

REPORT

2022 Environmental, Social & Governance (ESG) Report



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Message from our CEO

Over the course of our nearly 200-year history, we have seen the evolution of how data is used to help measure and mitigate business risks with increasing complexity and importance. This evolving sophistication of data and analytics enables us to understand not only the sources of risk, but also how to adapt to maintain resilience and embrace new opportunities. We believe companies that adopt sustainable business practices will be the best positioned to address present and future risks, enabling them to capitalize on opportunities over the long term.

In our 2022 ESG Report, we detail the progress that we have made on our commitments to sustainability across three key pillars: Our Planet, Our People, and Our Purpose. We are proud of the advances we have made over the last year across a range of issues, including our work to manage our environmental impact, our continued recognition as an outstanding employer, and our data protection, privacy, and security initiatives.

We believe that our ESG initiatives and practices support long-term value creation. To further strengthen our dedication to ESG, we are formulating a global strategy, including companywide programs and commitments that will guide us through 2023 and beyond. Throughout the year, our team has progressed our ESG programs on several fronts, including:

Our Planet:

Reducing the impact our operations have on the environment

- We have measured our greenhouse gas (GHG) emissions for Scope 1 and Scope 2 and are reporting those in this global report. We are also working toward identifying and measuring our Scope 3 emissions data globally.
- We selected a companywide ESG data management platform for our GHG emissions accounting, which will be implemented in 2023.
- We continue to work to reduce our emissions, in addition to energy, waste, and water use across our offices.

Our People:

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

- For the sixth consecutive year, Dun & Bradstreet has scored 100% and is recognized as a Best Place to Work for LGBTQ+ Equality by the Human Rights Campaign (HRC) Foundation's Corporate Equality Index (CEI).
- To further Dun & Bradstreet's commitment to Diversity, Equity, and Inclusion, I was proud to sign pledges with the CEO Action for Diversity & Inclusion, HRC Business Coalition for the Equality Act, and Disability:IN CEO-to-CEO.
- Dun & Bradstreet employees donated 8,702 hours to their communities through our Volunteer Time Off (VTO) benefit, which provides all employees with two paid volunteer days annually (16 total hours they can use throughout each year). Together, we supported 735 causes in 2022.



Our Purpose:

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

- In September 2022, we received our first external privacy verification, the TRUSTe Privacy Verified seal, for our demonstrated adherence to the Privacy Shield Principles. Companies that display this seal have demonstrated that their privacy programs, policies, and practices meet the requirements of the European Union (EU) - United States of America (U.S.) Privacy Shield and/or Swiss - U.S. Privacy Shield. This verification established the baseline for our current efforts to demonstrate adherence to the Asia-Pacific Economic Cooperation cross-border privacy rules and ISO privacy information management system standards.
- Since launching our ESG dataset in July 2021 with 10 million companies in the U.S., we have rapidly scaled this data to now cover over 74 million public and private companies in 185 countries that include metrics on ESG performance, peer companies, 31 granular ESG topics and confidence scores.
- On March 30, 2023, Dun & Bradstreet joined the United Nations Global Compact. This year, we will formulate our strategy to support the Ten Principles of the United Nations Global Compact on human rights, labor, environment, and anti-corruption, and engage in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals (SDGs).

Looking Forward

While we are proud of our team's accomplishments to date, we know there is more work to be done, and we will continue to push for progress. To better understand our stakeholders, we recently initiated a materiality assessment process designed to identify their ESG priorities for Dun & Bradstreet and give us the foundation necessary to prioritize and execute our roadmap going forward. We look forward to sharing the results publicly this year. Throughout 2023, we will continue our environmental efforts as we start the process of identifying emissions reduction targets and activating plans to achieve our environmental sustainability goals. Additionally, we will continue to expand our ESG reporting as we seek to fully align with the recommendations from the Sustainability Accounting Standards Board (SASB), Global Reporting Initiative (GRI), and Task Force on Climate-Related Disclosures (TCFD), while actively monitoring new developments and requirements in this rapidly evolving space.

In the year ahead, we are excited to continue our efforts to expand on our ESG commitments and programs. We will do so by staying true to our Company's vision to create a global network of trust, enabling our stakeholders to turn uncertainty into confidence, risk into opportunity, and potential into prosperity. Thank you for your support and your trust in our team as we work to make our world a more sustainable place.

Regards,



Anthony M. Jabbour
Chief Executive Officer
Dun & Bradstreet

About Dun & Bradstreet

Dun & Bradstreet has helped clients and partners grow and thrive through the power of data, analytics, and data-driven solutions. Our 6,355 employees around the world are dedicated to this unique purpose, and we are guided by important values that make us the established leader in business decisioning data and analytical insights. Dun & Bradstreet's 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.

Our clients embed our trusted end-to-end solutions into their daily workflows to inform commercial credit decisions, confirm suppliers are viable and compliant with laws and regulations, enhance sales force productivity, and gain visibility into key markets.

Our solutions support our clients' mission-critical business operations by providing them with proprietary and curated data, along with meaningful analytics to help drive informed decisions and improved outcomes.

Established in 1963, the D-U-N-S® Number, which stands for Data Universal Numbering System, a unique nine-digit digital "fingerprint" that creates a persistent single thread connecting related business entities throughout the world, is now the foundation of Dun & Bradstreet's Data Cloud and is used to identify more than 508 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.

We are continuously working to develop new solutions to help our more than 240,000 clients around the world, including 93% of the Fortune 500, tackle some of the world's biggest and emerging challenges. We are enabling public and private companies to measure their ESG performance, explore how climate change and sustainability factors impact global supply chains, and improve their own ESG programs and strategy.

Today, corporate supply chains are bigger, more complex, and more widespread than ever. With open markets enabling materials and production to be sourced across the globe, companies now rely on an increasing number of third-party suppliers. This has resulted in new levels of emerging risks, many of which are increasingly difficult to

understand and gain visibility into. Our new capability, D&B ESG Intelligence, delivers data and analytics built from the Dun & Bradstreet Data Cloud and established sustainability standards to help companies quantify and assess the impact of their business partners' sustainability rankings on their organization's performance.

This true and trusted source of ESG data enables compliance and procurement teams to generate insights that help them strengthen their ESG goals and policies, while also streamlining the ESG assessment processes.

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.

About this Report

Welcome and thank you for reading Dun & Bradstreet's 2022 ESG Report. For us, ESG is a strategic priority, and something that is embedded in who we are as an employer of choice, a community partner, and a trusted and leading global provider of mission-critical data. As a global leader in commercial business information, we have an opportunity to support better environmental and social outcomes and continue to uphold our commitment to operate our business with transparency.

This is our second annual ESG report providing an update on the actions we have taken across our worldwide operations. It also details our ongoing work to reduce our carbon footprint, our emphasis on Diversity, Equity, and Inclusion, and explains our corporate governance model that enables us to continuously do the right thing in a world that is constantly evolving. Our team is proud of how far we have come in a wide range of areas that fall under the ESG umbrella and is energized by what we can accomplish in the future.

Dun & Bradstreet's Sustainability Working Group, which includes our Chief Ethics and Compliance Officer, Chief Financial Officer, Chief Legal Officer, Chief People Officer, Chief Risk Officer, and Corporate Secretary, strives to ensure the Company is well-positioned to navigate ESG complexities and challenges, and execute our strategic vision.

We are accountable to the Audit Committee of the Board of Directors and review our progress on a quarterly basis. Among the topics we have reviewed with the Audit Committee over the last year are: business continuity; integrity and compliance; workforce inclusion and diversity; employee engagement; stakeholder perceptions of our Company's ESG initiatives; and ESG data collection and reporting, among others. We are committed to making meaningful, measurable progress on these and other vital ESG issues.

We have big goals for 2023 and beyond, and we know that this work is a team sport. Thank you to all our team members who champion and support our ESG work, our clients and alliances who ask questions and give feedback to make us better, and our Audit Committee, all of whom are helping us to build a more sustainable future.

Thank you for taking the time to learn about our Company's progress and commitments across the ESG dimensions represented in the 2022 ESG Report. We welcome your questions and feedback at sustainability@dnb.com.



Michele CaselNova

Chief Sustainability & Communications Officer
Dun & Bradstreet



Awards & Certifications

ENVIRONMENTAL



ISO 14001

In Ireland, Dun & Bradstreet Business Information Solutions U.C. is certified to ISO 14001:2015 for its environmental management standards.



Dun & Bradstreet Headquarters

Our Jacksonville, Florida headquarters has been ENERGY STAR certified by the Environmental Protection Agency (EPA) since 2020. We received a 1-100 ENERGY STAR score of 80, placing us in the top quartile of energy performance.



SOCIAL



Best Place to Work for Disability Inclusion

Dun & Bradstreet was endorsed for the third consecutive year by Disability:IN as a Best Place to Work for Disability Inclusion, earning a score of 100%.



Best Place to Work for LGBTQ+ Equality

Dun & Bradstreet received a 100% score on the Human Rights Campaign Corporate Equality Index for the sixth consecutive year and was recognized as a Best Place to Work for LGBTQ+ Equality.



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” by the Great Place to Work Institute. This certification is based on Dun & Bradstreet employee responses to a survey that evaluated fairness in the workplace, pride, respect for people, camaraderie between people, and the credibility of management.



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

The Dun & Bradstreet Global Sourcing & Procurement team was listed for the second consecutive year on the CIPS Corporate Ethics Register having achieved the CIPS Corporate Ethics Mark and earning a 100% pass rate for excellence in global fraud, corruption, bribery and environmental concerns in procurement and supply chain management.



Mandatory Provident Fund (MPF) Good Employer Award

Dun & Bradstreet Hong Kong SAR was awarded the “Good MPF Employer 5 Years+ Award” by Mandatory Provident Fund Schemes Authority (MPFA). The team also received the “e-Contribution Award” and “MPF Support Award” for user-friendly e-contribution payment methods and support provided to our employees to help them set up the retirement plan to best suit their needs.

GOVERNANCE



TRUSTe Verified Privacy

We received our first external privacy verification, the TRUSTe Privacy Verified seal, in connection with our demonstrated adherence to the Privacy Shield Principles. Companies displaying the seal demonstrate that their privacy programs, policies, and practices meet the requirements of the EU-U.S. Privacy Shield and/or Swiss-U.S. Privacy Shield.



ISO 27001

In the UK, Dun & Bradstreet Limited's information security management system is certified to ISO 27001:2013, as is Dun & Bradstreet Business Information Solutions U.C. in Ireland. In 2022, our Sweden, Norway, and a portion of our India operations were ISO 27001 certified.



ISO 9001

In Ireland, Dun & Bradstreet Business Information Solutions U.C. is certified to ISO 9001:2015 for its standards on quality management systems.



Payment Card Industry

Dun & Bradstreet's Central Payment System (CPS) and Credibility business unit is PCI-DSS v3.2 attested and filed as compliant with our merchant bank.

ESG at Dun & Bradstreet: Our Sustainability Strategy

Dun & Bradstreet’s legacy is both long and successful, rooted in our commitment to excellence in all that we do. Today, we strive to build a company that future generations would be proud of. To achieve this, we want to:

- Contribute to our planet through environmental sustainability
- Support our people by building a great place to work, championing inclusivity and diversity, and helping strengthen our communities
- Deliver on our purpose by ensuring we have the highest standards of governance and using our data for good



Our Planet

ENVIRONMENT – Reducing the impact our operations have on the environment



Our People

SOCIAL – Fostering inclusivity and providing opportunities for our employees and local communities to thrive



Our Purpose

GOVERNANCE – 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 products and operations have on the environment

As a global provider of business intelligence, Dun & Bradstreet recognizes the role that we play in addressing the urgent environmental challenges facing our planet. We are committed to doing our part in protecting the environment to ensure a livable and prosperous world for generations to come.

Climate Change

Climate change is one of the most significant challenges of our time. We recognize that our operations contribute to the greenhouse gas (GHG) emissions that worsen climate change and cause adverse effects on our environment and communities. We are committed to reducing the GHG emissions generated by our operations. In addition, we believe we play a strategic role in helping our clients pursue more environmentally responsible business practices by providing them with the intelligence necessary to improve their own operations.

