dun & bradstreet

2025

Environmental, Social & Governance Report

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Letter From Our Chief Risk Officer

At Dun & Bradstreet, trust is at the center of everything we do. For more than 185 years, organizations have relied on Dun & Bradstreet to help them assess risk, navigate uncertainty, and make informed decisions with confidence.

That responsibility extends well beyond the insights we provide to how we govern our business, safeguard data, support our people, and contribute to a more sustainable future.

In 2026, we moved oversight of ESG into the Enterprise Risk function, reflecting the close connection between sustainability, risk management, operational resilience, and regulatory readiness. This shift enables us to manage ESG priorities with the same rigor, governance, and accountability we apply across the business. It also strengthens our ability to serve clients by reinforcing the disciplined risk management practices that underpin resilience, sustainable performance, and the responsible use of technology.

This report reflects our commitment to transparency and disciplined ESG management. For the second consecutive year, we have voluntarily aligned our disclosures with the European Sustainability Reporting Standards, informed by an updated double materiality assessment. This work keeps us focused on the topics that matter most to our business and stakeholders, including climate, our workforce and value chain, business conduct, data protection, and the responsible use of data and analytics.

We also recognize where more work remains. Scope 3 emissions are the largest and most complex portion of our carbon footprint, and high-quality emissions data is essential to identifying reduction opportunities and setting credible science-based targets. We delayed submission of our targets to the Science Based Targets initiative (SBTi) to align leadership, integrate our expanded operations, and further strengthen the accuracy and auditability of our emissions inventory. We remain committed to submitting science-based emissions reduction targets for SBTi validation before the end of 2026.

Looking ahead, our approach stays practical, disciplined, and focused on measurable progress.

We will continue to integrate sustainability into risk management and business decision-making, strengthen ESG data and controls, and leverage our data, insights, and partnerships to help clients better understand and navigate risk in an increasingly complex world.

Thank you to our team members, clients, partners, and stakeholders for your continued engagement and support.

As risks and expectations continue to evolve, we will continue to strengthen our governance, improve the quality of our ESG data, and report transparently on our progress. This disciplined approach will help us build resilience and create long-term value for our stakeholders.

Sincerely,

RICH KULESA
Chief Risk Officer
Dun & Bradstreet



About Dun & Bradstreet

Dun & Bradstreet provides the verified commercial identity foundation for enterprises to deploy artificial intelligence (AI) at scale.

The Company originated the D-U-N-S® Number in 1963, now the global standard for identifying commercial entities. Anchored by this identifier, the D&B Commercial Graph™ structures and connects business identity consistently across systems, enabling AI to operate on accurate, validated data. Since 1841, businesses of every size have relied on Dun & Bradstreet to navigate change and accelerate growth.

Our Solutions

Our products can help organizations grow their business, manage their risk, and improve their business performance including:

SALES & MARKETING

Sales & Marketing solutions enable organizations to accelerate their revenue growth through trusted commercial intelligence and buyer insights.

RISK

Risk solutions enable clients to protect their enterprise by embedding continuous third-party and ecosystem risk into operations workflows.

FINANCE & CREDIT

Finance & Credit solutions enable enterprises to make confident financial decisions across the customer lifecycle.

MASTER DATA MANAGEMENT

Master Data Management solutions provide the trusted commercial identity layer that powers enterprise data, workflows & AI.

The D&B Commercial Graph™

The D&B Commercial Graph™ connects hundreds of millions of business entities and relationships worldwide, helping organizations better understand customers, suppliers, partners and markets. Through MCP connectivity and a “headless” architecture, customers can access D&B’s Commercial Graph™ and related capabilities directly within the AI platforms, applications and environments they already use, without leaving their existing workflows.

The D&B Commercial Graph™ is powered by core capabilities including the D-U-N-S® Number, entity resolution, global commercial data, data provenance, the Data Quality Framework, and decision signals. Together, they help ensure AI outputs are grounded in real-world context, not assumptions.

Accelerating Decision-Making With D&B.AI™

D&B.AI™ is Dun & Bradstreet's cutting-edge suite of enterprise AI capabilities designed to help organizations build and deploy generative artificial intelligence (Gen AI) agents grounded in verified company information. D&B.AI™ leverages the global standard D-U-N-S® Number to anchor outputs from large language models (LLMs), helping to ensure accuracy and reliability across workflows. By integrating trusted business identifiers into Gen AI systems, D&B.AI™ empowers customers to confidently connect agents across organizations, ecosystems, and enterprise platforms.

The D&B.AI™ Ecosystem

THE CONTEXT LAYER

The context layer is the governed substrate beneath enterprise AI. With Dun & Bradstreet, it standardizes how every business entity is identified, sourced, and connected — turning fragmented records into a continuously updated, explainable view of the commercial world.

AI CONNECTORS

Dun & Bradstreet AI Connectors embed verified intelligence directly into AI workflows, making the D&B Commercial Graph™ part of the operational control layer for enterprise AI systems.

AI-POWERED PRODUCTS

AI assistants and agentic workflows embedded natively within our products bring conversational intelligence into daily enterprise workflows.

AI PARTNERSHIPS

Our strategic alliances enable us to integrate Dun & Bradstreet intelligence into the world's leading AI platforms.

General Disclosures

BASIS FOR PREPARATION & SPECIFIC CIRCUMSTANCES

BUSINESS MODEL & STAKEHOLDER ENGAGEMENT

CORPORATE GOVERNANCE

ESG STRATEGY

ESG GOVERNANCE

RISK MANAGEMENT

DOUBLE MATERIALITY ASSESSMENT

Basis for Preparation & Specific Circumstances BP-1 BP-2

Dun & Bradstreet's sustainability statements have been prepared on a consolidated basis covering Dun & Bradstreet Holdings, Inc., and its subsidiaries. Subsidiaries under which we do not have a controlling interest are not included in the scope of the sustainability reporting. This report marks the second year of Dun & Bradstreet's transition to align with the European Union's (E.U.) Corporate Sustainability Reporting Directive (CSRD)[1] by reporting in accordance with the European Sustainability Reporting Standards (ESRS). Due to the E.U.'s Omnibus package, which was accepted in 2025 and raised the thresholds for compliance with CSRD, Dun & Bradstreet is currently not mandated to report sustainability disclosures in alignment with the regulation. However, we have decided to continue to align with the standards set by the directive as part of our commitment to transparency and to the integration of emerging frameworks.

The report reflects environmental, social, and governance (ESG) topics that are material to our business and stakeholders, based on an updated double materiality assessment that we conducted in 2026, which informed the content of this report. These topics consider impacts, risks, and opportunities across our upstream and downstream value chain. Disclosures for each material topic are structured by subsections containing relevant policies, actions, and metrics in accordance with the ESRS's General Disclosure Requirements to describe how Dun & Bradstreet manages material impacts, risks, and opportunities.

Boundary

Unless otherwise stated, the information presented covers the period from January 1 to December 31, 2025.

Estimations

Greenhouse Gas Emissions

When reviewing and reporting our greenhouse gas (GHG) emissions, Dun & Bradstreet references the globally recognized principles and guidance outlined in the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard produced in partnership by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD). The Greenhouse Gas Protocol Scope 2 Guidance is used to guide the criteria used to assess, calculate, and report scope 2 GHG emissions, including energy metrics. We measured and calculated scope 3 emissions based on the GHG Protocol Corporate Value Chain (Scope 3) Standard. We follow Science Based Targets initiative (SBTi) guidance when calculating our scope 3 emissions and exclude categories that are not applicable to our value chain.

This report presents and accounts for GHG emissions within our defined boundary. Certain disclosures, particularly those related to greenhouse gas (GHG) emissions, involve estimates and assumptions. Where applicable, we use a combination of activity-based, spend-based, and industry-average data to support these calculations. In 2025, we strengthened our emissions inventory by prioritizing methodological improvements designed to enhance data quality, consistency, and auditability across our carbon accounting processes. Refer to the Methodology Note in the Appendix for additional detail on the emissions calculation methodologies used, including the assumptions, data sources, and approaches that support transparent and reliable reporting.

Workforce Data

Metrics related to team members in Our Workforce and Responsible Business Conduct are relative to the total number (headcount) of team members at fiscal year end[2]; changes in team member headcount throughout the year do not materially affect the metrics presented.

[1] This report was drafted using the first legally adopted ESRS standards.
[2] Fiscal year end: December 31, 2025

Sustainability Reporting Standards & Frameworks

Dun & Bradstreet leverages a range of globally recognized voluntary reporting standards and frameworks to enhance the transparency, comparability, and relevance of our sustainability disclosures.

- **GLOBAL REPORTING INITIATIVE (GRI):** We report in accordance with GRI standards, which guide the disclosure of impacts on the environment, economy, and society. *Refer to our* GRI Index Table *in the Appendix.*
- **INTERNATIONAL FINANCIAL REPORTING STANDARDS (IFRS):** We are in alignment with IFRS S1 and S2 within this report and our 2025 Climate Risk Report. *Refer to our* IFRS Index Table *in the Appendix.*
- **SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB):** We report against SASB standards for the sectors most relevant to our business; Software & IT and Professional & Commercial Services. *Refer to our* SASB Index Table in the *Appendix.*
- **TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD):** We align with TCFD recommendations on climate-related governance, strategy, risk management, and metrics. *Access our* 2025 Climate Risk Report.
- **UNITED NATIONS GLOBAL COMPACT (UNGC):** As a signatory of the UNGC, this report serves as our Communication on Progress against the Ten Principles.
- **UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (UN SDGS):** The UN SDGs inform our corporate social responsibility strategy and broader sustainability priorities.

Business Model & Stakeholder Engagement

SBM-1

Dun & Bradstreet's business model is built on the power of data, analytics, AI, and trusted business insights to drive better decisions and stronger outcomes for businesses worldwide. Our Company serves more than 215,000 clients globally across a broad range of industries, including financial services, technology, communications, government, retail, transportation, and manufacturing. Dun & Bradstreet operates across multiple geographies, with a presence in North America, Europe, and Asia Pacific.

An Update Regarding Our ESG Solutions

In 2026, Dun & Bradstreet updated our ESG services in the European Economic Area (EEA) in response to new regulations governing ESG ratings. As a result, we will no longer publish or distribute our own ESG scores, rankings, or opinions that constitute an ESG rating for use in EEA markets. Customers in the EEA can continue to rely on D&B ESG data and insights that are permitted under EU rules and, where appropriate, customer-requested private ESG ratings. Outside the EEA, we continue to offer ESG ratings where regulatory authorization is not required. This change applies only to the EEA and reflects our commitment to meeting evolving regulatory requirements while delivering trusted business data and insights. Dun & Bradstreet remains committed to sustainability, responsible business conduct, transparency, and helping customers understand ESG-related risks and characteristics.

Defining Our Value Chain SBM-1

Dun & Bradstreet is a business-to-business (B2B) company that creates and sells solutions that are primarily digital. We do not directly extract raw materials or manufacture physical goods. Our value chain includes the suppliers and service providers that support our business, the operations we manage directly, and the clients and partners that use our data, analytics, and insights. We prioritize mitigating the impact of our operations on the planet, the people who work for us, and the communities in which we work and live. Understanding and reviewing our value chain helps identify where sustainability impacts, risks, and opportunities may arise across our upstream suppliers, own operations, and downstream users of our products and services.



[3] Downstream Tier 2 and Tier 3 are not applicable. As a B2B company, Dun & Bradstreet provides services exclusively to corporate clients and does not serve individual consumers.

Interests & Views of Stakeholders

SBM-2

Our ESG strategy is strengthened by meaningful engagement with the people and organizations connected to our business. Through regular interactions with stakeholders, we seek to understand changing priorities, concerns, and expectations. These perspectives help inform our Corporate ESG Program, guide key decisions, and support the continued evolution of our business strategy. Our 2026 double materiality assessment sought input from stakeholders to learn more about our impacts, risks, and opportunities related to ESG matters.

STAKEHOLDER	ENGAGEMENT
Clients	We encourage client feedback on our performance and products through satisfaction surveys. We regularly respond to requests regarding Dun & Bradstreet's ESG performance and strategy through Requests for Information (RFIs), sustainability disclosures (such as this report), and conversations with clients. Dun & Bradstreet routinely incorporates feedback and client expectations to strengthen our ESG strategy.
Suppliers	We engage suppliers through surveys, risk assessments, policy discussions, and RFIs. We work directly with our suppliers to set and evaluate environmental, social, and governance standards outlined in our Code of Conduct and Ethics for Third Parties.
Team Members	We prioritize regular engagement with and feedback from team members through organizational health surveys, performance review check-ins, and quarterly town halls with the Executive Leadership Team (ELT) and CEO.
Worldwide Network	At Dun & Bradstreet, we've forged unparalleled global partnerships with the world's leading business information providers. Our Worldwide Network spans continents and delivers local expertise, data, and insights. This powerful alliance ensures leaders and teams across the world can make impactful, informed decisions to manage all their business relationships.
Non-Governmental / Non-Profit Organizations	Through Dun & Bradstreet's corporate social responsibility program, called Do Good, we regularly engage with local and global charitable organizations providing monetary and in-kind donations in addition to volunteer support through our team members.

Corporate Governance

MANAGEMENT COMMITTEE

Dun & Bradstreet's Management Committee, comprised of our Executive Leadership Team, provides governance oversight of operational and strategic matters.

ENTERPRISE RISK COMMITTEE

The Enterprise Risk Committee (ERC) provides oversight of Dun & Bradstreet's risk management framework, including legal and regulatory compliance, enterprise risk assessment, cybersecurity, and ESG. Dun & Bradstreet's Chief Risk Officer serves as the Chair, and the Chief Legal Officer serves as the Vice Chair. The Enterprise Risk Committee is attended by the CEO and members of the Management Committee, who meet at least quarterly to review key enterprise risks and mitigation measures as outlined in our internal Enterprise Risk Management Policy.

- A dedicated *Cybersecurity Subcommittee*, led by our Chief Cybersecurity & Technology Risk Officer, meets monthly to provide oversight of cybersecurity risks and controls.
- The *Risk Review Team* is a subset of the ERC comprised of the Chief Risk Officer, the Chief Legal Officer, the Chief Ethics and Compliance Officer, and the Chief Cybersecurity and Technology Risk Officer.

