the scope of this report covers ESG data and initiatives from our fiscal year 2023, beginning January 1, 2023 and ending December 31, 2023.

ESG Disclosure and Framework Alignment

The content of this report includes topics determined to be material for our business and stakeholders. Additionally, the reporting aligns with a series of global ESG frameworks and standards, supporting our commitment to transparency:

- **Global Reporting Initiative (GRI)** – The GRI sets standards for how organizations communicate and demonstrate accountability for their impacts on the environment, the economy, and people.
- **Sustainable Accounting Standards Board (SASB)** – SASB standards provide companies with guidance on reporting relevant sustainability information to their investors. SASB is now a part of the International Financial Reporting Standards (IFRS) Foundation.
- **Task Force on Climate-related Financial Disclosures (TCFD)** – TCFD recommendations provide an overview on governance, strategy, risk management, metrics, and targets. The IFRS Foundation has taken over monitoring of companies' progress on climate-related disclosures coming from TCFD.
- **CDP** – CDP is a nonprofit that runs a global disclosure system for investors, companies, cities, states, and regions to manage their environmental impact. CDP collects data annually from companies on climate, water, forests, and plastics, providing scored responses.
- **United Nations Global Compact (UNGC)** – The UNGC is a voluntary initiative based on CEO commitments to implement universal sustainability principles and take steps to support UN goals. The Ten Principles of the United Nations Global Compact take into account the fundamental responsibilities of business in the areas of human rights, labour, environment, and anti-corruption.
- **United Nations Sustainable Development Goals (UN SDGs)** – The United Nations has set forward 17 goals that provide a shared blueprint for peace and prosperity for people and the planet, now and in the future.
- **Greenhouse Gas Protocol** – Dun & Bradstreet considers the principles and guidance of the World Resources Institute (WRI) and the World Business Council for Sustainable Development's (WBCSD). We use the recognized standards — The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised, and GHG Protocol Scope 2 Guidance: An amendment to the GHG Protocol Corporate Standard (collectively, the GHG Protocol) — to guide the criteria to assess, calculate, and report GHG emissions including energy consumption.

Policies & Resources

Policies

Our Planet

- [Environmental Policy Statement](#)
- [Product Governance & Sustainability Policy Statement](#)

Our People

- [Global Modern Slavery and Human Trafficking Policy](#)
 - [UK Modern Slavery and Human Trafficking Statement](#)
- [Human Capital & Diversity, Equity, and Inclusion Policy Statement](#)

Our Purpose

- [Global AI Ethics Policy Statement](#)
- [Audit Committee Charter](#)
- [Compensation Committee Charter](#)
- [Corporate Governance and Nominating Committee Charter](#)
- [Governance Guidelines](#)
- [Business & Partner Ethics Policy Statement](#)
- [Code of Conduct and Ethics](#)
- [Code of Conduct and Ethics for Third Parties](#)
- [Code of Ethics for Senior Financial Officers](#)
- [Cookie Policy](#)
- [Privacy, Data and AI Transparency Statement](#)

- [Privacy and Personal Data Protection Policy Statement](#)
 - [Dun & Bradstreet Privacy Notice](#)
- [Anti-Bribery and Anti-Corruption Policy Statement](#)
- [Conflict of Interest Policy Statement](#)
- [Data Compliance and Ethics Policy Statement](#)
- [Global Data Subject Rights Policy Statement](#)
- [Internal Audit Policy Statement](#)
- [Speak Up and Non-Retaliation Policy Statement](#)
- [Global Records Management and Data Retention Policy Statement](#)
- [Global Cross-Border Privacy Management System Policy](#)

Additional Resources

- [2023 Annual Report](#)
- [2023 Form 10-K](#)
- [2024 Proxy Statement](#)
- [Dun & Bradstreet ESG website](#)
- [Dun & Bradstreet Investor Relations Website](#)
- [Dun & Bradstreet Corporate Website](#)
- [Dun & Bradstreet Privacy, Data Transparency, and AI Trust Centre](#)
- [Dun & Bradstreet Benefits Page](#)
- [Dun & Bradstreet Global Compliance & Ethics Helpline](#)

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, 2023.

For purposes of this report, we report against our material social responsibility topics identified through our internal materiality assessments and our stakeholder engagement. We use the European Union’s Corporate Sustainability Reporting Directive’s materiality perspective, which is different from the definition used for the U.S. Securities and Exchange Commission (SEC) filings. The inclusion of information in this report should not be construed as a characterization regarding the materiality or financial impact of that information for SEC reporting purposes. For additional information that is material to Dun & Bradstreet, including information on the factors that could impact our ability to execute our strategy and other material risks to our business, please see our filings with the SEC, including our Annual Report on Form 10-K and Quarterly Reports on Form 10-Q.

None of the information or data included on our websites will be deemed to be a part of this 2023 Environmental, Social & Governance Report or any of our other filings with the SEC.

ABOUT DUN & BRADSTREET®

Dun & Bradstreet, a leading global provider of business decisioning data and analytics, enables companies around the world to improve their business performance. Dun & Bradstreet’s Data Cloud fuels solutions and delivers insights that empower customers to accelerate revenue, lower cost, mitigate risk, and transform their businesses. Since 1841, companies of every size have relied on Dun & Bradstreet to help them manage risk and reveal opportunity. For more information on Dun & Bradstreet, please visit www.dnb.com.

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