This section of the report contains details on how the environmental initiatives we have undertaken are steering our organization toward greater renewable energy usage, improved our greenhouse gas emissions and reduced energy consumption.

Looking Ahead

In 2023, we are implementing a company-wide ESG data management platform for our GHG emissions accounting, which will help us to track and implement initiatives to improve our emissions and other ESG metrics. We will also be setting sustainability goals that coincide with our Company's business and operations to ensure we are improving on our ESG metrics and in alignment with global standards.

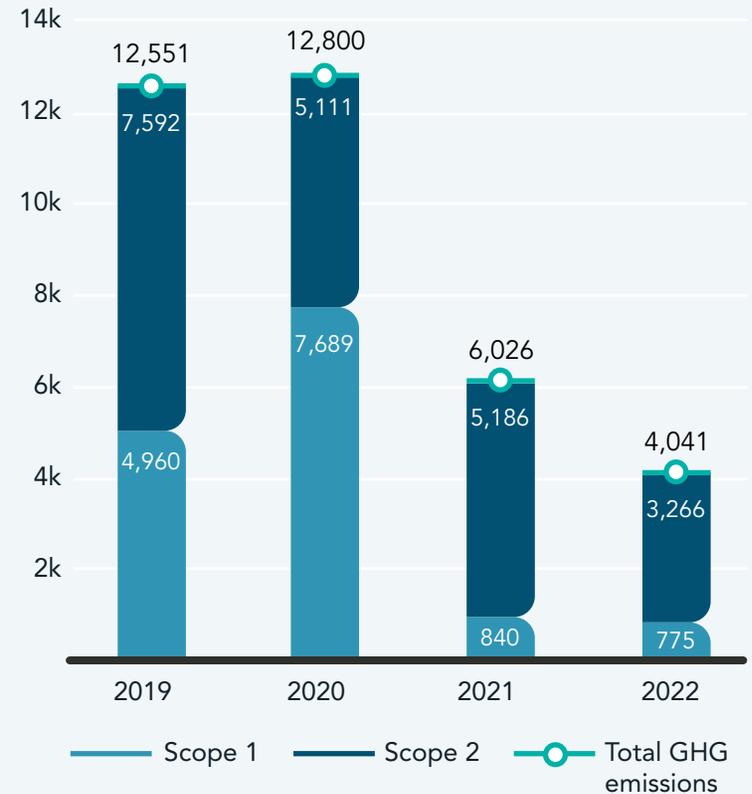


Environmental Protection Commitment

Dun & Bradstreet is dedicated to promoting sustainability in our own business practices and to providing our employees with opportunities to make a positive impact on the environment. As we build upon the foundation established in 2022, we are proud to reaffirm our environmental protection commitment and continue to promote sustainability across all of our operations. Specifically, our [Environmental Policy Statement](#) commits us to the following:

- Engage with vendors and suppliers that use progressive and environmentally friendly products, materials, and technology to advance sustainability across our organization. We continue to advance sustainability through migration of our data centers to hybrid cloud environments.
- Adopt internal policies and practices that enhance our energy efficiency management and resource conservation efforts.
- Create healthy work environments that embrace published sustainability guidelines and promote recycling and responsible consumption.
- Foster a global workforce aligned with our corporate sustainability efforts and engaged in environmental projects and issues in their local areas.
- Explore opportunities to save energy, water, and resources, generate less waste, and consume fewer natural resources.
- Set goals and monitor progress of our sustainability efforts through the collection of key data and establishment of corporate objectives.

GHG EMISSIONS FROM 2019 TO 2022



Aligning our Business & Priorities

Data Centers

Data centers are a critical component of Dun & Bradstreet's operations, and they constitute a significant portion of our environmental footprint. To manage the environmental impacts caused by our data centers, we are prioritizing the use of energy-efficient facilities and seeking cooperation with our data center vendors to monitor and support any efforts toward sourcing renewable energy for the facilities. We are currently transitioning to a multi-cloud solution that enables more energy-efficient workload placement for large cloud providers, reducing our carbon footprint associated with data processing and storage. Large cloud providers can also manage carbon intensity through optimized data center site selection and renewable electricity sourcing, further minimizing their carbon footprint. Our commitment to sustainable data center practices reflects our broader commitment to reducing our environmental impact while continuing to provide reliable and high-quality services to our clients.

In Europe, our data center vendors have ambitious climate goals that will support our own objectives to reduce our carbon footprint. Our top three European data center suppliers have committed to using 100% renewable energy by 2025 and have set goals to reach net zero emissions by 2040.

Reducing Emissions in Our Offices

Dun & Bradstreet is committed to promoting environmental sustainability in all its operations and across our offices, owned and leased. To this end, we have implemented a range of initiatives to minimize our environmental impact and promote sustainable business practices. At our owned Jacksonville, Florida headquarters, these initiatives include efforts to reduce energy and water consumption, such as installing energy-efficient track lighting and HVAC systems, in addition to motion sensing and low-flow equipment and appliances. Our headquarters is ENERGY STAR certified by the Environmental Protection Agency (EPA).

Environmental considerations also help guide the selection of our leased office locations. We strive to locate leased office space within buildings that are Leadership in Energy and Environmental Design (LEED) certified or a local equivalent outside the U.S. In November 2022, our New Jersey team members moved to a LEED and ENERGY STAR certified office in Florham Park. We also consider renewable electricity usage in the selection of our office locations. In Center Valley, Pennsylvania, our office sources up to 60% of its energy from solar generation.

Dun & Bradstreet encourages sustainable transportation practices by offering charging stations for electric vehicles, including in our Jacksonville and Florham Park offices. To minimize waste, we have implemented office-wide recycling programs and installed water refill centers across select offices, and our UK office has eliminated single-use plastics in its kitchen entirely.



Waste Management & Product Recycling

E-waste Program

As a data and analytics company, electronic waste (e-waste) accounts for the largest share of our generated waste. We introduced our global e-waste program in 2021, which included the end-of-life handling of all e-waste from technology assets owned by Dun & Bradstreet. Through this program, our Digital Workplace team ensures that our global e-waste is recycled safely and efficiently after our data has been erased, resulting in both privacy and security consistent with our policies and applicable laws, to enable the refurbishing of this equipment. The program assures that none of our e-waste is sent to landfill. Through our e-waste program, we have recycled technological assets to an equivalence of more than \$130,000 in rebates.

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
- ISO 14001
- ISO 27001
- ADISA Fully Accredited Business (Distinction with Honors)

All of our sites within Dun & Bradstreet Europe now collect e-waste data. In 2023, we plan to implement processes to collect e-waste data globally.

In addition, we also accept batteries for recycling across our campus locations globally, and in 2023, we plan to extend the e-waste recycling program to our employees so they can safely dispose of personal e-waste.

Further, when evaluating equipment for purchase, we make a conscious effort to ensure that minimal packaging materials are utilized to eliminate additional waste. We also work with our suppliers to ship equipment from the closest warehouse to reduce excess carbon emissions. As a matter of practice, our company-issued laptop computers are programmed for energy efficiency and will go to sleep after 10 minutes of inactivity, and our in-office collaboration screens are set to auto-awake upon sensing motion.



2.42 tons of e-waste in the EU was diverted from landfills in 2022.



Supply Chain Sustainability

Dun & Bradstreet is dedicated to engaging with suppliers and vendors that use progressive and environmentally friendly products, materials, and technology to advance sustainability across our organization. We use Dun & Bradstreet's Risk Analytics solution in the vendor selection process to assess the environmental risks of a potential supplier, a significant factor we account for in the consideration of companies we engage with.

Product Development

When creating any product or service, Dun & Bradstreet factors in the environmental and social impacts from design to deployment. This includes using energy efficient data services for hosting, storing, and distributing our products. In 2022, we started transitioning all our products to a multi-cloud solution to reduce emissions in the product development process caused by data processing and storage.



Our Planet: Commitment in Action

Making the World a Greener Place, One Tree at a Time

We advanced our Corporate Social Responsibility (CSR) efforts in 2022 through a partnership with Grow-Trees, an India-based organization that plants and maintains trees in economically challenged areas. Tree planting provides benefits to current and future generations, augmenting rural incomes, providing work to people in need, and helping fight climate change. Dun & Bradstreet has committed to supporting the planting of 19,600 trees that will create more than 1,600 days of employment within rural communities. These trees, when mature, will potentially offset more than 390,000 kilograms (kgs) of CO² annually. Since the program began last year, we have planted more than 4,300 trees to express our gratitude to individuals who demonstrate excellence in support of our business and the community. Recipients receive information about their tree, including an eTreeCertificate[®] and a link to the plantation project to monitor the tree in the years to come.

World Cleanup Day

In September 2022, Dun & Bradstreet team members united across the world to participate in World Cleanup Day, an annual global program designed to protect and restore our planet. Employees used their paid volunteer hours to lend a hand in their local communities, contributing to the collective effort to reduce waste and promote environmental stewardship. Globally, Dun & Bradstreet employees collected 134 bags of trash from parks, beaches, and streets throughout their neighborhoods.



Bosnia & Herzegovina



India



United States – Jacksonville



Hong Kong

Our Planet Data

GHG Emissions		2019	2020	2021	2022
Scope 1	GRI 305-1	4,960	7,689	840	775
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
Total GHG Scope 2 Emissions		7,592	5,111	5,186	3,266
Total GHG Emissions⁽³⁾		12,551	12,800	6,026	4,041
Reduction of Total GHG Emissions from 2019 base year	GRI 305-5	--	-2%	52%	68%
Emissions Intensity (Scope 1 and Scope 2 mtCO ₂ e/\$ million revenue in USD)	GRI 305-4	6.95	5.99	2.78	1.82

- (1) Our location-based Scope 2 data represents our global operations (not including the EU), which utilize a location-based approach to calculate Scope 2 emissions.
- (2) Our market-based Scope 2 data is inclusive solely of our EU operations, which has historically used a market-based approach to calculate Scope 2 emissions.
- (3) Total GHG Emissions are calculated using both location and market-based Scope 2 data to measure Dun & Bradstreet's total global emissions.



Our People

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

We recognize that our team members' hard work and dedication is what drives Dun & Bradstreet, which is why we place such a strong emphasis on ensuring employees feel fulfilled in their roles. We are honored to have been repeatedly named a Best Place to Work for LGBTQ+ Equality by the Human Rights Campaign, a Best Place to Work for Disability Inclusion, a certified Great Place to Work in some locations, and to hold a 4.1 out of 5-star rating on Glassdoor* for diversity and inclusion based on responses submitted by our employees.

Those who make up our Dun & Bradstreet family continue to put their best foot forward within the Company and in their local areas. Many of our team members regularly come together to support causes they care about. In 2022, team members logged 8,702 volunteer hours and raised \$548,634 in total employee and corporate matching contributions, assisting fellow employees and the causes they are most passionate about.

We also continue to applaud and support our Employee Resource Groups (ERGs) in the meaningful work they have achieved for their communities and the Company as a whole. They constantly strive to ensure that all team members feel comfortable with bringing their authentic selves to work. These groups are run by full-time employees who oversee each ERG and are supported by members of the leadership team, who serve as Executive sponsors. Team members are encouraged to join and actively participate in any of our four ERGs. We also have plans to grow the number of ERG communities in the future based on employee feedback and interest. Our Black Professionals Network, Tapestry (LGBTQIA+), Veteran's Professional Group, and WISE (Women in Support of Excellence / Empowerment / Equality) communities consistently have virtual educational sessions, open community discussions, and celebrations.

*The Glassdoor rating is reflective of report publication date

Dun & Bradstreet recognizes and appreciates that our people are what fuel our business and the success of our clients. As part of our commitment to diversity, equity, and inclusion, we aim to provide team members with opportunities to be their best selves in an environment conducive to purposeful work and authenticity. Our team members come from a wide array of backgrounds, bringing with them the unique life experiences that only they can offer, and for that we are grateful.