POLICY COMMITTEE

The Policy Committee serves as the primary global oversight body for the development, review, and approval of Dun & Bradstreet's global policies and related standards. It supports the Regulatory, Compliance & Ethics Program by ensuring that policies are aligned with applicable laws and local requirements, regulatory requirements, and stakeholder expectations. The Committee promotes consistency, accountability, and an enterprise-wide culture grounded in our values and ethical principles. Composed of team members across all functional areas of our business, the Policy Committee meets monthly to oversee policy management activities.

ESG Strategy SBM-1

Dun & Bradstreet's ESG strategy focuses on the areas where we can have the greatest impact. Our three-pillar approach ensures we are focusing on aligning our material sustainability priorities with our business model, enterprise risk management approach, stakeholder expectations, and long-term value creation. The strategy is informed by our double materiality assessment, stakeholder engagement, regulatory developments, and risk management processes.

OUR PLANET

We support a more sustainable future by reducing the impact our operations and products have on the environment.

OUR PEOPLE

We invest in team member wellbeing, engagement, and development, enabling our people to deliver for our customers and give back to our communities.

OUR PURPOSE

We strive to balance our commercial obligations and responsibilities with respect for the interests of the organizations and people about whom we process data.

ESG Governance GOV-1 GOV-2 GOV-4

Dun & Bradstreet's ESG governance structure is designed to provide clear oversight, executive accountability, and cross-functional coordination for the management of environmental, social, and corporate governance matters. In 2025, investment vehicles affiliated with Clearlake Capital Group, L.P. ("Clearlake") acquired Dun & Bradstreet. Through their ownership role, Clearlake sets expectations, supports the development of ESG priorities, and monitors progress as part of their broader governance framework. This oversight is informed by the material impacts, risks, and opportunities identified through Dun & Bradstreet's double materiality assessment.

CLEARLAKE

Clearlake supports Dun & Bradstreet's ESG program, regularly providing feedback to our Executive Leadership Team and assessing our ESG performance annually.

ENTERPRISE RISK COMMITTEE

The Enterprise Risk Committee is composed of members of Dun & Bradstreet's Executive Leadership Team and oversees the development and execution of ESG strategy in alignment with business objectives and legislative requirements.

CHIEF RISK OFFICER

The Chief Risk Officer provides executive management of the ESG program and strategy, providing updates regarding risks and opportunities to inform Enterprise Risk Committee decision-making.

CORPORATE ESG TEAM

The Corporate ESG Team reports to the Chief Risk Officer and manages day-to-day execution of the ESG program and sustainability strategy. They implement the programs, practices, and policies to address ESG impacts and collaborate with other business functions to integrate ESG priorities throughout the business.

CLEARLAKE'S APPROACH TO ESG

Clearlake, a global alternative asset manager, views investing responsibly as complementary to developing strong, resilient companies that deliver long-term value. Clearlake seeks to integrate this philosophy into its investment and operational processes, engaging with management and advisors to identify and incorporate ESG considerations where they are material to a company's sector, business model, or competitive position. Clearlake is nationally certified as a minority owned business with the National Minority Supplier Development Council ("NMSDC").

Learn more about Clearlake's ESG framework:

- 2025 Sustainability Report
- ESG Policy
- Responsibility website

In 2025, Clearlake engaged a third-party advisory firm to conduct an evaluation of Dun & Bradstreet's potential material environmental, social, and governance risks and opportunities. Risks were categorized based on perceived exposure and the evaluation sought to identify and prioritize risks based on perceived exposure and Dun & Bradstreet's capacity to manage them. The assessment did not identify any material risks and highlighted emissions reduction target setting as a strategic opportunity.

Risk Management GOV-5

Enterprise Risk Management Program

At Dun & Bradstreet, we are committed to managing risk and enhancing business resiliency. Dun & Bradstreet's Enterprise Risk Management (ERM) Program, with oversight from our Chief Risk Officer and Enterprise Risk Committee, directs the management of risks that could affect our business operations, financial position, and compliance with regulations. Our internal Enterprise Risk Management Policy outlines Dun & Bradstreet's ERM framework, including risk identification, categorization, monitoring, and remediation processes. We continuously monitor changes in our business and regulatory environment and evolve our ERM framework accordingly. The ERM Program is informed by recognized risk and control frameworks, including COSO, NIST, and ISO standards, and is supported by defined roles, escalation pathways, and oversight activities. These frameworks help guide how risks are identified, prioritized, mitigated, and reported. Material risks inherent in Dun & Bradstreet's business activities are identified, assessed, reported, and monitored on a regular basis.

The transition of ESG oversight into our Risk function further integrates ESG and climate risks with enterprise risk management, operational resilience, regulatory readiness, and strategic decision-making at Dun & Bradstreet.

In 2026, climate-related risks were further incorporated into our risk universe and ERM Program through the completion of an inaugural climate risk assessment conducted in alignment with our ERM framework (leveraging the same time horizons, likelihoods, and impact levels). The climate risk assessment methodology and results can be found in *Climate Risk Assessment* and our 2025 Climate Risk Report.

Double Materiality Assessment IRO-1 SBM-2

Dun & Bradstreet has updated our double materiality assessment (DMA) for this report to reflect changes in our business, regulatory developments, and evolving stakeholder expectations. The objective of the DMA was to identify the environmental, social, and governance (ESG) topics that are most relevant to our business and stakeholders, in line with the CSRD's ESRS standards and the IFRS Sustainability Disclosure Standards.

Dun & Bradstreet collaborated with a third-party consultancy to conduct the assessment and ensure methodological rigor and accuracy. The results were reviewed through internal validation processes, including management workshops, and approved by relevant governance bodies, including ELT members and the Enterprise Risk Committee.

Methodology

We assessed each ESRS sustainability sub-topic through both impact and financial materiality lenses, informed by ESRS and IFRS standards. Impact materiality considers Dun & Bradstreet's actual or potential, positive or negative impacts on people and the environment across the short (<1 year), medium (1-5 years), and long-term (5+ years). Financial materiality considers sustainability-related risks and opportunities that could reasonably affect our financial position, financial performance, cash flow, access to finance, or cost of capital over those same time horizons.

Sustainability topics were assessed based on the severity and likelihood of actual or potential impacts across our upstream value chain, own operations, and downstream value chain. Severity considered scale and scope and, for negative impacts, the degree of

irremediability. Sustainability topics were assessed based on the magnitude and likelihood of related risks and opportunities, including their potential effect on Dun & Bradstreet's financial performance, position, and future prospects.

For both assessments, we applied defined materiality thresholds aligned with our Enterprise Risk Management framework to determine which impacts, risks, and opportunities were material. The results were aggregated at the topic level and reviewed through internal validation, helping ensure the assessment reflects relevant stakeholder perspectives, our business model, and the issues most important to long-term value creation.

Assessment Process & Stakeholder Engagement

The assessment followed a structured bottom-up approach, consistent with the ESRS, to evaluate impacts, risks, and opportunities (IROs) across Dun & Bradstreet's value chain. We identified granular IROs connected to relevant business activities, products, and ESRS sub-topics, then assessed each one individually across our upstream value chain, own operations, and downstream value chain. These results were aggregated to determine the most material sustainability topics from both impact and financial materiality perspectives, with stakeholder insights considered throughout the process. This approach helps ensure the results reflect relevant internal expertise, external stakeholder expectations, our business model, and our long-term strategic priorities.

THIS PROCESS INCLUDED:

- Peer benchmarking to understand how comparable companies report on sustainability topics and to consider external sector expectations.
- Identification of ESG topics and sub-topics based on ESRS standards and relevant entity-specific considerations.
- Value chain mapping across upstream activities, own operations, and downstream activities.
- Assessment of impacts, risks, and opportunities using defined scoring methodologies and materiality thresholds.
- Stakeholder engagement through internal interviews, functional input, and proxy surveys to capture relevant perspectives.
- Management review and validation of the final results to support alignment with business priorities, stakeholder expectations, and enterprise risk management processes.

Results IRO-2

The following material topics guide the content covered in this report and inform our ESG strategy, ERM Program, and strategic priorities:

		VALUE CHAIN IMPACTS			MATERIALITY	
MATERIAL TOPICS	**MATERIAL SUBTOPICS**	**UPSTREAM**	**OWN OPERATIONS**	**DOWNSTREAM[4]**	**IMPACT[5]**	**FINANCIAL[6]**
Climate Change E1	Climate change adaptation			●	●	●
	Climate change mitigation	●	●	●	●	●
	Energy	●	●	●	●	●
Water & Marine Resources E3	Water use	●			●	
Own Workforce S1	Working conditions		●		●	●
	Equal treatment and opportunities for all		●		●	●
	Other work-related rights		●		●	●

[4] Due to Dun & Bradstreet's B2B business model, individual consumers are not directly served, and downstream impacts are primarily linked to how other organizations and partners use our data, insights, and solutions.

[5] The following topics fell below the materiality threshold for impact materiality: Circular Economy (E5), Affected Communities (S3), Pollution (E2), and Biodiversity (E4).

[6] The following topics fell below the materiality threshold for financial materiality: Workers in the Value Chain (S2), Water and Marine Resources (E3), Resource Use & Circular Economy (E5), Pollution (E2), Biodiversity (E4), and Affected Communities (S3).

RESULTS IRO-2 CONTINUED

		VALUE CHAIN IMPACTS			MATERIALITY	
MATERIAL TOPICS	MATERIAL SUBTOPICS	UPSTREAM	OWN OPERATIONS	DOWNSTREAM	IMPACT	FINANCIAL
Workers in the Value Chain S2	Working conditions	●			●	
Business Conduct G1	Corporate culture		●		●	●
	Protection of whistleblowers		●		●	
	Corruption and bribery		●		●	●
Entity-specific: Data Handling[7] ES1	Data bias	●	●	●	●	●
	Data protection	●	●	●	●	●

[7] From a financial materiality[7] perspective, Data Handling (ES1) was the highest-scoring topic, reflecting the financial exposure that data handling risks - including breaches, regulatory penalties, and reputational damage – pose to Dun & Bradstreet.

Our Planet: Environmental Disclosures

CLIMATE CHANGE

WATER

Climate Change E1

MANAGEMENT & STRATEGY

PROCESS TO IDENTIFY MATERIAL RISKS, IMPACTS & OPPORTUNITIES

POLICIES

ACTIONS

METRICS

Management & Strategy

SBM-3

Dun & Bradstreet helps organizations make smarter decisions, manage risk, and identify opportunities through trusted business data, analytics, and AI-enabled solutions. As demand for data-intensive technologies grows, we recognize the importance of measuring, managing, and mitigating the environmental impacts associated with our digital infrastructure, cloud services, and operations.

Our environmental program focuses on the issues most relevant to our business and stakeholders, including energy use, greenhouse gas emissions, climate-related risks, supplier engagement, and data center and cloud infrastructure. In 2026, we strengthened this work by integrating climate considerations into our Enterprise Risk Management framework, completing a climate risk assessment, and improving our emissions methodology and carbon inventory to support the science-based targets we plan to set.

Dun & Bradstreet's Corporate ESG Team oversees our environmental sustainability program, including emissions measurement, tracking, and analysis, with support from an ESG data management platform and external consultants. In 2026, oversight of the Corporate ESG Program transitioned to the Chief Risk Officer, strengthening alignment with enterprise risk management,

regulatory readiness, and business resilience. The Chief Risk Officer provides quarterly updates on environmental performance and related risks to the Enterprise Risk Committee, while the ESG Team works with cross-functional partners to reduce environmental and regulatory risk and advance practical opportunities for improvement across our operations.

Transition Plan & Targets E1-1 E1-4

In 2023, Dun & Bradstreet committed to set near-term and long-term science-based greenhouse gas (GHG) emissions reduction targets, including a net-zero target, for validation by the Science Based Targets initiative (SBTi). SBTi-validated targets are aligned with climate science and support the goals of the Paris Agreement to limit global warming to 1.5°C above pre-industrial levels. In 2025, Dun & Bradstreet decided to delay our submission to SBTi to further strengthen the accuracy, completeness, and robustness of our emissions inventory. This work is intended to ensure that the near-term and long-term emissions reduction targets we set are informed by high-quality data, appropriately reflect our operations and value chain, and support meaningful emissions reductions. Dun & Bradstreet remains committed to mitigating our environmental impact and plans to submit targets to SBTi for validation in 2026, based on a 2025 baseline year that leverages improvements to our carbon inventory.

Process to Identify Material Risks, Impacts & Opportunities

IRO-1

	VALUE CHAIN IMPACTS			MATERIALITY	
MATERIAL TOPICS	UPSTREAM	OWN OPERATIONS	DOWNSTREAM	IMPACT	FINANCIAL
Climate Change E1					
Climate change adaptation			●	●	●
Climate change mitigation	●	●	●	●	●
Energy	●	●	●	●	●

Dun & Bradstreet identifies climate-related impacts, risks, and opportunities through our double materiality assessment and dedicated climate risk assessment, with a focus on the topics most relevant to our digital business model, operations, and value chain. The results help inform our ESG strategy, emissions measurement and reduction efforts, science-based target-setting process, and integration of climate considerations into our Enterprise Risk Management framework.

From an impact perspective, energy consumption and greenhouse gas emissions associated with Dun & Bradstreet's digital infrastructure and data centers may contribute to climate change and overall environmental footprint across our operations and value chain. From a financial perspective, climate-related risks and opportunities may arise from transition-related factors, such as evolving regulations, market expectations, technology developments, and client demand, as well as physical climate-related factors, such as water availability, extreme temperatures, and severe weather that may affect operations, infrastructure, suppliers, and business continuity.

Climate Risk Assessment

In 2026, we conducted a climate risk assessment for the first time, including physical and transition risks, as part of our efforts to further integrate ESG considerations into our Enterprise Risk Management framework and overall business strategy. Material physical risks (assessed under a medium-emissions scenario[8] and high-emissions scenario[9]) included the potential impacts of climate change on operations and data center infrastructure. Material transition risks (assessed under a high-emissions scenario[10] and low-emissions scenario[11]) included evolving regulations, market expectations, and technological developments. Climate risks were considered under the same time horizons, impact levels, and likelihoods as the rest of our risk universe in alignment with our ERM framework. This ensures that we maintain the appropriate level of oversight to mitigate material impacts on the business, allowing us to track changes in our risk universe and plan accordingly. We believe that our approach to environmental management, including the development of targets, action plans, and the integration of climate-related risks into our Enterprise Risk Management framework, supports the resilience of our strategy and business model in the transition to a lower-carbon economy.

For Dun & Bradstreet's complete climate risk assessment methodology and results, please see our 2025 Climate Risk Report.