By embracing our team members' individual perspectives on thought, beliefs, education, and other meaningful values, we can grow stronger and thrive collectively. That's because our team doesn't disregard differences—we celebrate them. Simply put, we wouldn't be who we are, or where we are, without the diverse workforce we are proud to call our own.



Roslynn Williams
Chief People Officer
Dun & Bradstreet



Our Employees

Diversity, Equity & Inclusion (DEI)

At Dun & Bradstreet, we are committed to creating the best possible workplace and hiring process. We are incredibly proud of the work we have done in this space, exemplified by the various awards we have received for our DEI practices, and remain committed to always doing better. Ultimately, as an organization, we are only as strong as the communities we operate in. The most important community, when it comes to fostering positive change, is our employees, from the CEO and Board of Directors to our employees across the globe. This is why Dun & Bradstreet strongly believes that any unfair employment practices, however inadvertent, ultimately hurt us all. We make employment decisions based on merit and do not discriminate based on race, color, national origin, religion, creed, gender, sexual orientation, gender identity or expression, civil union or marital status, age, citizenship status, disability status, pregnancy, genetic information, protected military or veteran status, ancestry, medical condition (including cancer or genetic characteristics) or any other characteristic protected by law and as set out in our Equal Employment Opportunity Policy, and any other applicable local policies.

We demand a work environment free from harassment, abusive conduct, and bullying and do not tolerate any form of inappropriate conduct that creates an intimidating, hostile, intolerant, or offensive work environment. We recognize that a diverse workplace where everyone feels included and valued only strengthens our Company – which is why we are dedicated to upholding our DEI commitments and to growing our employee engagement programs.

For further reading please see our CEO's commitments here:

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

Our Hiring Commitment

Building upon our overall DEI strategy, Dun & Bradstreet is committed to finding and attracting the best possible talent representing an employee base with a wide range of skills and experiences. Our U.S. and UK recruiters are Certified Diversity and Inclusion Recruiters (CDR). We have implemented a comprehensive applicant tracking system, which gives us a granular view into diversity in the candidate pipeline, which ultimately, creates a more attractive and inclusive candidate hiring experience

In addition to our employee recruitment practices, Dun & Bradstreet is proud of our University Alliance program. In 2022, we implemented a Summer Internship Program in the U.S. that hosted over 70 Interns representing 34 universities. We continued to foster relationships with seven target universities, including Historically Black Colleges and Universities and Hispanic Serving Institutions. Also, we participated in career fairs and other events that promote hiring for veterans and individuals with disabilities. We are committed to building early career programs across our global footprint that fuel continuous opportunity, innovation, and growth.

Our Employee Resource Groups



One of the most powerful and effective ways Dun & Bradstreet demonstrates our commitment to a culture of inclusivity is through our ERGs. These are employee-led organizations designed to bring team members with commonalities together to collaboratively exchange ideas, experiences, and challenges in a safe and stigma-free setting. We are pleased to have witnessed substantial membership and participation in our ERGs in 2022. Currently, our employees have the opportunity to participate in four ERGs:

- Black Professionals Network
- LGBTQIA+ group, Tapestry
- Veteran's Professional Group
- Women in Support of Empowerment / Equality / Excellence (WISE)

Each ERG's activities are aligned with Company goals and objectives, in addition to initiatives unique to the respective interests and passions of its members. This universal alignment ensures ERG activities remain beneficial to both our employees' personal and career development, as well as the strategic growth of Dun & Bradstreet.

That impact was never more evident than in 2022, when our four ERGs enacted meaningful change through a variety of goal-oriented projects and promotions.



Black Professionals Group

With a focus on providing opportunities for Black employees through recruiting practices, professional development, and training, the Black Professionals Group amplified its efforts to support underrepresented causes within the Black community in 2022.

The group also embarked on an engagement survey to learn insights from members on topics they are most passionate about. The most enlightening findings were that 93% said they agree or strongly agree that being a member of the group has made them feel more engaged at Dun & Bradstreet. Further, 92% of Black Professional Network allies reported that discussions in the group had a direct influence on their behavior at work, home, or in their communities.

Tapestry

It was a monumental year for Tapestry, with the LGBTQIA+ group positioning itself as a place where members of the community can be their authentic selves.

In 2022, Tapestry sought out ways to unite awareness opportunities with business needs and found them through sponsorships that created momentum to expand the Company's CSR and sustainability initiatives. Included on that list was the 2022 National LGBT Chamber of Commerce, where CEO Anthony Jabbour expressed our support for the NGLCC and LGBTQ+ community through video.

Tapestry also raised broader awareness through its promotion of International Pronouns Day and National Coming Out Day, where they provided employees with Human Rights Campaign (HRC) resources for anyone struggling with the decision of coming out at work as an LGBTQIA+ individual.

Veteran's Professional Network

Geared around goals to demonstrate the Company's commitment as a veteran-friendly employer, identify, and provide resources for employees who have served in the armed forces, and leverage veteran talent to facilitate growth within Dun & Bradstreet's Government Solutions business, the Veteran's Professional Group met significant milestones in 2022.

A Memorial Day-focused push included a partnership with The Folded Flag Foundation, a 501(c)(3) organization that provides educational scholarships and support 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. For three weeks, Dun & Bradstreet matched any personal donations made by employees to the Folded Flag Foundation at 150%, culminating in a total donation of \$36,250.

WISE

Focused on inspiring, leading, supporting, and developing women across Dun & Bradstreet and in our broader communities, WISE spent 2022 building its foundation and driving awareness of the importance of women's contributions to the success of businesses and organizations globally.

Officially launching on March 8 of 2022, International Women's Day, WISE made an immediate impact, growing its ranks to more than 300 members by year's end. Throughout the year, the group supported and promoted events that carry great weight within their membership, including women's equality, Business Women's Day, Friendship Day, and breast cancer awareness.



Engagement, Learning & Development

Employee Engagement

Over the last year, Dun & Bradstreet has implemented a companywide employee engagement survey with the goal of better understanding the experiences and perspectives of our employees. This insight is leveraged as a strong input in our programs and initiatives with the goal of continually meeting our employees' needs.

We are delighted that, based on the responses, our employee engagement scores are consistently high, especially in some key areas such as Manager Support, Career Development, and Internal Communication. We conducted this survey three times during 2022 (at the end of Q1, mid-year between Q2 and Q3, and at the end of Q4). Based on our commitment to welcoming and listening to feedback coupled with the associated actions, our employee engagement scores continue to strengthen. We understand that in this rapidly changing marketplace, the needs of our employees also shift. We value an agile, adaptive, and collaborative style to meeting our employees' feedback, which is foundational to the diverse, inclusive, and responsive culture that represents Dun & Bradstreet as a company.



*Our overall Employee Engagement score in 2022 was a 4.3 out of 5.**

Learning & Development

Through enterprise and function-specific professional development opportunities, we seek to encourage and inspire a culture of learning and curiosity at all levels. We provide the tools for team members to take ownership of their own development. Virtual self-learning on 500+ development topics can be accessed through our Workday Learning platform.

* 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.

Leadership Development

At Dun & Bradstreet, we foster an environment of continuous growth by offering opportunities for career acceleration, leadership development, and mentorship. Leadership development is a primary focus for the Company, as leaders inspire the engagement, productivity, and effectiveness of their teams. We facilitate three 7 Talents development programs focused on new leaders, experienced leaders, and high-potential leaders. Through these programs, we identify, nurture, and empower our leaders by emphasizing seven core leadership talents: Coach, Direct, Energize, Execute, Relate, Innovate, and Thrive. This program provides access to 1:1 coaching, live leadership development classes, customized learning opportunities, and a community of leaders to engage with. Our 7 Talents program was rated favorably by our leaders, with an average feedback score of 9.2/10 in 2022, indicating a high likelihood that Dun & Bradstreet employees would recommend the program to their peers.



Our 7 Talents programs have a collective feedback rating of 9.2/10



DEVELOPING MULTIPLIERS

The 515 leaders in our 7 Talents program have 2,865 direct reports which represent 45% of our total workforce. Development of positive leadership behaviors in our leadership has an additional 'multiplier effect' on the teams they lead.

Early Career Programs

Starting your career can be a daunting process, especially without concrete experience in a particular field. This is why internships are valuable for gaining vital experience. We offer a 10-week Summer Internship Program hosted at our Austin, Texas, and Jacksonville, Florida, offices. This internship is open to both undergraduate and graduate students enrolled in full-time accredited educational institutions and provides immersive real-world experiences with mentors, career development resources, and opportunities to engage in Dun & Bradstreet’s business.

Internships are typically offered in the following focus areas:

- Data & Analytics
- Technology
- Product
- Marketing
- Sales
- Finance
- Legal
- Human Resources

To build on the success of our U.S.-based Summer Internship Program, we are currently working on expanding our early career program offerings globally to continue to drive innovation and growth for our organization, while also providing more job opportunities in locations we operate in. We see this as a vital opportunity to further our engagement with educational institutions and students while continuing to build a strong, resilient, and exceptionally educated workforce that will help us solve the problems of today and tomorrow.



KEY RESULTS:

95% of our interns were recommended for future opportunities at Dun & Bradstreet based on their strong performance

51% of our interns were retained upon completion of the summer program through conversion to full and/or part-time roles



Our Dun & Bradstreet interns outside the Jacksonville, Florida headquarters office.

Career Advancement

There are many ways to advance at Dun & Bradstreet, and we encourage our team members to grow, develop and pursue new opportunities within our organization. In 2022, 11% of our employees received promotions. We encourage career mobility to support the growth of our business and foster the development of our people.

Performance Management

At Dun & Bradstreet, performance management is centered on a continuous cycle of conversations and feedback that enables high performance, anchored by intentional actions. These actions include setting SMART (Specific, Measurable, Achievable, Relevant, and Time-bound) objectives and engaging in quarterly check-ins and an annual review. We facilitate continuous opportunities for transparent and focused conversations between employees and their leaders. All employees are measured by their performance against objectives and demonstration of our Performance Personas (Owner, Multiplier, Igniter, Advocate) which guide the behaviors we expect in a high-performing organization.

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

Employee Health & Well-being

The health and well-being of our employees is of utmost importance to Dun & Bradstreet, and we are constantly striving to provide the best possible working environment. This includes comprehensive medical coverage, dental and vision insurance, and proactive and preventative health programs. Health and safety requirements differ across the organization as we follow the local regulations of the countries in which we operate. The work is governed by local health and safety policies as well as our companywide [Speak Up and Non-Retaliation Policy](#), which ensures employees can report any dissatisfaction anonymously or confidentially.

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, 7 days a week. We also provide monetary assistance and support for adoption and continued education.
- **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, on-demand and virtual wellness opportunities under a single membership. Dun & Bradstreet introduced this benefit following feedback received in its 2021 Employee Engagement survey. Additionally, team members based at our Jacksonville headquarters have free access to a state-of-the-art gym.
- **FINANCIAL WELL-BEING:** We provide competitive compensation and a wide range of retirement plans such as pensions and 401(k), as well as (in the U.S.) assistance with 401(k) 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).

Paid Time Off Benefits

- **VACATION DAYS/ANNUAL LEAVE:** Vacation time and annual leave varies by markets dependent on statutory laws and practices.
- **PARENTAL LEAVE:** Up to 16 weeks of paid leave for the primary caregiver, and up to two weeks of paid leave for the secondary caregiver.
- **HOLIDAYS:** Paid holidays in each market that coincide with national holidays/ bank holidays, such as Christmas and New Year's Day. In addition, the Company has the ability to flex and provide additional time off when needed – such as recognizing a global May Play Day during the pandemic and subsequent years – a global day off for team members to take a break and enjoy time away from work with family and friends.
- **VOLUNTEER DAYS:** Two days per year to volunteer.
- **UNSICK DAY:** In addition to time off for vacations and holidays, we offer an "UnSick Day," which consists of one paid day off each year for preventive health care.
- **BUSINESS TRAVEL ACCIDENT INSURANCE:** Benefit that provides a payment if you are injured or die as a result of an accident while traveling on Company-approved business.