Policies E1-2

Global Environmental Policy

Dun & Bradstreet is committed to promoting sustainability across our global operations and reducing our environmental impact through responsible business practices. Our Global Environmental Policy sets out the principles and operating standards that guide this work across our Company. This policy applies to all Dun & Bradstreet team members, including employees, contractors, contingent workers, and relevant third parties. Implementation of this policy is overseen by the Corporate ESG Team and is approved by the Chief Risk Officer.

AI Ethics Policy

Dun & Bradstreet's AI Ethics Policy supports the responsible design, development, deployment, procurement, and use of artificial intelligence systems across our business. In 2026, this policy was updated to include environmental sustainability and resource responsibility as a key principle and operating standard for the responsible use of AI systems at Dun & Bradstreet. The policy establishes expectations to consider environmental impacts across the AI lifecycle, including through AI risk assessments and governance reviews, and by working with data centers and other third parties that are actively engaged in reducing the environmental impact of AI within their operations. This policy applies to all Dun & Bradstreet team members, including employees, contractors, contingent workers, and relevant third parties. Implementation of this policy is overseen by the Regulatory, Compliance & Ethics Team and is approved by the Chief Ethics & Compliance Officer.

Code of Conduct and Ethics for Third Parties

We partner with third parties that meet the environmental expectations established in our Global Environmental Policy and Code of Conduct and Ethics for Third Parties (Third Party Code), which is maintained and implemented by the Chief Ethics & Compliance Officer and the Regulatory, Compliance & Ethics Team.

[8] Shared Socio-economic Pathways SSP2-4.5
[9] Shared Socio-economic Pathways SSP5-8.5
[10] International Energy Agency's Stated Policies Scenario (STEPS)
[11] International Energy Agency's Net Zero Emissions by 2050 Scenario (NZE)

Dun & Bradstreet's expectations for our third parties include:

- Implement processes for reporting violations of applicable environmental laws and regulations and ensure that appropriate steps are taken promptly to prevent, investigate, and address them.
- Monitor, report, and address their greenhouse gas emissions and other climate impacts in accordance with applicable laws and standards.
- Transition toward renewable energy usage where such an option is available.
- Track waste generated by their operations, ensure the proper handling of this waste, and take adequate steps to reuse, recycle, and decrease the amount of waste sent to landfill.

Actions SBM-3 E1-3

Our Offices

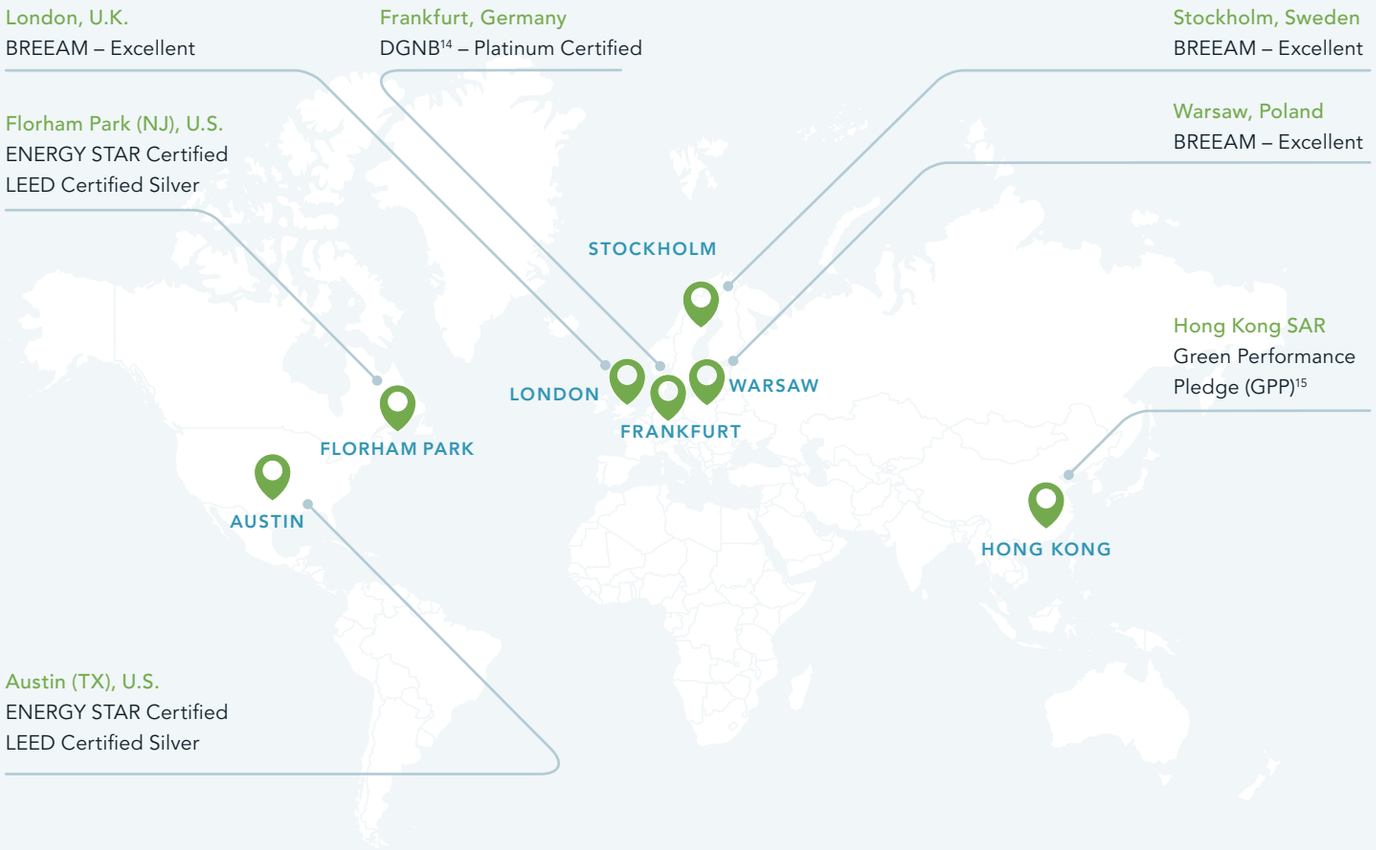


Dun & Bradstreet's headquarters in Jacksonville, Florida is the only office the Company owns. When selecting leased office spaces, we prioritize buildings with LEED[12], ENERGY STAR[13], or similar environmental certifications. We also consider proximity to public transportation to encourage sustainable commuting, in addition to offices that utilize renewable energy. Upon leasing a space, Dun & Bradstreet may also install sustainability features that promote lower energy and water consumption.

[12] LEED is a globally recognized certification for sustainable, energy-efficient, and environmentally responsible buildings.

[13] ENERGY STAR, administered by the U.S. Environmental Protection Agency (EPA), certifies that a building meets recognized energy-efficiency standards and performs better than comparable buildings in terms of energy use.

THE FOLLOWING OFFICES MAINTAIN AN EXTERNAL ENVIRONMENTAL CERTIFICATION OR HAVE PUBLIC ENVIRONMENTAL COMMITMENTS:



Environmental Management System

Dun & Bradstreet manages our environmental impacts through a structured environmental management system (EMS), with oversight by the Global Business Operations Team. The EMS supports a continuous improvement approach, enabling our Company to monitor resource use, manage waste, and enhance environmental performance across our operations.

Team members in locations covered by the EMS complete internal training on the ISO standards framework, including environmental practices and compliance requirements.

The EMS is certified to ISO 14001:2015 at our offices in:

- Dublin, Ireland
- London, U.K.
- Solna, Sweden
- Frankfurt, Germany
- Oslo, Norway
- Warsaw, Poland



of our operations[16] are covered by an environmental management system certified to ISO 14001.

[14] DGNB (Deutsche Gesellschaft für Nachhaltiges Bauen) Platinum is the highest certification awarded by the German Sustainable Building Council (DGNB), recognizing exceptional performance in sustainable building design, construction, and operation across environmental, economic, and social criteria.

[15] Green Performance Pledge (GPP) is a landlord–tenant sustainability program that promotes reductions in energy use, water consumption, and waste through collaborative environmental performance improvement initiatives.

[16] The percentage of our operations certified to ISO 14001 is calculated based on the number of team members working at each certified location.

Renewable Energy

Dun & Bradstreet is committed to reducing energy consumption across our operations, as well as adopting renewable electricity where possible. Within both owned and leased offices, we install energy-efficient features such as occupancy and motion sensors, energy-efficient lighting and HVAC systems, and low-flow appliances.



of electricity consumed at our offices in 2025 was derived from renewable sources.

In 2025, the following offices used majority-renewable or 100% renewable electricity:

80%	Center Valley	100%	Solna
100%	Dublin	100%	Urdorf
100%	Frankfurt	100%	Vienna
100%	London	100%	Warsaw
100%	Oslo	100%	Zagreb

Resource Use

Waste Management & E-waste Recycling

Waste was not identified as a material topic in Dun & Bradstreet's double materiality assessment given our limited resource use as a business that does not produce or sell physical products. However, waste, especially e-waste from our technology assets and office operations, is relevant to how we manage our environmental footprint. Responsible waste management is a key priority under our Global Environmental Policy and supports our efforts to minimize environmental impacts where possible. Across our offices, we work to reduce waste by implementing practices such as expanding recycling and composting stations and reducing single-use plastic and paper use where feasible.



of our offices in Europe do not send waste to landfill, ensuring all waste is recycled, composted, or combusted.

Dun & Bradstreet maintains a global internal E-waste Policy covering the end-of-life handling of all technology assets owned by our Company, with the goal of ensuring that no e-waste is sent to landfill. Equipment that cannot be re-marketed is securely recycled by third-party partners following proper data erasure procedures, providing Dun & Bradstreet with a Certificate of Data Destruction[17]. Where possible, Dun & Bradstreet donates used laptops and other computer equipment to charitable organizations to extend the lifespan of these electronics. Several offices also host annual e-waste recycling events open to team members' personal electronics.

E-WASTE RECYCLED

13.9 t | 0.2 tCO_2e[18]

Product Sustainability

Dun & Bradstreet integrates environmental principles into the design, development, and delivery of our products and services. As a data and analytics company, this includes improving the efficiency and resilience of the digital infrastructure that supports our solutions, such as how data is hosted, stored, processed, and deployed to clients. Where possible, we apply green coding principles to reduce redundant processes, remove unused code, optimize applications for low-bandwidth environments, minimize data transfer sizes, design scalable systems, and use automation to identify inefficiencies. For products and solutions that use artificial intelligence, we consider

[17] Dun & Bradstreet's e-waste recycling vendors hold one or more compliance certifications including E-Stewards, ADISA Fully Accredited Business, and ISO 27001.

[18] Net positive emissions are due to the processing of e-waste.

environmental impacts across the AI lifecycle by applying responsible governance practices from initial evaluation through implementation and ongoing management. Together, these practices help embed environmental considerations into product-related decisions while supporting reliable, efficient, and responsible digital solutions for our clients.

Data Centers

Data centers are essential to Dun & Bradstreet's ability to deliver reliable, high-quality solutions to clients. We recognize the environmental impacts associated with data processing, storage, and delivery, and we seek to manage these impacts responsibly through our infrastructure strategy and vendor engagement. Dun & Bradstreet works with data center providers that prioritize sustainability, energy-efficient operations, and renewable energy use. We continuously engage with and assess these providers to monitor environmental performance and impacts.

As part of our sustainable infrastructure strategy, Dun & Bradstreet has transitioned approximately 70% of our data center use to a multi-cloud environment, which enables more energy-efficient workload placement for large cloud providers. Any on-premises data centers used by Dun & Bradstreet were selected based on energy efficiency, contributing to the reduction of emissions associated with data processing and storage.



In 2025, we launched a cloud hygiene program to improve operational efficiency by identifying and decommissioning unused or obsolete resources and applications across our digital infrastructure, including storage, servers, and networks. By freeing server capacity and reducing unnecessary resource use, the program supports both energy and cost efficiency and advances our broader efforts to reduce energy consumption across the business.

Artificial Intelligence

Dun & Bradstreet integrates AI across our products and operations to accelerate innovation, improve efficiency, and support trusted, data-driven decision-making. As we scale our AI capabilities, we are working to manage related environmental impacts by engaging data center vendors and third-party suppliers that support the use of more sustainable AI infrastructure. Environmental considerations are included in our third-party compliance review process, including for vendors that use AI. We are also strengthening our ability to track scope 3 emissions associated with leased data centers and cloud providers, while providing team members with guidance and training to use AI effectively, responsibly, and sustainably.

AI ETHICS POLICY: OUR COMMITMENT TO ENVIRONMENTAL SUSTAINABILITY & RESOURCE RESPONSIBILITY



We will design, develop, deploy, procure, and use AI systems in a manner that is proportionate to their business value and associated risks, and we will seek to manage and minimize environmental impacts across the AI lifecycle.



We recognize the environmental impacts that can be caused by AI systems, and we are committed to working with data centers and other third parties that are actively engaged in reducing the environmental impact of AI within their operations.



We incorporate sustainability considerations into our AI risk assessments and governance reviews, and we provide to our stakeholders, and seek from third parties, meaningful disclosures about material environmental effects and impacts where feasible and appropriate.

Business Continuity

Dun & Bradstreet integrates climate-related risks into our Business Continuity Management Program to help minimize potential impacts to our operations, team members, clients, and partners. Because technology and physical assets are critical to service continuity, we assess risks that could affect our facilities and data infrastructure, including severe weather events such as flooding, hurricanes, and tornadoes. We monitor these risks across our global locations and maintain backup systems to support operational resilience.

We regularly test the effectiveness of our BCM program and update our Business Continuity Plan to reflect evolving stakeholder needs, technological advancements, regulatory requirements, and climate-related risks. For more information regarding our BCM Program, see Business Continuity.

Third Party Engagement

Dun & Bradstreet works with suppliers and other third parties to advance environmental accountability beyond our direct operations. Our Third Party Code communicates baseline expectations for responsible conduct, while our supplier onboarding and due diligence processes help identify environmental (and social) considerations before engagement. These reviews are designed to support informed procurement decisions, strengthen visibility into upstream dependencies, and encourage suppliers to manage issues such as energy use, greenhouse gas emissions, and resource efficiency in line with applicable requirements and Dun & Bradstreet policies. See Our Value Chain – Metrics for more information.

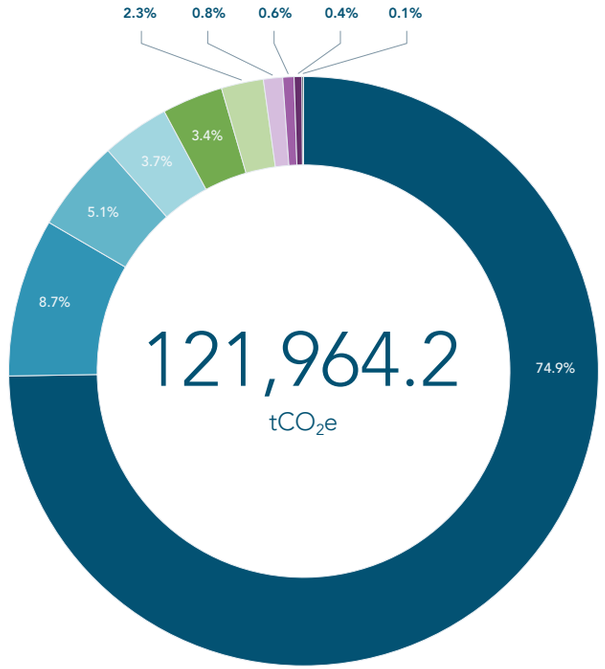
Metrics

In 2025, Dun & Bradstreet prioritized improving the quality, accuracy, auditability, and completeness of our environmental and emissions data, with a particular focus on scope 3 supply chain emissions. These improvements support greater transparency into our environmental impacts and the development of meaningful emissions reduction targets. Key actions included transitioning to a new ESG data management platform, refining emissions calculation methodologies, expanding inventory coverage, updating data collection processes, and increasing collaboration with internal business functions and external vendors to improve data accessibility. Going forward, 2025 data will serve as the baseline for future reporting and target setting. Due to the comprehensive methodology updates implemented throughout our 2025 emissions inventory, previous years' data was determined to be incomparable and has not been included in this report. Refer to the Methodology Note in the Appendix for a detailed accounting of our emissions calculation methodologies and how each emissions scope and category is defined.

Greenhouse Gas Emissions E1-6 GRI 102-5 GRI 102-6 GRI 102-7

Scope 1	435.9
Scope 2: location-based	2,043.4
Scope 2: market-based	1,696.2
Total emissions from operations: location-based	2,479.3
Total emissions from operations: market-based	2,132.1
Upstream scope 3 emissions	120,889.0
3.1: Purchased goods and services	91,330.8
3.2: Capital goods	10,630.4
3.3: Fuel and energy-related activities	769.4
3.4: Upstream transportation and distribution	2,826.3
3.5: Waste generated in operations	527.6
3.6: Business travel	4,094.2
3.7: Employee commuting and remote working	6,166.5
3.8: Upstream leased assets	4,543.8
Downstream scope 3 emissions	1,075.2
3.11: Use of sold products	93.2
3.13: Downstream leased assets	982.1
Total scope 3 emissions[19]	121,964.2
Total emissions (scope 2: market-based)	124,096.3
Total emissions (scope 2: location-based)	124,443.5

Scope 3 Emissions



3.1 Purchased goods and services	74.9%
3.2 Capital goods	8.7%
3.7 Employee commuting	5.1%
3.8 Upstream leased assets	3.7%
3.6 Business travel	3.4%
3.4 Upstream transportation and distribution	2.3%
3.13 Downstream leased assets	0.8%
3.3 Fuel and energy-related activities	0.6%
3.5 Waste generated in operations	0.4%
3.11 Use of sold products	0.1%

[19] Scope 3 emissions are calculated using a market-based approach.

Energy Consumption Mix E1-5 GRI 103-2 SASB TC-SI-130a.1

ENERGY CONSUMPTION WITHIN OPERATIONS	MWH	GJ
Fuel consumption from natural gas, petroleum products and other fossil sources[20]	2,007.4	7,226.6
Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	4,713.3	16,967.8
Total fossil energy consumption[21]	6,720.7	24,194.4
Fuel consumption from biofuel and waste	24.6	88.6
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable	2,551.1	9,184.0
Total renewable energy consumption	2,575.7	9,272.6
Share of renewable sources in total energy consumption (%)	28%	28%
Total energy consumption[22]	9,296.4	33,467.0

[20] Natural gas is predominantly used for heating purposes across our office locations.

[21] Total fossil energy consumption is calculated by adding *Fuel consumption from natural gas, petroleum products and other fossil sources* and *Consumption of purchased or acquired electricity, heat, steam and cooling from fossil sources.*

[22] Total energy consumption is calculated by adding *Total fossil energy consumption* and *Total renewable energy consumption.*

Water E3

MANAGEMENT & STRATEGY

PROCESS TO IDENTIFY MATERIAL RISKS, IMPACTS & OPPORTUNITIES

POLICIES

ACTIONS

METRICS

Management & Strategy

SBM-3

Dun & Bradstreet's direct water use is limited because we do not manufacture or sell physical products. However, we recognize that water-related impacts may occur across our upstream value chain, particularly through third-party data center vendors that support data processing, storage, and delivery. As demand for digital infrastructure grows, responsible water management is an important part of understanding our broader environmental footprint.

We manage water-related impacts by focusing on the parts of our value chain where water use is most relevant, particularly third-party data center operations. We assess these impacts through our materiality and climate risk assessments and engage relevant suppliers on their environmental practices to recognize opportunities to improve responsible water management across our value chain. The Enterprise Risk Committee maintains oversight of relevant policies, practices, and programs, informed by the results of the double materiality assessment, with periodic updates provided by the Chief Risk Officer.

Process to Identify Material Risks, Impacts & Opportunities

IRO-1

	VALUE CHAIN IMPACTS			MATERIALITY	
MATERIAL TOPICS	UPSTREAM	OWN OPERATIONS	DOWNSTREAM	IMPACT	FINANCIAL
Water & Marine Resources E3					
Water use	●			●	

Water use was identified as material to Dun & Bradstreet's upstream value chain because our digital products and services depend on third-party data center providers that process, store, and deliver data to clients. While our direct water use is limited primarily to office operations, data centers may use water for cooling, humidity control, and other functions essential to reliable digital infrastructure. As a result, our most relevant water-related impacts are indirect and occur through the suppliers and infrastructure partners that support our data and analytics solutions. Our assessment therefore focuses on upstream providers where water use is most connected to service delivery. Based on our current business model and assessment results, we have not identified material water-related financial risks or opportunities.

Policies E3-1

Global Environmental Policy

Dun & Bradstreet's Global Environmental Policy provides the foundation for our approach to water management. The policy promotes responsible and efficient use of natural resources, including water, and supports efforts to prevent, reduce, and manage environmental impacts associated with our business activities and value chain.

Code of Conduct and Ethics for Third Parties

Through our Code of Conduct and Ethics for Third Parties, Dun & Bradstreet sets expectations for suppliers to use natural resources responsibly, reduce water consumption where practical, and manage environmental impacts associated with their operations.

Actions E3-2

Although our direct water use is limited, we take practical steps to reduce consumption in our offices, including selecting spaces with water-efficient features and installing low-flow plumbing and motion-sensor faucets where feasible. Our broader water-related impacts are primarily upstream, where third-party vendors may use water to cool their data center infrastructure. To help manage these impacts, Dun & Bradstreet prioritizes data center partners that are investing in technologies and operational practices designed to reduce water consumption and improve resource efficiency. Three of our top data center vendors by spend have implemented solutions or made commitments such as:

- Committing to becoming water positive by 2030 by replenishing more water than they consume.
- Pursuing alternative and reclaimed water solutions to protect water resources that would otherwise be wasted or unusable.
- Using more efficient cooling systems that reduce energy consumption without increasing water usage on a per-megawatt basis.
- Prioritizing air cooling over water-based cooling systems where possible.

Metrics

Dun & Bradstreet does not currently disclose water consumption metrics, as the process of implementing the data collection processes needed for reliable reporting is ongoing. We plan to work with our leased facilities and data center vendors to understand and report on water consumption and related impacts in the future.

Our Purpose: Governance Disclosures

RESPONSIBLE BUSINESS CONDUCT

ENTITY-SPECIFIC: DATA HANDLING

Responsible Business Conduct G1

MANAGEMENT & STRATEGY

PROCESS TO IDENTIFY MATERIAL RISKS, IMPACTS & OPPORTUNITIES

POLICIES

ACTIONS

METRICS

Management & Strategy

SBM-3

Ethical business conduct is a core component of Dun & Bradstreet's corporate governance framework. Our clients rely on us to provide insights that support data-driven business-critical decisions, making integrity, ethical conduct, and strong governance foundational to our reputation. A strong culture of ethics and effective controls supports resilience, strengthens client relationships, and reinforces our business strategy. Ethical conduct is critical not only to helping us maintain our reputation as a trusted partner but also to minimize legal and regulatory risk. Everyone at Dun & Bradstreet, including non-sales team members, has an obligation to make sure our business practices are fair, ethical, and compliant with local laws and regulations.

Our Regulatory, Compliance & Ethics Program, overseen by the Chief Ethics & Compliance Officer, helps embed these expectations across our operations and value chain through our Ethical North Star, 5Rs Model, and Code of Conduct and Ethics. Our Regulatory, Compliance & Ethics Team establishes the processes, policies, and standards used to identify, assess, mitigate, and remediate conduct-related risks and impacts, while reinforcing our foundation of ethics and integrity.

These programs and their supporting management systems are coordinated through cross-functional bodies, including the Enterprise Risk Committee, Policy Committee, FTC Oversight Committee, and AI Governance Council. The Enterprise Risk Committee oversees relevant policies, practices, and the management approach for this topic, informed by our double materiality assessment. The Chief Risk Officer and the Chief Ethics & Compliance Officer provide periodic updates regarding business conduct impacts to the Enterprise Risk Committee and Management Committee. The Chief Ethics & Compliance Officer also leads quarterly cross-functional Regulatory, Compliance & Ethics reviews with leaders across the Company to identify, prioritize, and mitigate regulatory, compliance, and ethics risks in our solutions, processes, and operations.

5 Ethical Principles

Our Compass for Making Good Decisions



ACCOUNTABLE

Our leadership consistently demonstrate the importance of doing business the right way and complying with our Code of Conduct and applicable laws and regulations.



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.



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.



RESPECTFUL

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



RESPONSIBLE

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

Process to Identify Material Risks, Impacts & Opportunities

IRO-1

	VALUE CHAIN IMPACTS			MATERIALITY	
MATERIAL TOPICS	UPSTREAM	OWN OPERATIONS	DOWNSTREAM	IMPACT	FINANCIAL
Business Conduct G1					
Corporate culture		●		●	●
Protection of whistleblowers		●		●	
Corruption and bribery		●		●	●

Our 2026 double materiality assessment identified corporate culture, whistleblower protection, and corruption and bribery as material because of their importance to trust, integrity, and business resilience. These topics were assessed as potential, rather than actual, impacts, reflecting the preventive role of Dun & Bradstreet's governance framework, ethics program, and internal controls. Strong corporate culture and trusted reporting channels ensure concerns are raised and addressed appropriately, while weaknesses could increase the risk of unethical conduct, regulatory action, reputational harm, higher compliance costs, lost business opportunities, and reduced stakeholder confidence.

Policies G1-1

Code of Conduct and Ethics

Our Code of Conduct and Ethics (the Code) sets the standard for Dun & Bradstreet's corporate culture and operational standards for all team members. The Code helps manage potential negative impacts related to business conduct, including anti-corruption, conflicts of interest, fair dealing, data stewardship, respectful workplaces, and compliance with applicable laws and regulations.

At the start of employment and annually thereafter, every team member must affirm their commitment to Dun & Bradstreet's Code by completing our annual Protect the Franchise training. This training covers expectations relating to anti-discrimination, environmental sustainability, human rights, fair and ethical business practices, and responsible data management.

As a condition of employment, team members certify that they:

- have read the Code and understand their responsibility to comply with its principles and related policies
- unless otherwise disclosed, have no interests that could be deemed a conflict of interest and will disclose any conflicts that arise in the course of employment
- will comply with our Company's policies prohibiting discrimination, harassment, and retaliation
- are not aware of, and have not undertaken, any transaction or arrangement that could be deemed a related-party transaction
- have not violated the Code or any applicable laws in connection with Dun & Bradstreet's business or are aware of such violations by others, including employees or business partners

Violations of the Code, applicable laws, or Company policies may result in disciplinary action, up to and including termination and legal consequences.

Anti-Bribery & Anti-Corruption Policy

Through our Anti-Bribery and Anti-Corruption Policy, Dun & Bradstreet reinforces our commitment to ethical business conduct and compliance with applicable laws. Bribery and corruption in any form are prohibited, including improper payments or benefits intended to influence business decisions or secure an improper advantage. The policy also sets expectations for third-party due diligence, books and records, gifts and hospitality, charitable contributions, facilitation payments, and interactions with public officials.

Speak Up and Non-Retaliation Policy

Consistent with our values and ethical principles, we encourage team members and third parties to raise concerns about potential non-compliance or unethical behavior. Our Speak Up and Non-Retaliation Policy supports and protects those who raise compliance and ethics concerns. We take seriously any disclosure of an issue, incident, concern, or risk within the Company, by a director or officer of the Company, or by any team member or third party. We support all team members and encourage an open and transparent workplace where everyone feels safe to report any issues, incidents, or concerns that they may have, without fear of retaliation. We comply with all aspects of whistleblowing legislation in the countries in which we operate and provide numerous global and local reporting channels for workers and third parties to confidentially report concerns, including a potential breach of law, violations of our Code of Conduct and Ethics and other policies, and non-compliance with Company processes.

Conflict of Interest Policy

We maintain a Conflict of Interest Policy to support objective decision-making and protect the integrity of our business practices. The policy requires employees to identify and disclose any circumstances that may create actual, potential, or perceived conflicts between personal interests and those of our Company.

Incident & Breach Response Policy

Our Regulatory, Compliance & Ethics Team promptly gathers facts and objectively investigates whistleblower reports, data incidents, and compliance concerns reported through our Global Compliance & Ethics Helpline and other available channels. In line with the Incident & Breach Response Policy, medium and high-severity issues are escalated to the Chief Ethics & Compliance Officer for evaluation and oversight. Reports are handled confidentially, and substantiated violations may result in disciplinary action up to and including termination of employment, civil or criminal referral, and recovery of damages, as warranted by the facts and applicable law.