Employee Programs and Benefits in Global Markets

Dun & Bradstreet also provides these additional benefits to employees in the following regions:

- **UNITED STATES:** Life Insurance, Short- and Long-Term Disability, Critical Illness Insurance, Accidental Death & Dismemberment Insurance, Dependent Care Flexible Spending Account, Legal Insurance Plan, Commuter Benefit, Paid Sick Time
- **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 & Disability Insurance, Talent Housing Support, Health Checkup Plan, Paid Sick Time
- **INDIA:** Life Insurance, Accidental Death and Disablement Insurance, Wellness Program partnering with Doc Online, a holistic healthcare and teledoc service, access to gym facilities on site, partnership with Klay school in Mumbai to provide Creche (childcare) facility and services
- **UNITED KINGDOM:** Life Insurance, Income Protection Insurance, Workstation glasses which provide support for eye tests for employees who are using VDU (Visual Display Units) regularly and discounted glasses.

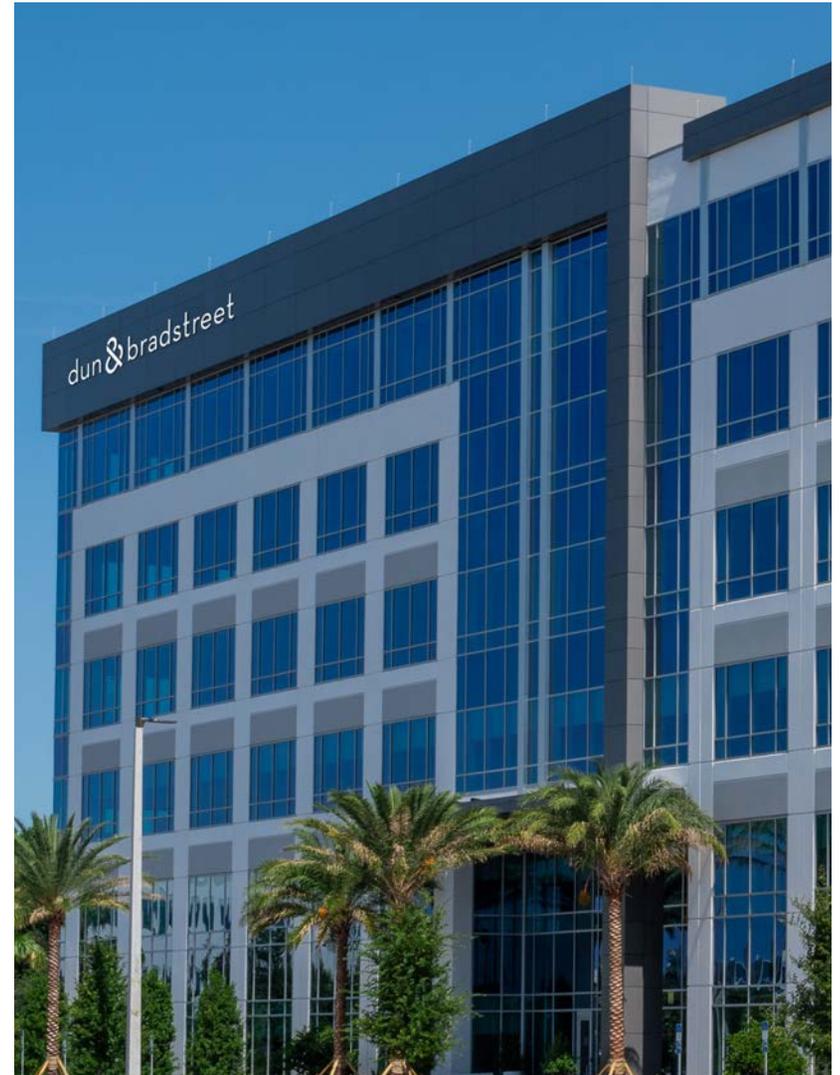
Our Communities

Our approach to Corporate Social Responsibility (CSR) is rooted in creating a sustainable positive impact by supporting the communities where we work and live. Our employees are key to this strategy—their passion and skills drive the impact areas we engage in. In 2023, we will continue efforts to aligning our CSR program with where we can have the greatest impact—by leveraging our extensive data sets, increasing access to data to those who need it most, enhancing transparency around our data, and continuing to create products that enable other companies to realize where they can improve their business for good.

Growing our Jacksonville, Florida Headquarters

In June 2021, Dun & Bradstreet shifted its global headquarters to Jacksonville, Florida, from New Jersey, committing to growing our workforce with 500 new jobs in five years in the city. Since then, we have achieved about half of that headcount and **continue to actively recruit** across Sales, Technology, Data and Analytics, Product, Finance, Human Resources, Legal, and Communications. We have also formed strong partnerships with local universities where we participate in numerous on-campus recruiting events throughout each year. We believe that by investing in the local community in Jacksonville and partnering with the local universities and businesses, we can bring in an additional \$75 million of capital investment and increased economic prosperity to Northeast Florida.

Our CSR strategy is centered on community development efforts where we work and live, especially in the city of Jacksonville. Over the past two years, we have made a vested effort to engage with the Jacksonville community, from supporting local young entrepreneurs and start-ups to supporting charities and organizations, including the Jacksonville Humane Society, Feeding Northeast Florida, and the American Heart Association. Our volunteer efforts are focused on making our local communities stronger. Dun & Bradstreet has a strong philosophy of giving back to the communities where we live and work, and our engagement with our local communities is very important to our team. We look forward to continuing to give back to the Jacksonville community through both our economic investment and our social responsibility.



The Dun & Bradstreet global headquarters in Jacksonville, Florida.

Doing Good at Dun & Bradstreet

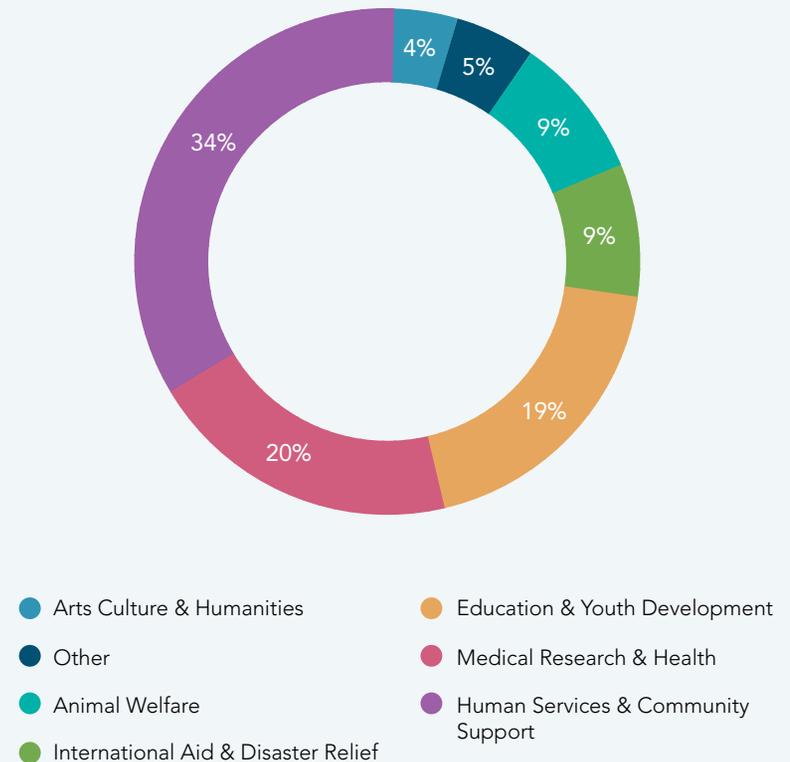
Dun & Bradstreet’s global giving and volunteering program, Do Good, engages employees and further enables their potential to have a positive impact in their local communities. Do Good also serves to support our global CSR initiatives by maximizing donations and providing volunteer support to nonprofit organizations.

In an effort to fine-tune our CSR strategy and be more focused on activities that resonate with employees, we collaborated with Chief Executives for Corporate Purpose (CECP) to support us in seeking direct feedback on our initiatives. Through our work with CECP, we learned the majority of our team members are passionate about localized issues that have a bearing on their community’s ability to thrive. Those insights, along with others gleaned in the process, will help drive future planning.

EMPLOYEE MATCHING: We provide a 100% match for employee donations to eligible non-profit organizations up to \$4,000/€4,000/£4,000 per calendar year. Donations made by employees are automatically matched for internal campaigns on our giving platform throughout the year. Dun & Bradstreet employees can also request a match for donations made independently to approved nonprofit organizations.

VOLUNTEER TIME OFF: In addition to our comprehensive benefits, we also provide our employees with two days (16 hours) of Volunteer Time Off (VTO). These are paid days off they can use to volunteer independently in their communities or alongside their colleagues during local volunteer events organized by Dun & Bradstreet. In 2022, Dun & Bradstreet employees donated 8,702 hours to their communities through our Volunteer Time Off benefit. Our survey of employees conducted by CECP found that our VTO benefit was rated highest as the preferred way for team members to engage with their local communities.

CAUSES SUPPORTED IN 2022



IN 2022, DUN & BRADSTREET:

- Donated **\$1,048,734** in total charitable contributions
- Supported **735** causes
- Volunteered a total of **8,702** hours

Creating safe and healthy communities

Last year was rife with events that resulted in an increased need for human services universally. In 2022, 29% of all philanthropic funds (sponsorships and employee donations) by Dun & Bradstreet were provided to international aid, disaster relief, and health-related causes.



Russia's Invasion of Ukraine

Our Dun & Bradstreet family guides our CSR efforts, and in times of great need, they consistently represent our values, showcasing compassion and empathy for each other and the people in their communities. Our team members in Poland organized a drive for necessary goods, including food, blankets, and clothing, in addition to providing shelter for those who were affected. As we are committed to supporting organizations at the center of our employees' interests and to investing in high-need causes as they arise, Dun & Bradstreet donated \$25,000 to the International Red Cross, and our team members raised over \$3,000 for the International Committee of the Red Cross.



Hurricane Ian

In September, Hurricane Ian devastated parts of Florida, the home state of Dun & Bradstreet's headquarters, and about 250 of its team members. Flooding and high winds helped to etch the hurricane's place in history as one of the strongest and most intense hurricanes in the state. In response, we supported the American Red Cross by donating \$25,000 to provide financial assistance, food, and relief supplies to those impacted. Additionally, our team members raised \$17,753 for Team Rubicon, a veteran-led humanitarian organization that serves global communities before, during, and after disasters and crises.



Fighting the leading cause of death in America

The health of our team members and the communities in which we live is paramount to our Company. In 2022, we continued support of the American Heart Association (AHA), to tackle heart disease, the leading cause of death for all Americans. The AHA works in alignment with Dun & Bradstreet's mission by increasing equitable access to healthcare for all. In September 2022, our team members participated in the 2022 First Coast Heart Walk, raising over \$50,000 to amplify awareness of heart disease.

Supporting youth development and education

Dun & Bradstreet takes pride in empowering and supporting the education of future generations. In addition to our Early Careers Program for students, we support organizations that equip young people with important skills that create long-term economic mobility and opportunity.

Code Inspire

One of the many ways we help shape the advancement of the industry is through our support of Code Inspire, a 501(c)(3) tech education nonprofit that seeks to provide those ages 5 to 13 years old with access to Computer Science education. In 2022, Dun & Bradstreet provided the nonprofit with a \$10,000 contribution to its cause. Team members also donated more than \$8,000 to Girls Who Code, an international nonprofit dedicated to supporting and increasing the number of women in computer science.



Providing localized support where we work and live

As a global company, we understand we have a significant responsibility and opportunity to improve the lives of the people who are employed by us and who live in the communities in which we work in. Our CSR strategy is driven by our employees, and as such our giving and volunteering programs are designed to support the diverse communities they represent.