Actions SBM-3

5Rs Model

Building on a nearly 200-year heritage, how we operate is integral to our growth and to maintaining trust in our Company and in global business ecosystems. Dun & Bradstreet's 5Rs model, designed and managed by our Regulatory, Ethics & Compliance Team and Chief Ethics & Compliance Officer, supports our Company in operating and growing our business consistent with our Ethical North Star. Our corporate values and ethical principles provide the foundation for our Ethical North Star which guides us through five simple points for managing many layers of regulatory complexity in an evolving data and digital environment. Regulatory, Compliance & Ethics Program reviews and documentation are coordinated globally through the 5Rs Model. This approach supports the production of resources and insights for our customers and other stakeholders which we make available in our Privacy, Data Transparency, and AI Trust Centre. In 2025, we introduced and refined an automated risk-based attestation to our 5Rs model to enhance shared accountability for regulatory, compliance, and ethics across our business.

Each "R" is an important part of how we foster trust and credibility among all stakeholders, including our clients, partners, shareholders, and team members:

- **RISK** to our business, the businesses and people about whom we process data, the markets we serve, and the communities we operate must be identified, evaluated, and mitigated in accordance with applicable laws and corporate risk tolerance
- **REGULATORY** requirements must be managed effectively for us to maintain our ability to operate
- **RESPONSIBILITY** in the methods we use to attain our business goals enables us to build upon nearly two centuries of experience
- **REPUTATION** is foundational to the trust that wins and retains clients
- **RESILIENCE** focuses us beyond the immediate task at hand to strategies that drive outcomes for continued long-term success

OUR ETHICAL NORTH STAR



Business Continuity

Resilience is one of the 5 Points of our Ethical North Star that guides how we operate and grow our business. With a history of nearly two centuries, Resilience is demonstrated through our track record of focusing beyond just the immediate task at hand to strategies that drive outcomes for continued long-term success. Through our Business Continuity Program (BCP), Dun & Bradstreet identifies our most time-sensitive activities and the resources on which our business relies to deliver value and meet stakeholder expectations, understand risks that could threaten resource availability, and develop strategies that reasonably mitigate or manage risk. Dun & Bradstreet diligently maintains, updates, and tests our BCP which is managed by the Chief Risk Officer. Our internal Business Continuity Policy provides a framework aligned with ISO 22301 for managing business continuity-related risk and ensuring business continuity is integrated into the culture of the organization. Refer to Dun & Bradstreet's ICT Risk and Digital Operational Resilience Position Statement for more information regarding our approach to digital operational resilience.

Global Compliance & Ethics Helpline

At Dun & Bradstreet, we are fully committed to establishing a speak up and non-retaliation culture that provides for the safety and security of our employees, office space, visitors, and information. Our Global Compliance & Ethics Helpline further supports this approach by providing employees, contractors, suppliers, clients, and members of the general public with channels to ask questions or report concerns, including workplace issues, harassment, theft, substance abuse, unsafe conditions, and other potential misconduct. Reports may be made confidentially or anonymously, where permitted by law, in more than 60 languages, and all reports are reviewed and investigated under defined fact-finding procedures.

Prevention & Detection of Corruption and Bribery G1-3

Dun & Bradstreet conducts business in line with strict ethical standards and maintains a zero-tolerance approach to corruption and bribery in accordance with our Anti-Bribery and Anti-Corruption Policy and Code of Conduct and Ethics. Allegations of misconduct may be reported through established reporting channels, such as our Helpline, and are reviewed and investigated in accordance with internal procedures that support objectivity, confidentiality, and integrity. All team members, including members of our Executive Leadership Team, are required to review and comply with the policy and Code in addition to completing mandatory annual anti-bribery and anti-corruption training. This training supports awareness of relevant policies, procedures, and expected conduct for identifying and addressing corruption and bribery risks. 100% of team members and governance body members completed this training in 2025.



In 2025, 100% of our operations were assessed for corruption risk. Dun & Bradstreet reported 0 convictions, fines, or actions related to breaches of anti-corruption and anti-bribery laws, procedures, or standards during the reporting period.

Anti-competitive Behavior

In alignment with global regulations and the standards set forth in our Code of Conduct and Ethics, as well as our Global Competition Law Policy, Dun & Bradstreet prohibits team members from entering into any agreement with a competitor that unreasonably restricts competition. Refer to our Global Competition Law Policy and the *Dealing with Competitors* section of the Code for more information.

Compliance with Laws & Regulations

Dun & Bradstreet prioritizes compliance with applicable local and global laws and regulations in the jurisdictions where we operate. Our Regulatory, Compliance & Ethics Program, led by the Chief Ethics & Compliance Officer, is responsible for overseeing regulatory compliance.

0

In 2025, we had no significant instances of non-compliance with laws or regulations and incurred no associated fines.

Political Influence & Lobbying Activities G1-5

Our internal Political Activities and Lobbying Policy governs political contributions and lobbying-related activities. Political contributions are subject to review by the Regulatory, Compliance & Ethics Team and approval by the Chief Legal Officer prior to disbursement. The Chief Ethics & Compliance Officer provides an annual report to the Enterprise Risk Committee covering any political contributions made during the year. Dun & Bradstreet voluntarily discloses the portion of payments that major U.S.-based trade associations and other tax-exempt organizations report to the Company as having been used for political activity where annual payments equal or exceed $50,000. Dun & Bradstreet also monitors relevant lobbying transparency obligations in jurisdictions where such requirements apply.

In 2025, no U.S.-based trade association or tax-exempt organization that received $50,000 or more from Dun & Bradstreet reported using any portion of those payments for political activities. We also made no financial or in-kind political contributions throughout the year.

Value Chain Expectations G1-2

Dun & Bradstreet's third parties are expected to uphold our standard for responsible business conduct. As outlined in our Code of Conduct and Ethics for Third Parties (Third Party Code), we set expectations for third-party practices across human rights, labor, environmental responsibility, business ethics, and governance.

During supplier selection and onboarding, we consider relevant social, ethical, legal, and environmental criteria. Prospective suppliers must meet defined risk thresholds before approval, and higher-risk third parties are subject to enhanced due diligence and, where appropriate, additional contractual controls.

To maintain these standards, we use centralized contract repositories and contract lifecycle management processes, conduct periodic compliance reviews, and engage suppliers to address identified concerns. Repeated or serious non-compliance with the Third Party Code may lead to remediation requirements, contractual restrictions, or termination of the business relationship.

Metrics

Corruption & Bribery Metrics G1-4

METRICS		2025	2024	2023
Anti-Corruption & Anti-Bribery Compliance	Total convictions for violation of anti-corruption and anti-bribery laws	0	0	0
	Total value of fines for violation of anti-corruption and anti-bribery laws ($USD)	$0	$0	$0
	Total actions taken to address breaches in procedures and standards of anti-corruption and anti-bribery[23]	0	0	0
Confirmed Incidents of Corruption GRI 205-3	Total confirmed incidents of corruption	0	0	0
	Total confirmed incidents in which employees were dismissed or disciplined for corruption	0	0	0
	Total confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	0	0	0
	Total public legal cases regarding corruption brought against Dun & Bradstreet or our employees	0	0	0

[23] Actions taken are defined according to Dun & Bradstreet policies.

CORRUPTION & BRIBERY METRICS (G1-4) CONTINUED

METRICS		2025	2024	2023
Communication & Training About Anti-Corruption Policies & Procedures GRI 205-2	Percentage of employees that have received training on anti-corruption[24]	100%	100%	100%
	Percentage of governance body members[25] that have received training on anti-corruption	100%	100%	100%
	Percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to	100%	100%	100%
	Percentage of employees that the organization's anti-corruption policies and procedures have been communicated to	100%	100%	100%
Operations Assessed for Corruption Risk GRI 205-1	Percentage of operations assessed for corruption risk	100%	100%	100%

Anti-competitive Behavior Metrics

METRICS		2025	2024	2023
Incidents of Anti-Competitive Practices GRI 206-1	Total number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the Company has been identified as a participant	0	0	0

[24] Training on anti-corruptions includes new hire and annual compliance training, communications on the intranet and email messages, and various other awareness campaigns.

[25] Governance body members are defined as members of Dun & Bradstreet's Executive Leadership Team.

Political Influence & Lobbying Metrics G1-5

METRICS		2025	2024
Political Influence & Lobbying Activities	Financial political contributions made ($USD)	$0	$0
	In-kind political contributions made ($USD)	$0	$0

Compliance with Laws and Regulations

METRICS		2025	2024	2023
Legal & Regulatory Compliance Metrics GRI 2-27	Total number of significant instances of non-compliance with laws and regulations	0	0	0
	Total number of fines for instances of non-compliance with laws and regulations that occurred in the current reporting period	0	0	0
	The total monetary value of fines for instances of non-compliance with laws and regulations that occurred in the current reporting period ($USD)[26]	$0	$0	$0

Communication of Critical Concerns

METRICS		2025	2024	2023
Communication of Critical Concerns GRI 2-16 [27]	Total number of critical concerns that were communicated to the highest governance body during the reporting period	0	0	0

[26] On January 14, 2026, the U.S. Department of Justice announced that the United States District Court for the Middle District of Florida had entered a stipulated order resolving a case against the Company. Under the court's order, the Company paid a $2,063,000 civil penalty and has distributed customer refunds, in addition to the $924,590 of customer refunds that the Company had previously issued voluntarily. Under the court's order, the Company is obligated to issue $2,785,786 in customer refunds.

[27] As defined by GRI, critical concerns include concerns about a company's potential and actual negative impacts on stakeholders raised through grievance mechanisms and other processes. They also include concerns identified through other mechanisms about organizations' business conduct in its operations and business relationships.

Entity-specific Topic: Data Handling ES1

MANAGEMENT & STRATEGY

PROCESS TO IDENTIFY MATERIAL RISKS, IMPACTS & OPPORTUNITIES

POLICIES

ACTIONS

METRICS

Management & Strategy

SBM-3

At Dun & Bradstreet, our commitment to effective data compliance, ethics, and management is at the heart of our role as a leading global provider of business decisioning data and analytics. We believe that sound governance, classification, handling, transparency, risk management, and stewardship of data are foundational to delivering meaningful data-driven insights and enabling informed decisions and improved outcomes. As a responsible data steward, we balance our commercial obligations and responsibilities with respect for the interests of individuals and entities about whom we process data. Responsible data management and cybersecurity are fundamental to Dun & Bradstreet's ability to operate with integrity and maintain trust across our global network. As a data-driven business, our role in providing reliable insights and analytics makes the secure, accurate, and responsible use of data essential to our operations and value proposition.

Risks related to the protection of data, data integrity, and potential limitations in data representativeness may result in regulatory scrutiny, operational disruption, reputational damage, and reduced stakeholder confidence, potentially affecting client relationships and long-term competitiveness. Strong data governance, cybersecurity controls, and responsible data practices support resilience,

enhance product quality, and reinforce our business strategy. Data protection and data bias were identified as material entity-specific sub-topics through our 2026 double materiality assessment.

Dun & Bradstreet's approach to data protection and managing risks related to data bias is embedded in our broader data governance and compliance framework, which supports our data-driven business model. As a provider of data and analytics solutions, our Company's ability to deliver trusted and reliable insights depends on the quality, integrity, and responsible use of data. Through our Data Compliance and Ethics Policy and AI Ethics Policy, Dun & Bradstreet integrates risk-based assessments, data governance controls, and ethical standards into our operations. These frameworks are designed to mitigate risks related to data privacy, bias, and fairness, while supporting the development and delivery of high-quality data solutions. This approach aligns with our business model and reinforces trust with clients and stakeholders, while supporting compliance with evolving regulatory and ethical expectations.

The Regulatory, Compliance & Ethics Program and Cybersecurity Program set the strategy and oversee the implementation of data protection and data bias management at Dun & Bradstreet. The Enterprise Risk Committee maintains oversight of relevant policies, practices, and management approach, informed by the results of the double materiality assessment, with periodic updates provided by the Chief Risk Officer, the Cybersecurity and Technology Risk Officer, and the Chief Ethics & Compliance Officer to the Enterprise Risk Committee.

Governance of these topics is additionally supported through coordination across Regulatory, Compliance & Ethics, Legal, Risk, Cybersecurity, Technology, Enterprise Data Governance, Data & Analytics, and Product functions, with governance processes and management systems designed to monitor regulatory developments, control effectiveness, emerging data risks, and the responsible deployment of data-driven technologies, including AI systems, AI agents, and other AI-enabled use cases.

Process to Identify Material Risk, Impacts & Opportunities

IRO-1

	VALUE CHAIN IMPACTS			MATERIALITY	
MATERIAL TOPICS	UPSTREAM	OWN OPERATIONS	DOWNSTREAM	IMPACT	FINANCIAL
Entity-specific Topic: Data Handling ES1					
Data bias	●	●	●	●	●
Data protection	●	●	●	●	●

Dun & Bradstreet identified data protection and data bias as material topics through our 2026 double materiality assessment (DMA), reflecting the central role of data in our business model, products, and solutions. As a provider of commercial data and analytics, we recognize that how data is sourced, processed, protected, and applied is critical to maintaining trust and supporting responsible decision-making. Our assessment considered data privacy, security, integrity, transparency, and permissible use of data, as well as the potential for bias in large-scale data processing, model-based analytics, credit decisioning, risk analytics, and other data-driven applications. These topics were assessed as material because inadequate safeguards, incomplete or non-representative data, or weaknesses in model design could lead to unintended outcomes, regulatory scrutiny, remediation costs, reputational harm, and reduced stakeholder confidence. Managing these risks is essential to our role in supporting critical business decisions and maintaining trust in our data, analytics, and insights.

Policies

Privacy, Data Transparency, and AI Trust Centre

For nearly 200 years, Dun & Bradstreet has served as a trusted provider of data, analytics, and business insights. Today, that responsibility extends to how we incorporate artificial intelligence systems across our solutions. Designed by our Regulatory, Compliance & Ethics Team, our Privacy, Data Transparency, and AI Trust Centre provides a governance framework for how we manage privacy and data protection, cybersecurity and data security, and responsible AI. The following core policies provide the foundation for this work:

- Data Compliance and Ethics Policy
- Privacy and Personal Data Protection Policy
- Global Data Subject Rights Policy
- Records Management and Data Retention Policy
- AI Ethics Policy
- Global Cross Border Privacy Management System Policy
- Incident and Breach Response Policy

These policies support the responsible handling, governance, and use of data across our products and operations, providing a strong framework for reducing risks associated with data protection and data bias. We also maintain an internal Information Security Policy that supports compliance and effective risk management for information security across Dun & Bradstreet and helps fulfill global statutory, regulatory, contractual, and certification obligations.

By providing accessible information about how we collect, process, protect, and use data and AI, the Trust Centre supports accountability, strengthens digital trust, and helps clients, partners, regulators, and other stakeholders evaluate the governance practices that underpin our data and analytics solutions.

DATA PRIVACY WEEK & DATA PROTECTION DAY

In 2025, Dun & Bradstreet celebrated Data Privacy Week, an international effort to empower individuals and businesses to respect privacy, safeguard data and enable trust. During this week, the Regulatory, Compliance & Ethics Team led educational sessions, including a panel discussion on how AI and privacy shape our work today and how strong governance enables ethical, secure, and confident adoption throughout our Company. This event highlights our Company's prioritization of enabling team members to be aware of and accountable for best practices in data privacy and responsible AI.

Data Compliance and Ethics Policy

Dun & Bradstreet's Data Compliance and Ethics Policy provides a framework for compliance and effective risk management across data security, data protection, artificial intelligence, and other data and information laws, rules, regulations, external frameworks, and standards globally. It requires data assets and use cases to be governed, classified, documented, and assessed based on risk, and sets standards for how Dun & Bradstreet minimizes inaccuracies, inconsistencies, bias, and unfairness.

AI Ethics Policy

The AI Ethics Policy provides requirements for ethics by design, transparency, explainability, fairness, non-discrimination, human oversight, safety, quality, accuracy, and ongoing monitoring for Dun & Bradstreet products where AI is used. The policy requires ethical impact assessments and other risk-based evaluations to identify and mitigate potential bias, unfair outcomes, and other risks across the AI lifecycle.

Actions SBM-3

Cybersecurity

Dun & Bradstreet is committed to protecting all information assets across our Company, including safeguarding the confidentiality, integrity, and availability of information assets through security measures and regulatory standards. Dun & Bradstreet's Chief Cybersecurity & Technology Risk Officer manages our robust Cybersecurity and Global Security and Risk (GSR) Program, and is responsible for our internal Information Security Policy, which defines our enterprise-wide information security framework.

In 2025, the Global Security and Risk Team enhanced our proprietary Application Scorecard, providing a data-driven view of cybersecurity risk across critical applications and business segments. This capability embeds consistent, measurable metrics into governance processes, improving risk transparency, prioritization, and executive decision-making.



of our operations[28] are covered by an information security management system certified to ISO 27001/27701

[28] The percentage of our operations certified to ISO 27001/27701 is calculated based on the number of team members working at each certified location.

Cybersecurity Attestations & Certifications

Dun & Bradstreet's information security program framework and control requirements align with various regulations and standards, such as the SOC 2 Type 2 (certified by Schellman & Co.), PCI DSS, ISO, NIST, OWASP, and more, demonstrating strong governance and independent validation of our security controls. Our SOC 2 attestation is maintained and updated annually, covering our primary solutions and capabilities, while PCI DSS compliance is achieved across our Central Payment System and Small Business units.

As part of our ongoing commitment to security, the following 16 Dun & Bradstreet locations have information security management systems certified to ISO/IEC 27001:2022. Dun & Bradstreet's commitment to seeking certification of our Information Security Management Systems is demonstrated by securing two additional locations during 2025.



ASIA

- Bengaluru, India
- Mumbai – Turbhe India
- Mumbai – BKC, India
- Hainan, China Mainland
- Shanghai, China Mainland
- Hong Kong SAR
- **Taipei, Taiwan Region**



EUROPE

- Frankfurt, Germany
- **Helsinki, Finland**
- Oslo, Norway
- Solna, Sweden
- Warsaw, Poland
- Dublin, Ireland
- London, U.K.
- Søborg, Denmark
- Urdorf, Switzerland

800

Throughout 2025, Dun & Bradstreet achieved and maintained a BitSight Security Rating of 800, positioning our Company among the top tier of industry peers and reflecting a strong and consistently improving cybersecurity posture. BitSight ratings provide an objective, data-driven measure of cybersecurity performance, derived from externally observable evidence such as network security practices, vulnerabilities, and incident indicators.

Data Privacy

Data Privacy Certifications

Our Trust Centre sets forth information about our accountability approach to cross-border data transfers, including our certifications and recognitions, such as our Verified Privacy and APEC Privacy certifications from TRUSTe, with our various stakeholders. The Trust Centre also includes details on our Data Privacy Framework compliance, based on our Global Cross-Border Privacy Management System Policy. In addition to having our Privacy Information Management System (PIMS) certified to ISO 27701:2019 in 16 locations, Dun & Bradstreet has achieved compliance with the Cross-Border Privacy Rules (CBPR) system since 2023. Additionally, in 2025, we were independently verified as compliant with the EU-U.S. Data Privacy Framework (DPF), the U.K. extension to the E.U.-U.S. DPF, and the Swiss-U.S. DPF.

Since 2016, we have upheld multilateral standards to provide assurance for how we manage our cross-border privacy and data protection obligations and to support our certifications under the following frameworks recognized by regulators:

- E.U.-U.S. Privacy Shield (2016)
- Swiss-U.S. Privacy Shield (2017)
- E.U.-U.S. Data Privacy Framework (2023)
- Swiss-U.S. Data Privacy Framework (2023)
- U.K. Extension to E.U.-U.S. Data Privacy Framework (2023)
- APEC Cross-Border Privacy Rules System (2023)
- TRUSTe Responsible AI Certification (2024)
- Global Cross Border Privacy Rules (2025)

Responsible AI Program

Dun & Bradstreet is committed to the responsible use of AI, the development and deployment of AI systems and agents, and the implementation of responsible AI solutions that accelerate innovation, improve efficiency, enable reliable data-driven decision-making, and contribute to sustainable growth.

Our AI Ethics Policy establishes our baseline principles and operating standards for the ethical use of AI, including the design and implementation of AI systems consistent with our Code of Conduct and Ethics and our Data Compliance and Ethics Policy Statement. The policy covers all technologies that are, or rely on, AI systems. AI systems are defined as machine-based systems that, for explicit or implicit objectives, infer from the input they receive how to generate outputs such as predictions, content, recommendations, or decisions that can influence physical or virtual environments, in alignment with the Organization for Economic Co-operation and Development (OECD). Where applicable laws, rules, regulations, contractual obligations, or other Dun & Bradstreet policies require a higher standard, we will follow those requirements. In 2026, we updated our policy to include environmental sustainability as a core principle and operating standard of our AI Ethics Policy, recognizing the impact AI has on the environment and detailing our approach to ensuring our products reduce harm. In 2025, we also introduced an internal AI Agents and Agentic AI Deployment Framework to enable Dun & Bradstreet to embrace and democratize agent creation and use responsibly. It outlines a tiered standard for deploying agentic AI systems internally and for customers, categorizing them by functionality, data sensitivity, risk level, and autonomy, and specifying the regulatory, ethical, and security requirements for each tier.

OUR AI STANDARDS

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

AI Governance Council

Our AI Governance Council (AIGC) is the sole enterprise-wide governance body responsible for the strategic oversight and responsible use of AI at Dun & Bradstreet. The AIGC operates under and gives effect to Dun & Bradstreet's AI Ethics Policy and its supporting implementation standard. The Council evaluates risks associated with proposed AI use cases that are deemed moderate or higher risk during the AI lifecycle. It also supports the enablement of Dun & Bradstreet's AI strategy by promoting AI literacy and monitoring the effectiveness and residual risks of specific approved AI use cases. The Council is co-chaired by the Chief Cybersecurity & Technology Risk Officer and the Chief Ethics & Compliance Officer with membership including other leaders across compliance and ethics, cybersecurity, data governance, data science, intellectual property, product, and ESG.

AI Certifications

In 2025, Dun & Bradstreet received TrustArc's TRUSTe Responsible AI Certification for our strong commitment and adherence to responsible AI governance. To receive this certification, Dun & Bradstreet's AI Governance Program met TRUSTe's Responsible AI Certification Assessment criteria, which includes confirmation that our Company's AI is valid and reliable, explainable and interpretable, accountable and transparent, privacy-enhanced, fair, safe, and secure, and resilient. This certification incorporates principles from AI frameworks such as the OECD AI Principles, NIST AI Risk Management Framework, ISO/IEC 42001:2023, NCSC Guidelines for Secure AI System Development, and the EU AI Act.

Memberships & Expertise

Dun & Bradstreet experts serve as thought leaders on the intersection of data and technology regulation and emerging ESG trends. Our Company is a member of the International Association of Privacy Professionals (IAPP), and our team members maintain a range of professional credentials, including:

- Certified AI Governance Professional (AIGP)
- Certified Information Privacy Manager (CIPM)
- Certified Information Privacy Professional (CIPP)
- Certified Information Security Manager
- Certified Information Security Systems Professional
- DORA Certified Compliance Specialist
- Fellow of Information Privacy
- Westin Emeritus Fellow – Distinguished Privacy Professional
- Certified Information Systems Auditor (CISA)
- Certified in Risk and Information Systems Control (CRISC)
- Payment Card Industry Professional (PCIP)
- Google Certified Cloud Digital Leader

Our team members 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. These experiences ensure our team stays up to date with the complex landscape of international data protection, privacy laws, data ethics, artificial intelligence, and security practices, enabling us to serve as experts in these fields.

Dun & Bradstreet is a foundational supporter of the IAPP AI Governance Center which provides content, networking opportunities and resources, including training and certification, to help prepare professionals and their organizations to create effective trustworthy AI governance systems.

Metrics

Cybersecurity Metrics

METRICS		2025	2024
Performance Issues & Service Disruptions SASB TC-SI-550a.1	Total number of performance issues	109	113
	Total number of service disruptions[29]	15	25
	Total customer downtime (in days)[30]	81	131.5

[29] Service disruptions include technical failures, programming errors, cyber-attacks, weather events, or natural disasters at hosting facilities.
[30] This metric includes customer downtime due to both performance issues and service disruptions.

Data Protection, Privacy & Security Metrics

METRICS		2025	2024	2023
Data Protection, Privacy & Security Incidents SASB TC-SI-230a.1	Total number of data incidents[31]	434[32]	133	118
	Total number of data theft or leaks[33]	0	0	0
	Total number of data breaches[34]	5	8	7
	Percentage of data breaches involving Personally Identifiable Information (PII)[35]	100%	100%	100%
	Total number of data subjects affected by data breaches	57	1,038	16,070
	Total number of Data Subject Rights requests	376,824	362,218	411,351
	Substantiated complaints concerning breaches of customer privacy and losses of customer data[36]	3	8	4

[31] A data incident is any occurrence that may adversely affect the confidentiality, integrity, or availability, or lead to the accidental or unlawful destruction, loss, alteration, unauthorized use or disclosure of, or access to a Dun & Bradstreet data asset, across any data category set forth in our Data Compliance and Ethics Policy. Such incidents may involve data fraud or data theft, and can include a security incident, a cybersecurity incident, a data processing incident, or a compliance incident.

[32] The increase in reported data incidents in 2025 reflects enhanced monitoring and incident identification capabilities, including the implementation of new tools and reporting processes that improved visibility into data-related issues across the enterprise.

[33] Data thefts or leaks are data incidents that occurred as a result of employees who attempted to take Dun & Bradstreet data assets with them upon departure from the firm.

[34] As a general matter, a data breach refers to a subset of data incidents where personal data, as set forth in our Privacy and Personal Data Protection Policy Statement, has been accessed or acquired by an unauthorized party and that access or acquisition has created the possibility that a person or organization might be harmed, their rights may be affected, or they may otherwise be adversely impacted by the unauthorized access or acquisition.

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

[36] See Dun & Bradstreet's Global Data Subject Rights Policy.

Our People: Social Disclosures

OUR WORKFORCE

OUR VALUE CHAIN

Our Workforce S1

MANAGEMENT & STRATEGY

PROCESS TO IDENTIFY MATERIAL RISKS, IMPACTS & OPPORTUNITIES

POLICIES

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METRICS

Management & Strategy

SBM-3

Dun & Bradstreet's team members are central to our Company's ability to deliver trusted data, analytics, and insights to clients globally. Our continued success depends on a skilled, engaged, and diverse workforce comprised of a range of expertise, experiences, and backgrounds. We are committed to providing a safe, supportive, and inclusive work environment for all Dun & Bradstreet team members, customers, suppliers, contractors, consultants, and other business partners. This includes fostering an environment that encourages purposeful work, authenticity, and respect for the diverse backgrounds, experiences, and contributions of our team members. We believe that this approach strengthens collaboration, drives innovation, and leads to better business opportunities.

The identified impacts and risks related to our workforce primarily concern working conditions, equal treatment, data privacy, and work-life balance. These matters are closely linked to our ability to attract, retain, and develop talent, and to operate responsibly across our global operations. Our workforce refers to team members across all regions and the following employment types: full-time, part-time, interns, apprentices, and fixed-term employees. We also engage a network of temporary workers, contractors, and

contingent workers ("non-employees") who contribute to the success of our Company.

The Chief People Officer provides regular updates on workforce-related matters to the Management Committee and reports significant[37] workforce-related risks to the Enterprise Risk Committee. Oversight of these matters is informed by workforce engagement channels, including employee surveys, dialogue with leaders and the People Team, and issues raised through formal reporting mechanisms.

Process to Identify Material Risks, Impacts & Opportunities

IRO-1

	VALUE CHAIN IMPACTS			MATERIALITY	
MATERIAL TOPICS	UPSTREAM	OWN OPERATIONS	DOWNSTREAM	IMPACT	FINANCIAL
Own Workforce S1					
Working conditions		●		●	●
Equal treatment and opportunities for all		●		●	●
Other work-related rights		●		●	●

Dun & Bradstreet identified workforce impacts, risks, and opportunities through our double materiality assessment by evaluating the topics most relevant to our team members and business. We assessed where our policies, programs, and practices may affect team member experience, wellbeing, engagement, development, inclusion, and retention, as well as where workforce-related matters could influence business performance. These results helped determine the workforce-related topics most material to Dun & Bradstreet and inform how we manage talent, culture, and workforce-related risks across the Company.

Impacts related to working conditions, equal treatment, employee data privacy, and work-life balance may affect our ability to attract, retain, and develop talent, as well as our operational effectiveness and reputation. Fostering an inclusive, supportive, and well-governed work environment strengthens employee engagement, drives performance, and supports sustainable value creation. The impacts, risks, and opportunities identified apply to team members across all regions and employment types, including full-time, part-time, interns, apprentices, and fixed-term employees.