Chinese Mainland

When the COVID-19 Omicron variant affected Shanghai, the region went under strict lockdown. During this time, many delivery services were unavailable, essential foods were delayed, and roughly 25 million people received orders to remain in their homes. The Dun & Bradstreet China team sent food care packages to our 228 colleagues in lockdown. In a supreme act of selflessness, many of our team members donated their care packages to the elderly or others in greater need. Some of our employees even chose to utilize their Volunteer Time Off benefit by spending time in the community to conduct COVID-19 tests or deliver essential goods to others. In addition, we supported team members' physical and mental health during this challenging time through our Employee Assistance Programs and exercise mobile app memberships.

Center Valley, Pennsylvania

In the spirit of giving, 40 team members in our Center Valley, Pennsylvania, office volunteered with their local Feed the Children organization in early November. The group helped pack over 1,000 boxes of food and hygiene products, which were shipped to various sponsored donor events throughout the northeastern U.S. and ultimately to families in need.

Jacksonville, Florida

In early December, our headquarters office sponsored the 24th Annual Children's Christmas Party of Jacksonville. Team members hosted a toy drive and volunteered across multiple days to ensure that 5,000 children had a gift to unwrap during the holiday season. This marked the second year of Dun & Bradstreet's sponsorship and encapsulated our continuous effort to be active in the community.

Our People Data

Diversity, Equity & Inclusion

Global Gender Diversity by Job Level	2019			2020			2021			2022		
	Female	Male	Undisclosed ⁽¹⁾									
Individual Contributor	50%	50%	0.2%	49%	51%	0.4%	47%	51%	1.9%	45%	52%	2.2%
Leadership - Entry, Mid & Senior Leadership	39%	61%	--	38%	62%	--	36%	63%	1.4%	36%	63%	1.0%
Executive Leadership ⁽²⁾	11%	89%	--	18%	82%	0.1%	27%	73%	--	25%	75%	--
Total	48%	52%	0.1%	47%	53%	0.3%	45%	53%	1.8%	44%	54%	2.0%

- (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.
- (2) The numbers reported in our 2021 Sustainability Report for the gender of Executive-level employees are slightly different than the metrics disclosed in this report due to an internal change of the definition of Executive-level employees. The percent of female Executives reported in last year's report was 21% (6% lower than the number disclosed here). The percent of male Executives reported in last year's report was 79% (6% higher than the number disclosed here).

US Race & Ethnicity Data	2019	2020	2021	2022
American Indian or Alaska Native	0.4%	0.2%	0.1%	0.2%
Asian	9.6%	12.3%	12.2%	10.3%
Black or African American	5.7%	5.6%	5.7%	6.5%
Hispanic or Latino	8.3%	5.9%	6.5%	6.1%
Native Hawaiian or Other Pacific Islander	0.5%	0.4%	0.3%	0.4%
Two or More Races	1.5%	1.3%	1.6%	1.4%
Undisclosed	3.5%	3.5%	3.3%	3.4%
White	70.4%	70.8%	70.2%	71.8%

Human Capital

Hiring, Turnover & Retention		2019	2020	2021	2022
New Employees Hires	GRI 401-1	713	791	1,570	1,618
Voluntary Turnover Rate	GRI 401-1	15.5%	11.9%	20.2%	17.9%
Involuntary Turnover Rate	GRI 401-1	19.5%	6.2%	3.7%	5.4%

Training & Performance

Training	2019	2020	2021	2022	
Total number of hours spent in training	12,706	16,026	15,373	25,085	
Total hours spent on annual training	10,430	13,645	12,181	20,105	
Total hours spent on onboarding (new hire) training	2,276	2,381	3,192	4,980	
Average training hours per employee	GRI 401-1	2.0	3.1	1.8	2.9

Performance

Employees Receiving Regular Performance Reviews ⁽¹⁾	GRI 404-3	Individual Contributor - 2022		Entry, Mid, and Senior Leadership - 2022	
		Female	Male	Female	Male
Performance Reviews Completed		100%	100%	100%	100%

(1) 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.

Our People: Community Development

Donations & Volunteering	2019	2020	2021	2022
Dun & Bradstreet Total Charitable Contributions	\$982,415	\$708,150	\$1,033,735	\$1,048,734
Corporate Sponsorships	*	\$106,650	\$436,090	\$500,100
Employee Donations	*	\$327,000	\$309,000	\$279,500
Matched Donations	*	\$274,500	\$289,000	\$269,134
Total Volunteer Hours	11,530	4,995	6,590	8,702
Number of Matched Employee Donations	2,655	3,143	2,976	2,230
Total Causes Supported	680	755	792	795

* Dun & Bradstreet did not capture or report this data in 2019.

Do Good Causes Supported	2019	2020	2021	2022
Human Services & Community Support	34%	37%	32%	34%
Education & Youth Development	23%	20%	24%	19%
Medical Research & Health	19%	16%	18%	20%
Animal Welfare	8%	8%	8%	9%
International Aid & Disaster Relief	7%	8%	9%	9%
Art, Culture, & Humanities	5%	6%	5%	4%
Other	4%	5%	5%	5%



Our Purpose



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

For nearly two centuries, Dun & Bradstreet has supplied businesses with the information they need to grow their operations through data-driven decision-making. In providing information that enables companies to describe the past, thrive in the present, and anticipate the future—and in turn impact the people and organizations they serve—we recognize a responsibility to both lead in good governance and use our data for good. Dun & Bradstreet's mission is to create a global network of trust by stewarding data protection and privacy, cybersecurity, and compliance and ethics standards. We do so by establishing dedicated teams that mitigate risk throughout our Company, and by providing every Dun & Bradstreet employee with the knowledge and resources necessary to speak up. Doing things the right way, 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 and is central to our ESG strategy.

Engaging in business relationships with ethical companies is among the growing priorities of corporations today to better mitigate risk, increase resiliency, and drive business performance. In addition to ensuring our internal governance practices reduce the risk for our clients, Dun & Bradstreet is also dedicated to using our data for good through our ESG solutions. By providing companies with the necessary insights to identify and monitor ESG risks, measure their progress, and meet reporting requirements and compliance, we enable our clients to recognize the opportunities they have to create a positive impact.

As a data and analytics company, the concept of strong governance is firmly embedded within our DNA. Dun & Bradstreet has grown and evolved profoundly over the last two centuries and, fittingly, so have the policies and procedures dictating how we operate. However, one practice that remains unchanged is our company-wide mentality to always do what is right.

For us, strong governance encompasses consistently assessing risk across all components of the business. We do this, not because it reflects well on bottom lines and balance sheets, but because it has a direct influence on our planet, our people, and our purpose. With the help of a sound governance structure, we continue to deliver on our promise to successfully mitigate risk and other negative impacts that threaten the health of our business and outcomes for our stakeholders.



Rich Kulesa
Chief Risk Officer
Dun & Bradstreet

Leadership & Board Composition

We believe that our commitment to building a sustainable company starts at the top with our Board of Directors, who oversees our business on behalf of our shareholders. We also believe it is vital to have a diverse Board with a range of views, insights, perspectives, and opinions. Our 10-person Board consists of eight independent directors, our Executive Chairman, and our CEO. One of the key functions of our Board is informed oversight of our risk management processes. The quarterly meeting cadence of our Board and committees supports regular senior management engagement; regular business, governance, and regulatory updates; oversight of our enterprise risks; and other key initiatives, including ESG. Our [Corporate Governance Guidelines](#) and committee charters form the backbone of our approach to corporate governance.

Our Board of Directors has three standing committees, each of which has its own governing charter.

Board of Director Committee Oversight

Audit Committee	Corporate Governance & Nominating Committee	Compensation Committee
<ul style="list-style-type: none"> Quality and integrity of financial statements and related disclosures Compliance with legal and regulatory requirements Risk assessment and management, including data protection, privacy, cybersecurity, and compliance and ethics risks Oversees ESG strategies, practices, and metrics, including quarterly updates from our Chief Sustainability Officer 	<ul style="list-style-type: none"> Corporate governance framework Board refreshment 	<ul style="list-style-type: none"> Executive compensation decisions Oversight of compensation plans and programs

Further information on our Board governance, skills and experience, director biographies, stockholder engagement, and leadership can be found in our proxy statement for our 2023 Annual Meeting of Stockholders filed with the SEC on April 27, 2023.

Dun & Bradstreet ESG Strategy Oversight

Oversight	<ul style="list-style-type: none"> Audit Committee of the Board of Directors Chief Executive Officer 		
Leadership	<ul style="list-style-type: none"> Chief Sustainability & Communications Officer 		
Advisors	<ul style="list-style-type: none"> 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
Program Execution	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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

Data Protection, Privacy & Security

Preserving the privacy, protection, and security of our clients' confidential data, and data about subject companies and individuals in our solutions, is one of our highest priorities. Dun & Bradstreet has developed a comprehensive data compliance and ethics program supported by a robust global organization of regulatory attorneys and privacy professionals, compliance and ethics professionals, data governance experts, and security professionals.

Dun & Bradstreet is a corporate member of the International Association of Privacy Professionals, 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 – US, Europe, and Asia, and 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 stay on top of 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 among data and technology regulation and emerging ESG trends.

As set forth in our [Data Compliance and Ethics Policy](#), our commitment to effective data compliance, ethics, and management is at the heart of our role as a leading provider of business decisioning data and analytics. It supports our goal of preserving digital trust, reliable data-driven decision-making, and the sustainability of data ecosystems. We strive to take a forward-looking approach to how we address rapidly evolving privacy, data ethics, data protection and security requirements globally. Data is our business, and we are committed to do our best to get it right for our clients. We are proud that our more than 240,000 clients trust Dun & Bradstreet for our mission-critical data and analytical insights, and we

are dedicated to continuing to earn and maintain that trust. We do this through sound governance and stewardship of data, which we believe to be foundational to delivering meaningful data-driven insights and driving informed decisions and improved outcomes.

We leverage a data-driven approach to compliance and ethics through:

- A common approach to regulatory risks and requirements across the substantive scope of regulatory requirements and breadth of jurisdictions in which we operate;
- Applying consistent risk and controls evaluations to macro and micro risks delivering concurrent comprehensive and in-depth views;
- Utilization of data flows to analyze the application of specific regulatory requirements, including privacy and data protection laws globally;
- Automation of common controls, policies, standards, transparency statements, third party reviews, contracts, training, awareness, incidents, concerns, complaints, and reports; and
- Integration of privacy and data protection accountability with the elements of an effective compliance and ethics program and corporate compliance program guidance.

Privacy & Personal Data Protection

As a key facet of our global compliance and ethics program, Dun & Bradstreet has adopted a global privacy and personal data protection program aligned to our foundational data compliance and ethics standards. Our program is designed to address regulatory obligations under the EU General Data Protection Regulation, the EU Electronic Communications Privacy Directive, the China Data Security Law,

the China Personal Information Protection Law, evolving U.S. State privacy and data protection laws, such as the California Consumer Privacy Act and California Privacy Rights Act, the Singapore Personal Data Protection Act, as well as various credit information and other data related laws in the markets in which we operate and emerging standards for data ethics, responsible artificial intelligence, and the interplay with emerging ESG regulations and standards.

We implement our data protection program using a management systems approach centered around our global compliance risk register and profile with a focus on continuous improvement. You can read more on our [Privacy and Personal Data Protection Policy Statement](#).

Data Transparency

As a responsible data steward for almost 200 years, we strive to balance our commercial obligations and responsibilities with respect for the interests of the organizations and people about whom we process data. As part of this commitment, Dun & Bradstreet has been working to enhance the transparency around the data we process about people, businesses, and other organizations. Our goal is to improve visibility and enrich the overall quality of our data to support more opportunities, better business, and professional decision-making.

As part of this commitment, we have new transparency statements related to our data and scores that go beyond traditional privacy statements and legally required privacy notices to provide greater insights into our data processing for subject companies, data subjects, our clients, and other stakeholders. In 2022, we adopted and integrated into our solutions new transparency statements related to:

- [Our ESG Ranking](#)
- ⋮
- [Our Professional Contact Data](#)

We also recognize that supply chain transparency plays a vital role in addressing data processing concerns, so in 2022, we augmented our other efforts around supply chain transparency with publication of our [Global Subprocessor List](#).