[37] Significant risks are risks identified as "Considerable" or "High" in alignment with our Enterprise Risk Policy.

Policies S1-1

Code of Conduct and Ethics

Dun & Bradstreet's Code of Conduct and Ethics (the Code), maintained by the Chief Ethics & Compliance Officer and the Regulatory, Compliance & Ethics Team, applies to all team members. The Code supports the management of impacts, risks, and opportunities related to working conditions, equal treatment, and data privacy. It also reaffirms Dun & Bradstreet's zero-tolerance approach to discrimination, harassment, bullying, and abusive conduct, in addition to our commitment to equal opportunity for all aspects of employment, including recruitment, development, compensation, and career progression.

In addition to mandatory annual training, during which team members are required to read and reaffirm their commitment to the Code, we require all team members to report any misconduct to their manager, local HR representative, or the Regulatory, Compliance & Ethics Helpline (the Helpline).

Human Capital & Diversity, Equity and Inclusion Policy Statement

Dun & Bradstreet's Human Capital and Diversity, Equity and Inclusion Policy Statement is approved by senior management and the Enterprise Risk Committee. The policy is implemented by our Chief People Officer and the People Team, who oversee all matters related to employment.

The policy, which reinforces our commitment to fostering a respectful and inclusive work environment, applies to all team members, as well as to clients, suppliers, contractors, consultants, and other business partners. It covers key areas such as non-discriminatory hiring practices, a harassment-free workplace, employee engagement, performance management, labor rights, and equal treatment, in alignment with our Code of Conduct and Ethics. In the United States, this commitment is further supported by internal Equal Employment Opportunity, Affirmative Action, and Non-Discrimination and Anti-Harassment policies, which provide additional guidance and oversight.

Global Workplace Health & Safety Policy

At Dun & Bradstreet, we are committed to providing a healthy and safe work environment for all team members. Our Global Workplace Health & Safety Policy covers our workplace standards and expectations to ensure team members' health and safety, governed by our health and safety management system. We also follow local regulations and the office health and safety requirements of the markets in which we operate.

Team Member Personal Data Protection

We protect team member personal data with the same rigor and governance standards we apply to client data. Our Privacy and Personal Data Protection Policy applies to all personal data, including team member information, and establishes Dun & Bradstreet's global baseline for responsible data processing. We also provide transparency through our Supplemental Global Personal Data Processing Statement for Employees, Beneficiaries and Dependents, which explains the types of personal data we process, applicable retention periods, and the rights available to team members and their beneficiaries. Implementation is overseen by the Regulatory, Compliance & Ethics Team. In certain countries, supplemental local personal information protection policies apply to address additional legal requirements while reinforcing our global commitment to safeguarding team member data.

In certain jurisdictions, additional local personal information protection policies are in place to meet country-specific requirements, while maintaining alignment with our global standards.

Additional Workforce Policies

The following global policies also set workplace expectations at Dun & Bradstreet for all team members:

- Anti-Bribery and Anti-Corruption Policy
- Conflict of Interest Policy
- Data Compliance and Ethics Policy
- Global Modern Slavery and Human Trafficking Policy
- Speak Up and Non-Retaliation Policy Statement

In line with applicable laws and regulations, our global and local policies and team member handbooks address key areas such as workplace safety, workers' rights, competitive compensation, and health and wellbeing.

Actions SBM-3

Talent Acquisition

At Dun & Bradstreet, we make employment decisions based on merit and provide equal opportunity in employment, recruitment, training and development, promotion, transfer, salaries and compensation, benefits, and other terms and conditions of employment, for all persons.

Our Talent Acquisition (TA) Team curates a diverse pool of candidates with varied backgrounds, experiences, and expertise. This approach ensures our talent acquisition strategy is equitable and gives us access to the broad range of people and capabilities needed to serve our clients' needs. Our TA Team utilizes an applicant tracking system and maintains relationships with universities, including several Historically Black Colleges and Universities (HBCUs) and Hispanic-Serving Institutions (HSIs), to build early career programs and ensure our employment opportunities reach diverse talent pools.

We also have comprehensive team member recruitment and onboarding processes and procedures in place. This includes conducting checks on the eligibility to work in a certain jurisdiction for all team members, which safeguards against human trafficking and forced labor, as described in our Modern Slavery and Human Trafficking Statement.

Early Career Programs

Dun & Bradstreet is proud to offer a multitude of early career, apprenticeship, and job training programs globally to help upskill the future workforce of technology and sales leaders. Throughout these programs, college graduates and early career professionals are supported through mentorship, targeted training, and ongoing performance feedback, while engaging with enterprise leaders and cross-functional partners. These programs are designed to build a strong internal pipeline, promote long-term retention, and prepare participants for future career opportunities.

TECHNOLOGY ANALYST PROGRAM

The Technology Analyst Program (TAP) is a 24-month rotational program for recent college graduates who are eager to launch their careers in Technology. This immersive development program provides hands-on technical training, professional development, and exposure to various career paths within our organization. Throughout the program, analysts participate in up to four 6-month rotations across various areas within our technology organization.

ENTERPRISE SALES DEVELOPMENT PROGRAM

The Dun & Bradstreet Enterprise Sales Development Program is an on-site, rotational program designed to accelerate the development of early career sales talent over a 12 to 18-month period. Participants gain hands-on experience through structured rotations across Sales and Post Sales functions, exposure to Dun & Bradstreet systems, products, and sales motions, and real business responsibilities from day one.

SMB INSIDE SALES DEVELOPMENT PROGRAM

The Small and Medium-Sized Business (SMB) Inside Sales Development Program runs on-site for 10 weeks at our global headquarters in Jacksonville, Florida. As aspiring sales professionals, participants are exposed to hands-on experiences where they will develop business acumen skills and gain a foundation in understanding sales tools and strategies.

In addition to these U.S.-based early career programs, Dun & Bradstreet also offers the following job training and skill development programs internationally:

- **INDIA:** National Apprenticeship Training Scheme (NATS) partnership
- **U.K.:** Apprenticeship program
- **IRELAND:** Entry-level technology engineering program
- **CHINA:** Management trainee program

Team Member Engagement & Experience

Dun & Bradstreet engages with our team members through regular feedback mechanisms to better understand team members' experiences, perspectives, and potential impacts on working conditions, equal treatment, and overall wellbeing.

We conduct Company-wide anonymous organizational health surveys twice a year to support longitudinal analysis, administered and analyzed by a third-party partner. In 2025, these surveys replaced our biannual employee engagement surveys, enabling us to increase the depth and scope of employee concerns covered and provide granular benchmarking and engagement insights delivered by the third party. These survey results cover key strengths, weaknesses, and opportunities across our Company to accelerate growth. They also provide an overall Organizational Health Score, evaluating Company performance, resilience, and culture, in addition to an employee Net Promoter Score (eNPS score), which assesses employee engagement based on the likelihood team members would recommend our Company as a place to work. The results are reviewed by the ELT and senior leaders, who develop and implement action plans to address identified concerns and areas for improvement. This process enables us to respond to feedback and adapt to evolving workforce needs in a timely manner.

These surveys form a key part of our broader approach to ongoing dialogue with team members, helping us identify trends, monitor potential risks, and strengthen an inclusive and supportive workplace culture. Over time, results have consistently shown that team members feel proud and motivated to work at Dun & Bradstreet.



Our 2025 survey results placed us in the 4th quartile (top 25 percentile) compared to the third party's benchmark for similar companies, with our strongest category being Direct Managers. Opportunity areas included Senior Leadership and Operational Effectiveness relative to our peers. Based on anonymous responses from 77% of team members, our 2025 Organizational Health Score was 55 (55% of respondents answered agree or strongly agree to all rated statements) and our eNPS score was 12 (a positive score that indicates Dun & Bradstreet team members are likely to recommend our workplace to their network).

In addition to employee surveys, we host quarterly Company-wide and regional town halls led by the CEO and Executive Leadership Team. These meetings serve as a communication mechanism to ensure all team members are up to date on Company priorities, are recognized for their accomplishments, and have the opportunity to engage with and share feedback directly with leadership.

EMPLOYEE ENGAGEMENT AND DIVERSITY, EQUITY & INCLUSION AWARDS

Best Place to Work for Disability Inclusion

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

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

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

TrustRadius - Tech Cares

Dun & Bradstreet received the Tech Cares award by TrustRadius for the third consecutive year, recognizing our commitment to corporate social responsibility through our volunteer, philanthropy, DEI, workplace culture, and environmental programs.

Diversity, Equity & Inclusion

Dun & Bradstreet is committed to a diverse and inclusive workforce where many different and diverse perspectives, thoughts, beliefs, educational backgrounds, and experiences are purposefully brought together. Here, our team members are valued, empowered, and supported, with access to a variety of growth and development opportunities. All team members contribute to our success, whether that is measured in financial performance, the strength of our relationships with clients and partners, how we give back to the communities where we live and work, or how we collaborate with one another.

Diversity, equity and inclusion principles and practices are embedded into each stage of our team member lifecycle. We provide equal opportunity in all aspects of employment and for all persons, without regard to race, color, religion, creed, sex, age, national origin, citizenship status, disability status, sexual orientation, gender identity or expression, pregnancy, genetic information, military and veteran status, ancestry, marital status, medical condition (including cancer and genetic characteristics), or any other characteristic protected by law and as set out in our internal Equal Employment Opportunity Policy, local Anti-Discrimination and Harassment Policies, and other applicable local policies as outlined in our Code of Conduct and Ethics. Unlawful discrimination in any form is strictly prohibited at our Company.

Employee Resource Groups

Our Employee Resource Groups (ERGs) are team member-led groups designed to create a space for team members to collaboratively exchange ideas, experiences, and challenges in a safe and stigma-free setting. Our ERGs are central to maintaining and strengthening the culture of inclusivity at Dun & Bradstreet. Each ERG is open to both community members and allies, which means all Dun & Bradstreet team members can join and participate.

Our Diversity Committee — comprised of ERG leaders, Chief People Officer, Chief Marketing & Communications Officer, and other Dun & Bradstreet leaders — oversee our ERGs. The Committee meets at least once per year and provides centralized oversight and governance to ensure that ERG initiatives align with our People Program, community engagement, and business growth objectives.

EMPLOYEE RESOURCE GROUPS



Black Professionals Network



Tapestry (LGBTQIA+)



Women in Support of Empowerment, Equality & Excellence



Veterans Professional Group

Learning & Development

Dun & Bradstreet supports our workforce through structured learning and development opportunities designed to enhance team member experience and support long-term career growth. All team members have access to development opportunities aligned with their individual career goals and professional needs. Through platforms such as Workday and LinkedIn Learning, team members can choose from more than 500 training topics, including virtual self-learning modules.

Leaders play an active role in guiding and encouraging participation in development programs, helping to ensure that team members have access to relevant learning opportunities at different stages of their careers. This approach supports continuous skill development and contributes to a fair and inclusive work environment.

By providing accessible and tailored development opportunities, our Company seeks to support employee engagement, promote equal growth opportunities, and address potential impacts related to career development and workplace experience.

DUN & BRADSTREET'S LEARNING & DEVELOPMENT PILLARS

AI LITERACY & LEARNING

We focus on building a strong enterprise-wide foundation of AI literacy and proficiency in AI tools like Copilot Chat and M365 Copilot.

LEADERSHIP DEVELOPMENT

Leadership development remains our most focused pillar through programs, coaching, and on-demand and live learning. We focus on leadership development at all levels.

PROTECT THE FRANCHISE

Our two annual Protect the Franchise training seasons ensure consistent delivery and oversight of global training.

SUPPORTING HIGH PERFORMANCE

We guide leaders and their team members through a series of performance activities throughout the year to support objective-setting as well as performance feedback and evaluation.

LEARN THE BUSINESS

New hires receive a comprehensive curriculum to better understand Dun & Bradstreet, what we do, how we do it, and why it matters.

Leadership Development

Dun & Bradstreet fosters strong People leaders capable of fostering an environment where team members can perform at their best and contribute to our Company's growth. Our 7 Talents leadership development program supports this by building high-capacity leaders across seven core capabilities: Coach, Direct, Energize, Execute, Relate, Innovate, and Thrive.

The program brings together high-potential leaders from across the organization and offers a combination of one-on-one coaching, live training sessions, and peer connection. The skills developed through the program strengthen leadership capabilities across the organization and support the ongoing development of our teams.



Over the past seven years, nearly 68% of Dun & Bradstreet leaders have participated in 7 Talents through courses and on-demand learning. In 2025, 172 leaders joined the 7 Talents leader program.

Compliance Training

Dun & Bradstreet team members are required to complete a comprehensive catalog of compliance training courses, which covers topics such as data privacy, ethics, and human rights. These courses are fundamental to setting standards and expectations for our principles, values, and corporate culture, which team members must complete upon employment and annually thereafter.

New Hiring Training

Immediately upon employment at Dun & Bradstreet, new team members are expected to complete the following training courses:

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

Annual Training

In addition to onboarding training, team members are expected to complete annual compliance courses to meet regulatory requirements and ensure they continuously reaffirm their commitment to our policies and practices. Ongoing training, especially in areas like ethics, provides our team members with the necessary skills and knowledge to identify issues, raise awareness, report concerns, and implement best practices in support of our values and ethical principles. Annual training courses include:

- Anti-Bribery & Anti-Corruption
- Business Continuity (bi-annual)
- Code of Conduct and Ethics
- Privacy, Data and AI Ethics, and Compliance
- Security Awareness

Location-specific Training

Team members in select locations also complete site-specific training to comply with local laws and certification standards:

- **UNITED STATES:** Respect in the Workplace; FTC Order & Acknowledgement, HIPAA Privacy Training for Business Associates (select U.S. employees)
- **UNITED KINGDOM:** U.K. Currency to Do Business
- **INDIA:** Preventing Sexual Harassment at Work
- **ISO-CERTIFIED SITES:** ISO standard-related training[38] at sites across India, Ireland, the European Union, the U.K., China Mainland, Hong Kong SAR, Taiwan Region (and select U.S. team members)



AI FOUNDATIONS PROGRAM

Introduced in 2025, the AI Foundations Program gives learners a strong foundation in core AI concepts through three courses and a proficiency assessment. The curriculum covers topics such as Machine Learning, Deep Learning and GenAI, Natural Language Processing, Large Language Models and Multi-modal Models, and the evolution of AI and common misconceptions — alongside practical AI terminology and an introduction to agents and agentic AI systems.