Data Subject Rights

We are committed to respecting the data and digital rights of natural persons in both their personal and professional capacities. We strive to honor data subject rights in accordance with well-established public policy principles for individual participation related to data processing and protection, our ethical principles of Respect and Responsibility set forth in our [Code of Conduct and Ethics](#), rights enshrined in applicable laws, and the value we place on the protection of human rights and civil liberties. We aim to provide individual natural persons 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 about them that is not essential for core compliance, financial, and risk decisioning solutions and other services we provide or the effective and compliant operations of our business, in accordance with applicable laws. In support of this commitment, we have created a [Global Data Subject Rights Policy Statement](#) that provides a framework for compliance and effective risk management under privacy, data protection, defamation and other laws, rules, and regulations globally that relate to data subject rights, individual participation, and the decisional privacy rights of individuals.

KEY PRIVACY METRICS

Number of Reportable Data Breaches* in 2022

6

Number of Individuals Affected by Reportable Data Breaches* in 2022

425,171

Data Subject Rights Requests Received in 2022

426,155

*Reportable Data Breaches are those required under applicable laws to be reported to a regulator. In 2022, we had no Data Breaches that were required to be reported to affected individuals.

Privacy Assurance

While we have self-certified our adherence to the EU-US and Swiss-US Privacy Shield Frameworks since 2016, in 2022, we received our first external verification, the [TRUSTe Privacy Verified seal](#), for our demonstrated adherence to the Privacy Shield Principles. In 2023, we are continuing to build upon this foundation, working to demonstrate alignment with the ISO 27701 Privacy Information Management System (PIMS) standards and will be seeking additional certification, verification, validation, and regulatory recognition of our program.

Data Security

Our information security program framework and control requirements align with various regulations and standards such as the DFARS, PCI, ISO, NIST, OWASP, and others. Our ongoing commitment to security realizes annual certifications in ISO/IEC 27001:2013 Information Security Management Systems (ISMS) for our Dublin, Ireland, and London, UK, locations; our newly certified offices in Solna, Sweden, and Oslo, Norway; and part of our operations in Mumbai and Bengaluru, India.

In addition, our Central Payment System and Credibility 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 maintain appropriate levels of insurance, including cyber liability insurance, to satisfy claims that may arise as a result of hacking or other malfeasance and despite our best efforts.

Our Approach to Cybersecurity

Our clients, alliances, and team members trust us to safeguard their information, and this remains a top priority for us. We understand the importance of protecting our stakeholders' data and maintaining the integrity of our systems. Our comprehensive cybersecurity program, led by our Chief Cybersecurity and Technology Risk Officer and a team of security experts, is designed to mitigate risks and safeguard our business operations while ensuring alignment of evolving security standards.

Our cybersecurity program also aligns with good governance practices. We prioritize transparency and accountability by regularly assessing and reporting on our cybersecurity posture to our stakeholders. We also maintain compliance with regulatory standards and industry best practices, ensuring that our cybersecurity program remains both current and effective. Dun & Bradstreet's cybersecurity 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 not only drives

stronger security by leveraging advanced cloud security capabilities but also reduces 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 & Vulnerability management
- Encryption & 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



Dun & Bradstreet has not experienced any material financial losses relating to technology failure, cyberattacks, or security breaches.



ANNUAL SECURITY AUDITS

We conduct annual security audits throughout the Company, including:

- SOC 2 Type 2 and 3
- ISO 27001
- PCI DSS
- HIPAA Compliance
- Advanced Technology Partner Status from Amazon Web Services Partner Network
- Customer Audits
- Penetration Tests
- Phishing and Security Tests with our Employees

Enterprise Risk

Dun & Bradstreet recognizes that the management of risk is a core function that must be practiced throughout the Company. Therefore, we have successfully implemented an Enterprise Risk Management (ERM) program, which includes policies and practices designed to identify, assess, and control risks at all levels within the Company.

Dun & Bradstreet's Chief Risk Officer manages the everyday operations of our risk management program. The Chief Risk Officer reports to the CEO who, in conjunction with executive leadership, oversees the Company's ERM program and reports to the Audit Committee of the Board of Directors on our risk management performance.

Enterprise Risk Framework

Dun & Bradstreet's internal global Enterprise Risk Policy provides the framework by which we actively address risks inherent in business activities and responds to those risks. When issues are identified, our program supports operational resilience through rapid response and effective issue resolution to minimize impacts and mitigate risks. When we receive feedback from stakeholders, we work across the organization to address the feedback, using established risk management processes and routines. As our ERM continues to mature, we steadily expand the globalization of the program.

Risk Governance

Our Enterprise Risk Committee (ERC) sets Dun & Bradstreet's risk strategy and helps prioritize risk management activities across the organization. The ERC is led by the Chief Risk Officer and is comprised of our CEO and all his direct reports, as well as the Chief Cybersecurity and Technology Risk Officer, Chief Ethics and Compliance Officer, and Vice President of Internal Audit. The ERC monitors Dun & Bradstreet's risk and governs the policies and processes related to risk, as shown below.

ENTERPRISE RISK COMMITTEE RISK FRAMEWORK

IDENTIFY RISKS

- Risks identified by business and functional leaders
- Risk owners collaborate as a team to identify and share risk knowledge across functions
- Risk owners provide regular updates to identify emerging risks in their respective businesses or functions

RISK ASSESSMENT

- Risk owners assess identified risks in their respective areas, using consistent measurement criteria
- ERC assesses all key risks identified by risk owners
- ERC risk ranks key risks holistically at a company level
- ERC meets as needed to discuss and assess emerging risks

MANAGE EXPOSURES

- Risk owners develop and implement plans to mitigate additional risks within tolerable thresholds

MONITOR EFFECTIVENESS

03

Lines of Defense

- 01 Risk owners are expected to provide updates as part of normal ongoing operational cadence/business reviews (e.g., management meetings) to monitor mitigation status and effectiveness (1st).
- 02 Functional unit leaders with expertise in risk management, such as Data Governance, Information Security, Finance and Legal, including Global Compliance & Ethics – a Legal function, work directly with risk owners to establish and maintain appropriate limits, policies, procedures, and monitoring and reporting systems.
- 03 Internal Audit provides an independent assessment of risk management, control, and governance processes for the Company (including transactions, processes, policies and procedures) or oversees the outsourcing of such independent assessments.

RISK REPORTING

- Risk owners share key risks and mitigation efforts with ERC.
- Audit Committee receives risk updates with additional updates on key risks.

Business Continuity Program (BCP)

As a leading global data and analytics provider, Dun & Bradstreet recognizes the services we provide are critical to the more than 240,000 clients we support. We are committed to maintaining, updating, and testing our BCP which is designed to minimize 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. By placing a priority on business continuity planning, any impacts to our team members, clients and alliances, as well as our ongoing operations will be minimized.

Our BCP continues to evolve and enables an appropriate level of preparedness for a disruptive incident and is aligned with the more modern industry standard ISO 22301 and our internal governing standard as outlined in the Dun & Bradstreet BCP Policy Statement. Our executive leadership is actively engaged in the oversight of 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 comprehensive and up-to-date, particularly as new information, techniques, and technologies become available.

Ethics & Business Conduct

At Dun & Bradstreet, we are serious about always doing the right thing – ethical business conduct is of the utmost importance. Our [Code of Conduct and Ethics](#) applies to every Dun & Bradstreet employee.

Our Code of Conduct & Ethics highlights that everything we do at Dun & Bradstreet will be measured against the highest possible standards of ethical business conduct. We set the bar high when it comes to ethical business practices, data ethics, and behavioral ethics because our commitment to the highest standards helps us solve problems for our clients, attract, hire, and retain outstanding team members, and build on the trust that is synonymous with our brand.

Our [Code of Ethics for Senior Financial Officers](#) applies to our Chief Executive Officer, our Chief Financial Officer, and our Chief Accounting Officer.

One of the most important ways that we learn about challenges we face in upholding our values and ethical principles is when team members have the courage to raise concerns about potential non-compliance or unethical behaviors. We have zero tolerance for retaliation against those who raise compliance and ethics concerns. We encourage our team members to report suspected policy violations through our D&B Global Compliance & Ethics Helpline at helpline.dnb.com which provides employees with the option to report anonymously and in all local languages. All reports are expeditiously reviewed by our Global Compliance & Ethics team and escalated to our Chief Ethics & Compliance Officer.

0 Incidences

In 2022, Dun & Bradstreet had 0 incidences of corruption.



In addition to our Company values, Dun & Bradstreet has five supporting ethical principles that guide our decision-making and help ensure that our team members balance competing priorities and interests to make the best choices. Aligning our decisions and behavior to our values and ethical principles helps us continually do the right thing, even as our business evolves, and the rules change.

- 01 **ACCOUNTABLE** - Senior leadership and our Board of Directors consistently demonstrate the importance of doing the business the right way and complying with our Code of Conduct and applicable laws and regulations. Middle management reinforces this commitment with all team members.
- 02 **RESPONSIBLE** - We steward our assets and drive growth responsibly so that we can sustain Dun & Bradstreet's success into its third century and beyond.
- 03 **RESPECTFUL** - We respect each other and the interests of the individuals and organizations we engage with and others about whom we process data.
- 04 **TRANSPARENT** - We are transparent about our conduct, our dealings, and our practices; and we help support the global economy through transparent data practices, processing, and insights.
- 05 **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.

Code of Conduct & Ethics for Third Parties

Doing our work with integrity is what has set us apart, and anyone who works on our behalf must demonstrate the same commitment to high ethical standards. To that end, in 2023 we plan to introduce a Code of Conduct and Ethics for Third Parties, which will replace our current [Partner Code of Conduct](#). 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 of our third parties have a responsibility to understand and uphold this Code 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.



Team Member Training

We provide a range of business and data ethics training programs to our team members beginning on day one, and on an annual basis throughout their careers at Dun & Bradstreet. These trainings are designed to give our team members the necessary skills and knowledge to be able to identify, raise awareness, report, and implement best practices in support of our ESG commitments if any issues arise. Upon completion of new hire training, all team members globally are enrolled in a suite of learning including:

- Code of Conduct & Ethics
- Privacy, Data, Ethics & Compliance
- Anti-Bribery & Anti-Corruption
- Security Awareness
- Modern Slavery & Human Trafficking Prevention
- Business Continuity

Additionally, we require certain team members to complete specific regional courses, including:

- **IRELAND:** Dublin Business Management System
- **US & CANADA:** FTC Order & Acknowledgement
- **US:** Respect in the Workplace
- **US:** HIPAA Privacy Training for Business Associates
- **UK:** UK Currency to do Business
- **UK & NORDICS:** Information Security: ISO 27001 and our ISMS

For a list of Dun & Bradstreet policies, visit the Policies & Codes of Conduct website on dnb.com.



Our Purpose Data

Data Protection, Privacy, & Security

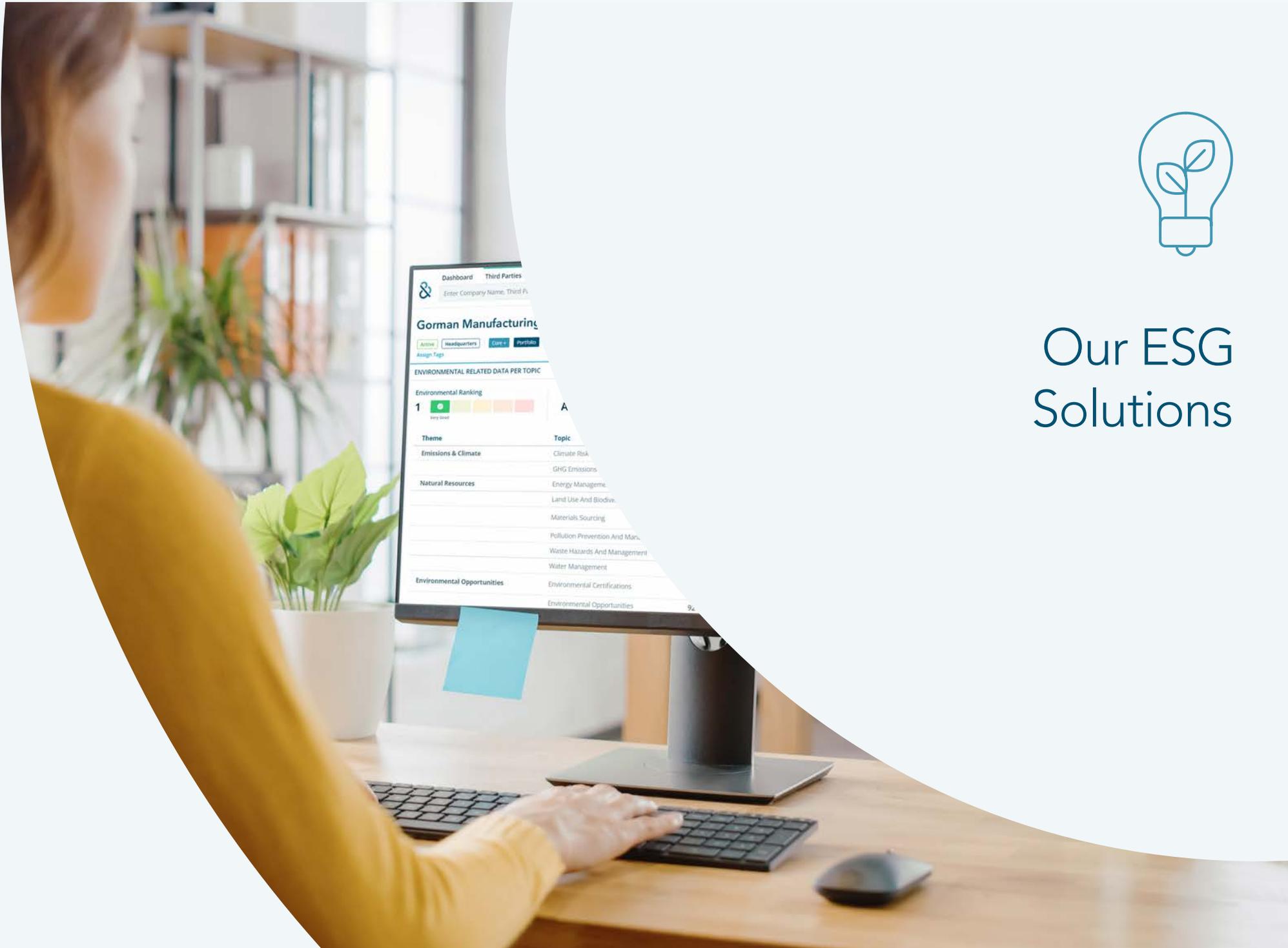
		2022 ⁽¹⁾
Total number of data incidents		59
Total number of data theft or leaks		12 ⁽²⁾
Total number of data breaches	SASB TC-SI-230a.1	6 ⁽³⁾
Percentage of data breaches involving Personally Identifiable Information (PII)	SASB TC-SI-230a.1	100% ⁽⁴⁾
Number of customers affected by data breaches	SASB TC-SI-230a.1	35
Total customer downtime (in days) as a result of performance issues or service disruptions	SASB TC-SI-550a.1	2.28 ⁽⁵⁾
Number of Data Subject Rights requests		426,155 ⁽⁶⁾
Substantiated complaints concerning breaches of customer privacy and losses of customer data	GRI 418-1	7 ⁽⁷⁾

- (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) Data breaches are considered a type of Data Incidents, and are those required under applicable law to be reported to a regulator. In 2022, we had no Data Breaches that were required to be reported to affected individuals.
- (4) At Dun & Bradstreet, "Personal Information" and "Personal Data," refers 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) 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.
- (6) See Data Subject Rights
- (7) All substantiated complaints concerning breaches of customer privacy and losses of customer data occurred in the EU.

Board Demographics

Demographics:	William P. Foley, II (Chair)	Anthony Jabbour (CEO)	Ellen R. Alemany	Douglas K. Ammerman	Chinh E. Chu	Thomas M. Hagerty	Keith J. Jackson	Richard N. Massey	James A. Quella	Ganesh B. Rao
Race/Ethnicity										
African American							•			
Asian / Pacific Islander					•					•
White/Caucasian	•	•	•	•		•		•	•	
Hispanic / Latino										
Native American										
Gender										
Male	•	•		•	•	•	•	•	•	•
Female			•							
Board Tenure	4	4	2	4	4	4	3	4	4	4
Age*	78	55	67	71	56	60	57	67	73	46

* Ages are reflected as of record date.

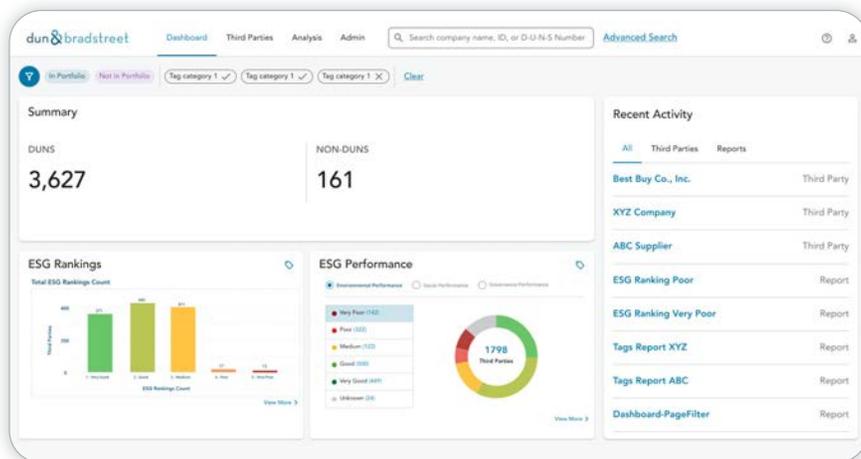


Our ESG Solutions

Our ESG Solutions

Dun & Bradstreet ESG Intelligence

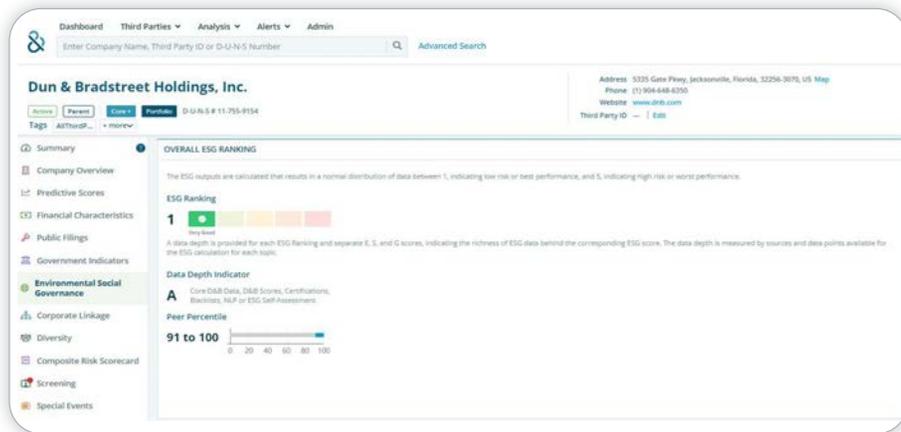
While ESG has been a focus of many large, multinational companies for several years, there is little insight into these companies' supply chains, their private company customers, or small to medium businesses. Leveraging its core competencies in company data, linkage, credit, and due diligence, Dun & Bradstreet has expanded its risk management offerings to include ESG. In 2022, Dun & Bradstreet successfully brought to market five distinct ESG products, all powered by a rapidly expanding global ESG dataset on companies. The ESG Rankings dataset aims to provide intelligence on a substantial part of the market—private companies—that has historically been difficult to understand in terms of ESG performance.



- **ESG RANKINGS** – Launched in July 2021 with 10 million companies in the U.S., this dataset rapidly scaled to cover 42 million companies in 176 countries by the end of 2022. Today, our Company's flagship ESG offering covers over 74 million public and private companies in 185 countries and includes metrics on ESG performance, peer comparisons, 31 granular ESG topics, and confidence scores.
- **ESG ON RISK ANALYTICS** – Launched in early 2022, the risk management user-interface platform offers up-to-date information for managing risks in supply chain and vendor portfolios.
- **ESG SELF-ASSESSMENT** – Launched with ESG on Risk Analytics, this is a comprehensive survey that can be requested by procurement managers to their vendors directly from Risk Analytics and Risk Essentials.
- **ESG ON RISK ESSENTIALS** – Launched in late 2022, this platform makes it easy for users to choose which risk modules to utilize, ESG being the first one offered.
- **ESG REGISTERED™** – Launched at the end of last year in select geographies, companies can earn a publicly viewable "ESG Seal" by completing the full ESG Self-Assessment, showing a commitment to ESG data disclosure that is accurate and verifiable.

Green Indicator

A key part of our ESG Intelligence suite is the Dun & Bradstreet Green Indicator data package with over 203,000 unique businesses that are certified Green by key industry-standard entities like ENERGY STAR and 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. Ultimately, the success of products like these is born out in the impact our clients make each and every day.



Dun & Bradstreet’s own ESG Intelligence score as of report publication

Looking Ahead

As the ESG landscape becomes more defined by incoming regulation, agreed-upon standards, and increased data transparency, ESG data can be yielded to make informed decisions towards improved outcomes. Through its current and upcoming efforts, Dun & Bradstreet aims to be a core partner in helping companies transition to a more sustainable and financially secure future.



ENVIRONMENTAL DEFENSE FUND (EDF) CLIMATE CORPS FELLOW

Last year, our ESG Intelligence team hosted Rajas Pandey, an EDF Climate Corps Fellow, as part of our commitment to providing an opportunity to rising talent to apply their skills and help us build our sustainability capacity. Rajas contributed to our ESG supply chain product development program, and we are currently showcasing the product in our customer validation process to determine the right time to go to market. You can read more about Rajas’ work in this [report](#).



Appendix

GRI Content Index

Dun & Bradstreet has reported the information cited in this GRI content index for the period January 1, 2022 to December 31, 2022 with reference to the GRI Standards.

GRI 1 USED: GRI 1: Foundation 2021

GRI Standard	Disclosure	Response	
GRI 2: General Disclosures 2021	Organizational Details		
	GRI 2-1	Organization Name	Dun & Bradstreet
		Ownership and legal form	Dun & Bradstreet is a publicly traded company (NASDAQ: DNB)
		Location of headquarters	5335 Gate Parkway in Jacksonville, Florida, USA
		Location of operations	2022 Form 10-K
	GRI 2-2	Entities included in the organization’s sustainability reporting	2022 Annual Report
	GRI 2-3	Reporting period, frequency and contact point	About this Report, pg 6
	GRI 2-4	Restatements of information	Our People Data, pg 32
	GRI 2-5	External assurance	No external assurance
	Activities & Workers		
	GRI 2-6	Activities, value chain and other business relationships	About Dun & Bradstreet, pg 5
Governance			
GRI 2-9	Governance structure and composition	Leadership & Board Composition, pg 37 2023 Proxy Statement, pg 10-22	
GRI 2-10	Nomination and selection of the highest governance body	2023 Proxy Statement, pg 16	
GRI 2-11	Chair of the highest governance body	Leadership & Board Composition, pg 37 2023 Proxy Statement, pg 19-20	

<p>GRI 2: General Disclosures 2021 (continued)</p>	<p>GRI 2-13</p>	<p>Delegation of responsibility for managing impacts</p>	<p>Leadership & Board Composition, pg 37 Ethics & Business Conduct, pg 43 2023 Proxy Statement, pg 7-10 Audit Committee Charter</p>
	<p>GRI 2-15</p>	<p>Conflicts of interest</p>	<p>Code of Conduct & Ethics 2023 Proxy Statement, pg 65 Corporate Governance Guidelines</p>
	<p>GRI 2-17</p>	<p>Collective knowledge of the highest governance body</p>	<p>2023 Proxy Statement, pg 18-22</p>
	<p>GRI 2-19</p>	<p>Remuneration policies</p>	<p>2023 Proxy Statement, pg 26-59 Compensation Committee Charter</p>
	<p>GRI 2-20</p>	<p>Process to determine remuneration</p>	<p>2023 Proxy Statement, pg 26-59 Compensation Committee Charter</p>
	<p>GRI 2-21</p>	<p>Annual total compensation ratio</p>	<p>2023 Proxy Statement, pg 52</p>
	<p>Strategy, Policies, & Practices</p>		
	<p>GRI 2-22</p>	<p>Statement on sustainable development strategy</p>	<p>Message from our CEO, pg 3-4</p>
	<p>GRI 2-23</p>	<p>Policy commitments</p>	<p>Code of Conduct & Ethics Policies & Codes of Conduct website Audit Committee Charter Enterprise Risk, pg 41 Additional Resources, pg 60</p>
	<p>GRI 2-24</p>	<p>Embedding policy commitments</p>	<p>Team Member Training, pg 45</p>
	<p>GRI 2-26</p>	<p>Mechanisms for seeking advice and raising concerns</p>	<p>Code of Conduct & Ethics Speak Up and Non-Retaliation Policy Ethics & Business Conduct, pg 43 Audit Committee Charter Enterprise Risk, pg 41</p>
	<p>GRI 2-28</p>	<p>Membership associations</p>	<p>Message from our CEO, pg 3-4</p>

GRI 201: Economic Performance	GRI 201-1	Direct economic value generated and distributed	2022 Form 10-K
GRI 205: Anti-corruption	GRI 205-2	Communication and training about anti-corruption policies and procedures	Team Member Training, pg 45 Additional Resources, pg 60
	GRI 205-3	Confirmed incidents of corruption and actions taken	Ethics & Business Conduct, pg 43
GRI 302: Energy	GRI 302-1	Energy consumption within the organization	In 2023, our total energy consumed was 46,011.69 GJ. We plan to track additional energy metrics and share energy management plans in 2023.
	GRI 302-2	Energy consumption outside of the organization	We plan to determine and track global Scope 3 emissions in 2023, including energy consumption outside the organization. For Scope 3 emissions in the EU, see our 2022 ESG Report - Dun & Bradstreet Europe, pg 14 .
GRI 305: Emissions	GRI 305-1	Direct (Scope 1) GHG emissions	Our Planet Data, pg 18
	GRI 305-2	Energy indirect (Scope 2) GHG emissions	Our Planet Data, pg 18
	GRI 305-3	Other indirect (Scope 3) GHG emissions	We plan to determine and track global scope 3 emissions in 2023. For Scope 3 emissions in the EU, see our 2022 ESG Report - Dun & Bradstreet Europe, pg 14 .
	GRI 305-4	GHG emissions intensity	Our Planet Data, pg 18
	GRI 305-5	Reduction of GHG emissions	Our Planet Data, pg 18
GRI 401: Employment	GRI 401-1	New employee hires and employee turnover	Our People Data, pg 32
	GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Health & Well-being, pg 26

GRI 403: Occupational Health and Safety	GRI 403-1	Occupational health and safety management system	2022 ESG Report - Dun & Bradstreet Europe, pg 24
	GRI 403-3	Occupational health services	Employee Health & Well-being, pg 26
	GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	2022 ESG Report - Dun & Bradstreet Europe, pg 20
	GRI 403-5	Worker training on occupational health and safety	Team Member Training, pg 45 2022 ESG Report - Dun & Bradstreet Europe, pg 24 Code of Conduct & Ethics
	GRI 403-6	Promotion of worker health	Employee Health & Well-being, pg 26
	GRI 403-8	Workers covered by an occupational health and safety management system	2022 ESG Report - Dun & Bradstreet Europe, pg 24
GRI 404: Training and Education	GRI 404-1	Average hours of training per year per employee	Our People Data, pg 32
	GRI 404-2	Programs for upgrading employee skills and transition assistance programs	Engagement, Learning & Development, pg 24
	GRI 404-3	Percentage of employees receiving regular performance and career development reviews	Our People Data, pg 32
GRI 405: Diversity and Equal Opportunity	GRI 405-1	Diversity of governance bodies and employees	2023 Proxy Statement Our Purpose Data, pg 46 Our People Data, pg 32-33 SASB Table, pg 58
GRI 418: Customer Privacy	GRI 408-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Our Purpose Data, pg 46

SASB Table

As part of our efforts to be transparent on the topics that are most significant to our business, Dun & Bradstreet is reporting in alignment with the Sustainability Accounting Standards Board (SASB). We have included the below table of disclosures related to the two sectors that are most closely aligned to our businesses: Software & IT and Professional & Commercial Services.

Topic	SASB Code	Accounting Metric	Category	2022 Responses
Environmental Footprint of Hardware Infrastructure	SASB TC-SI-130a.1	<ol style="list-style-type: none"> Total energy consumed Percentage grid electricity Percentage renewable 	Quantitative: Gigajoules (GJ), Percentage (%)	In 2022, our total energy consumed was 46,011.69 GJ, our percentage grid electricity was 92%, and our percentage renewable electricity was 8%.
	SASB TC-SI-130a.2	<ol style="list-style-type: none"> Total water withdrawn, Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress 	Quantitative: Thousand cubic meters (m ³), Percentage (%)	These metrics are not currently disclosed.
	SASB TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	Discussion and Analysis	Data Centers, pg 14
Data Privacy & Freedom of Expression	SASB TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	Discussion and Analysis	<p>Our external privacy notices provide transparency around our collection, processing and sharing of personal information, including information relating to behavioral advertising, user privacy and individual data control rights. All this and more can be found in the following Privacy Notices posted on our websites:</p> <ul style="list-style-type: none"> D&B Privacy Notice EU and UK Privacy Notice China Privacy Notice Canada Privacy Notice India Privacy Notice <p>Additionally policies relating to behavioral advertising and user privacy include our Privacy and Personal Data Protection Policy Statement and our Data Compliance and Ethics Policy Statement.</p>

Data Privacy & Freedom of Expression (continued)	SASB TC-SI-220a.2	Number of users whose information is used for secondary purposes	Quantitative: Number	Dun & Bradstreet identifies which users' information is used for secondary purposes in our Records of Processing and associated Impact Assessments, which we continue to build out to cover all data flows across Dun & Bradstreet.
	SASB TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Quantitative: Reporting currency	As part of our obligations as a publicly traded company, all material financial losses as a result of loss of user privacy, including losses due to legal proceedings, are available in our public filings with the SEC.
	SASB TC-SI-220a.4	<ol style="list-style-type: none"> Number of law enforcement requests for user information Number of users whose information was requested Percentage resulting in disclosure 	Quantitative: Number, Percentage (%)	Currently we do not disclose the number of law enforcement requests for user information, however, we have processes in place to limit the disclosure of personal information to only what is required under applicable law. 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.
	SASB TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Discussion and Analysis	On a country-by-country basis, 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.
	Data Security	SASB TC-SI-230a.1	<ol style="list-style-type: none"> Number of data breaches Percentage involving personally identifiable information (PII) Number of customers affected 	Quantitative: Number, Percentage (%)
SASB TC-SI-230a.2		Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Discussion and Analysis	Data Security, pg 40

Recruiting & Managing a Global, Diverse & Skilled Workforce, Workforce Diversity & Engagement	SASB TC-SI-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	Quantitative: Percentage (%)	This metric is not applicable.						
	SASB TC-SI-330a.2	Employee engagement as a percentage	Quantitative: Percentage (%)	The average of our engagement survey results in 2022 show that our global respondents are very engaged with a rating of 4.3 out of a 5-point scale.						
	SASB TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Quantitative: Percentage (%)	Global Gender Diversity Data				Executive Leadership	Entry, Mid, & Senior Leadership	Individual Contributors
				Male	75.0%	62.7%	54.2%			
Female				25.0%	36.2%	43.8%				
Undisclosed				--	1.4%	1.9%				
US Race & Ethnicity Data				Executive Leadership	Entry, Mid, & Senior Leadership	Individual Contributors				
American Indian or Alaska Native				--	0.20%	0.20%				
Asian				16.70%	14.50%	9.20%				
Black or African American				--	1.8%	7.70%				
Hispanic or Latino				--	4.90%	6.40%				
Native Hawaiian or Other Pacific Islander				--	0.80%	0.20%				
Two or More Races	--	0.40%	1.60%							
Undisclosed	--	3.30%	3.50%							
White	83.30%	74.00%	71.20%							
SASB SV-PS-330a.2	(1) Voluntary and (2) involuntary turnover rate for employees	Quantitative: Percentage (%)	Our People Data, pg 32							

Intellectual Property Protection & Competitive Behavior	SASB TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Quantitative: Reporting currency	These metrics are not currently disclosed.
Managing Systemic Risks from Technology Disruptions	SASB TC-SI-550a.1	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Quantitative: Number, Days	Our Purpose Data, pg 46
	SASB TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	Discussion and Analysis	Business Continuity, pg 43
Professional Integrity	SASB SV-PS-510a.1	Description of approach to ensuring professional integrity	Discussion and Analysis	Ethics & Business Conduct, pg 43
	SASB SV-PS-510a.2	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	Reporting currency	These metrics are not currently disclosed.
Activity Metrics	SASB TC-SI-000.A	(1) Number of licenses or subscriptions, (2) percentage cloud-based	Quantitative: Number, Percentage (%)	These metrics are not currently disclosed.
	SASB TC-SI-000.B	(1) Data processing capacity, (2) percentage outsourced	Quantitative: (i.e. MSUs, MIPS, MFLOLPS, etc.)	These metrics are not currently disclosed.
	SASB TC-SI-000.C	(1) Amount of data storage, (2) percentage outsourced	Quantitative: Petabytes, Percentage (%)	These metrics are not currently disclosed.
	SASB SV-PS-000.A	Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	Quantitative: Number	These metrics are not currently disclosed.
	SASB SV-PS-000.B	Employee hours worked, percentage billable	Quantitative: Number (Hours), Percentage (%)	These metrics are not currently disclosed.

Additional Resources

- 2022 Annual Report
- 2022 Form 10-K
- 2023 Proxy Statement
- Investor Relations Website
- 2022 ESG Report - Dun & Bradstreet Europe
- Dun & Bradstreet ESG Website

Our Planet

- Environmental Policy Statement
- Product Governance & Sustainability Policy Statement

Our People

- Dun & Bradstreet Jobs
- Dun & Bradstreet Benefits Website
- UK Modern Slavery and Human Trafficking Statement
- Global Modern Slavery and Human Trafficking Policy
- Human Capital & Diversity, Equity and Inclusion Policy Statement

Our Purpose

- Audit Committee Charter
- Compensation Committee Charter
- Corporate Governance and Nominating Committee Charter
- Governance Guidelines
- Code of Conduct & Ethics
- Code of Conduct for Senior Financial Officers
- Partner Code of Conduct
- Privacy and Personal Data Protection Policy Statement
 - Dun & Bradstreet Privacy Notice
 - EU and UK Privacy Notice
 - China Privacy Notice
 - Canada Privacy Notice
 - India Privacy Notice

- Anti-Bribery and Anti-Corruption Policy
- Anti-Bribery and Anti-Corruption Policy Statement
- Conflict of Interest Policy Statement
- Data Compliance and Ethics Policy Statement
- Data Subject Rights Policy Statement
- Internal Audit Policy Statement
- Speak Up and Non-Retaliation Policy
- Dun & Bradstreet ESG Intelligence Website
- Dun & Bradstreet ESG Rankings Dataset Whitepaper

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, 2022.

None of the information or data included on our websites will be deemed to be a part of this Proxy Statement or any of our other filings with the SEC.

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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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