Performance Management

At Dun & Bradstreet, performance reviews refer to structured assessments of a team member's performance, development, and career progression. We believe that the performance review process is essential for team dynamics as it encourages open communication, fosters mutual understanding, and strengthens collaboration by aligning individual contributions with team goals. Dun & Bradstreet takes a collaborative approach to performance management, built on open dialogue between team members and leaders, continuous feedback, and targeted development actions to support individual development and performance improvement. Team members set individual objectives aligned with team and organizational priorities, supporting transparency, accountability, and equal opportunity in performance evaluation. In addition to regular informal discussions, team members participate in one formal performance check-in each year to evaluate progress made against objectives, in addition to an annual performance review. Outcomes from this process help identify development actions for the coming year and inform compensation adjustments and rewards. This process enables structured feedback and supports the identification of development opportunities, helping team members grow while promoting fair and consistent outcomes across the organization. It also provides a mechanism to identify and address potential concerns related to performance, workload, and development needs.

Health, Safety & Accessibility

Health & Safety

At Dun & Bradstreet, the health and safety of our team members is paramount. We have implemented a health and safety management system to support the health and wellbeing of our team members and create a work culture in which we uphold the highest standards of health and safety.

Our Global Workplace Health & Safety Policy covers our workplace standards and expectations to ensure team member health and safety. We also follow local regulations and office health and safety requirements of the markets in which we operate. In the E.U., our offices conduct risk assessments, provide health and safety training, and deliver operational safety education to support a strong safety culture.

Throughout our global offices, we use Send Word Now to support safety and emergency preparedness and to alert team members to any urgent notifications. In addition to the efforts of our designated team members tasked with maintaining a safe work environment, all team members have a responsibility to:

- Follow safe working procedures and applicable laws and regulations, at all times
- Actively work to prevent accidents

[38] ISO trainings cover ISO 9001, ISO14001, ISO 27001, and ISO 27701.

- Immediately report any violent behavior, suspicious activity or threats to their leader, the People Team, and/or our Corporate Security Team for investigation
- Adhere to the Global Workplace Health & Safety Policy

Accessible Workplaces

We are committed to fostering an inclusive workplace by making our offices an accessible and supportive environment for as many team members as possible. Where needed, Dun & Bradstreet provides appropriate adjustments to meet individual needs. Many of our offices offer dedicated mothers' rooms to support nursing parents, in addition to wellness rooms that enable team members to prioritize their health and wellbeing throughout the workday.

Team Member Benefits S1-11

Dun & Bradstreet invests in benefits and programs designed to support team members' overall wellbeing, including physical, mental, and financial. Our offerings include comprehensive medical coverage, dental and vision insurance, financial planning resources, and proactive programs and time off benefits that promote preventive care and work-life balance. These benefits reflect our commitment to helping team members and their families access the support and resources they need to thrive at work and beyond.

Physical, Mental & Financial Wellbeing Benefits

Employee Assistance Program

Dun & Bradstreet provides a voluntary Employee Assistance Program (EAP) to support employee wellbeing and help individuals effectively manage personal and professional responsibilities. Available to employees and their immediate family members, the program offers confidential advice, practical information, and counselling. The EAP covers areas such as mental health and stress management, relationships and parenting, career and workplace challenges, bereavement, financial and legal guidance, and overall wellbeing. The program is designed to promote a healthy, resilient, and productive workforce.

Physical & Mental Health

Dun & Bradstreet partners with Wellhub to offer a comprehensive global wellbeing platform that supports the physical and mental health of our team members. Through Wellhub, team members have access to a wide range of services, including premium gyms and studios, personal training, therapy, and wellbeing apps. The platform is available to our global workforce and extends to up to three family members. Team members in our Jacksonville, U.S., and London, U.K., offices are also able to take advantage of free access to on-site gym facilities.

Financial Wellbeing

We support employees' financial resilience through competitive compensation and comprehensive retirement programs, including pensions and 401(k) plans. These offerings are designed to help team members build long-term financial security, encourage financial planning, and enhance overall financial wellbeing.

DO GOOD AT DUN & BRADSTREET



At Dun & Bradstreet, our corporate social responsibility (CSR) program, Do Good, is driven by our team members.

We provide a 100% match for employee donations to eligible nonprofit organizations up to $4,000/€4,000/£4,000 per calendar year. Global team members have access to our giving and volunteering platform where they can request donation matches for eligible charitable organizations that align with our internal CSR Policy. They can also use this platform to sign up for volunteer opportunities organized by Dun & Bradstreet where they are encouraged to join other team members in giving back to their local communities.

Our Impact in 2025:



$759,960 | Donated to charitable causes



15,729 | Hours volunteered



2,006 | Employee donations matched

Paid Time Off Benefits[39]

- **VACATION & ANNUAL LEAVE:** Vacation time and annual leave vary by market and depend upon local statutory laws and practices.
- **PARENTAL LEAVE:** In the U.S., primary caregivers can access up to 16 weeks of paid leave, while secondary caregivers can take advantage of up to two weeks of paid leave. Primary and secondary caregiver roles are gender neutral, and all eligible team members have access to this benefit after one year with the Company.
- **HOLIDAYS:** Paid holidays in each market coincide with national holidays/bank holidays.
- **VOLUNTEER TIME OFF:** Every team member has two paid days (or 16 hours) annually to devote to volunteer opportunities outside of the workplace.
- **SICK LEAVE:** Team members receive paid time off to focus on their medical needs, those of their family members, and for related purposes. Total hours for sick time are relative to local state and/or country laws where the team member resides.
- **UNSICK DAY:** In addition to sick leave, all global team members are provided with an "UnSick Day" to prioritize preventive care. Team members are encouraged to use this time to take care of the important routine medical appointments that are easy to put off, like physical and dental visits.

Collective Bargaining Coverage & Social Dialogue S1-8

Dun & Bradstreet maintains full legal compliance with local labor rights laws. We recognize and respect team members' freedom of association and their right to form, join, or not join workers' organizations of their choosing and to enter into collective bargaining agreements as permitted by law. Current collective bargaining agreements are in place in Austria, with a 100% workforce coverage, and Sweden, with a 99.5% workforce coverage. In Germany, Works Councils represent 100% of our team members. The Works Councils are independent of national trade unions and comprise groups of elected team members who represent their colleagues at the Company. In Finland, Denmark, and Norway, Work Environment Committees represent 100% of our team members.

[39] Time off taken under the listed leave policies is compensated at the normal rate of pay for paid vacation, leave, or holidays, calculated in accordance with local laws, practices, and/or policy.

Remuneration S1-10 S1-16

All Dun & Bradstreet team members receive appropriate and adequate pay in accordance with applicable laws. Our Company also publishes Gender Pay Gap reports in the U.K. and Ireland in compliance with local regulations which provide an analysis of our compensation practices in those markets.

- 2025 U.K. Gender Pay Gap Report
- 2025 Ireland Gender Pay Gap Report

Addressing Concerns

Team members are encouraged to report concerns, including potential misconduct, workplace issues, or breaches of Company policies, through available reporting channels such as our Regulatory, Compliance & Ethics Helpline. This channel enables confidential reporting and is publicly accessible to all global team members and any individual not affiliated with the Company.

Reported concerns are reviewed and investigated by relevant functions, including the Regulatory, Compliance & Ethics Team and, where appropriate, the People Team. Our Company takes a structured approach to addressing reported issues, which may include investigation, corrective actions, and follow-up measures to prevent recurrence. We have a strict non-retaliation policy that allows for whistleblowing reports to be made without any risk to the team member's employment or suffering any form of retribution.

In addition to formal reporting channels, Dun & Bradstreet identifies and addresses potential concerns through employee surveys, performance discussions, and direct dialogue with leadership. These engagement channels are distinct from grievance mechanisms and help us detect emerging risks related to working conditions, equal treatment, and employee wellbeing.

Concerns raised through formal channels are reviewed and investigated in accordance with internal policies, with corrective actions and follow-up measures taken where appropriate. These processes are designed to support confidentiality, protect against retaliation, and strengthen our ability to assess whether our response mechanisms are operating effectively.

Metrics

Workforce Composition

HEADCOUNT[40] BY JOB TYPE S1-6 SASB SV-PS-000.A	2025	2024
Total full-time and part-time employees	6,092	6,247
Total non-employees[41]	3,155	3,425

HEADCOUNT BY GENDER S1-6 SASB SV-PS-000.A	2025	2024	2023
Female	44.5%	44.2%	43.7%
Male	54.9%	54.9%	54.8%
Undisclosed[42]	0.6%	0.9%	1.5%

HIRING & TURNOVER GRI 401-1	2025	2024	2023
Total turnover headcount	909	1,026	1,056
Voluntary turnover rate[43]	7.7%	8.7%	11.1%
Involuntary turnover rate[44]	7.0%	7.6%	5.5%
Total new employee hires	818	901	1,183

[40] Headcount refers to the total team members employed by Dun & Bradstreet at the reporting date, irrespective of working hours or full-time equivalent status.

[41] Non-employees refer to workers who are not directly employed by Dun & Bradstreet, but who perform work for our Company.

[42] 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.

[43] Voluntary turnover is defined as employees who leave Dun & Bradstreet at their own volition.

[44] Involuntary turnover is defined as employee departures initiated by the Company.

Diversity Metrics S1-9

Gender Diversity GRI 3-3 SASB SV-PS-330a.1 SASB TC-SI-330a.3

GLOBAL GENDER DIVERSITY BY ROLE	2025			2024			2023		
	Female	Male	Undisclosed	Female	Male	Undisclosed	Female	Male	Undisclosed
Individual contributor	46.1%	53.2%	0.7%	45.9%	53.2%	1.0%	45.5%	52.8%	1.7%
Entry, mid & senior leadership	37.7%	62.1%	0.3%	37.1%	62.5%	0.3%	35.8%	63.5%	0.7%
Executive leadership	30.8%	69.2%	—	33.3%	66.7%	—	21.4%	78.6%	—
Total	44.5%	54.9%	0.6%	44.2%	54.9%	0.9%	43.7%	54.8%	1.5%

2025 GENDER DIVERSITY IN TOP MANAGEMENT[45] SASB SV-PS-330a.1 SASB SV-PS-330a.1

GENDER	HEADCOUNT TOTAL	PERCENTAGE
Female	4	30.8%
Male	9	69.2%
Total	13	100%

[45] Top management refers to the senior-most management group responsible for setting strategic direction and overseeing the execution of Dun & Bradstreet's business objectives.

Age Diversity

2025 AGE DISTRIBUTION GRI 3-3

AGE INTERVAL	HEADCOUNT TOTAL	PERCENTAGE
Below 30 years old	796	13.1%
Between 30 – 50 years old	3,636	59.7%
Above 50 years old	1,643	26.9%
Undisclosed	17	0.3%
Total	6,092	100%

Racial/Ethnic Diversity

RACIAL/ETHNIC DIVERSITY BY JOB ROLE (U.S. ONLY) GRI 3-3 SASB SV-PS-330a.1 SASB TC-SI-330a.3

	INDIVIDUAL CONTRIBUTOR	ENTRY, MID & SENIOR LEADERSHIP	EXECUTIVE LEADERSHIP	TOTAL
American Indian or Alaska Native	0.1%	0.5%	0%	0.1%
Asian	9.5%	13.4%	8.3%	10.3%
Black or African American	7.3%	1.8%	0%	6.2%
Hispanic or Latino	6.7%	4.8%	0%	6.3%
Native Hawaiian or Other Pacific Islander	0.2%	1.4%	0%	0.4%
Two or More Races	2%	1.4%	0%	1.9%
White	71.9%	74.5%	83.3%	72.5%
Undisclosed	2.4%	2.3%	8.3%	2.4%

Performance Review Metrics

EMPLOYEE PERFORMANCE REVIEWS	2025			2024			2023		
	Female	Male	Undisclosed	Female	Male	Undisclosed	Female	Male	Undisclosed
Individual contributor	100%	100%	100%	100%	100%	100%	100%	100%	100%
Entry, mid & senior leadership	100%	100%	100%	100%	100%	100%	100%	100%	100%
Total[46]	100%	100%	100%	100%	100%	100%	100%	100%	100%

Training[47] Metrics S1-13 GRI 404-1

TRAINING HOURS BY TYPE	2025	2024	2023
Total hours spent in training	78,790	67,279	68,279
New hire/onboarding training	1,155	1,306	1,696
Annual compliance training	26,999	26,325	23,987
Skill-based training	38,332	32,451	39,710
Leadership training	3,353	2,524	1,701
Other training	8,926	5,263	1,185

[46] Limited duration employees, employees from newly acquired companies, and new hires who 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.

[47] Training refers to both mandatory compliance courses team members are required to complete (which includes onboarding annual training) and voluntary courses completed through Dun & Bradstreet programs and systems (including skills-based and leadership training).

TRAINING METRICS (S1-13) (GRI 404-1) CONTINUED

AVERAGE HOURS OF TRAINING BY GENDER IN 2025	FEMALE	MALE	UNDISCLOSED[48]	ALL EMPLOYEES
Average number of training hours completed	12.4	13.4	9.5	12.9

AVERAGE HOURS OF TRAINING BY JOB ROLE IN 2025	EXECUTIVE LEADERSHIP	ENTRY, MID & SENIOR LEADERSHIP	INDIVIDUAL CONTRIBUTOR	ALL EMPLOYEES
Average number of training hours completed	3.4	14.1	12.7	12.9

Health & Safety Metrics S1-14

INCIDENTS OF ILLNESS, INJURY, OR FATALITY[49]	2025	2024
Total days lost due to illness or injury	132	202
Work-related fatalities	0	0

Work-life Balance S1-15

FAMILY RELATED LEAVE[50] USE BY GENDER	2025
Female	1%
Male	5.1%
Undisclosed	13.5%
Total [51]	2.9%

[48] 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.

[49] Health and safety incidents are infrequent at Dun & Bradstreet, reflecting the comparatively low physical risk profile of our operations.

[50] Family-related leave includes maternity, paternity, parental, and caretaker leave, where applicable under local employment regulations.

[51] The data in this table represents team members who used Dun & Bradstreet's family-related leave benefits out of all Dun & Bradstreet team members that were eligible to take family-related leave.

Incidents, Complaints & Severe Human Rights Impacts Metrics S1-17

	2025	2024
Total substantiated cases related to human and labor rights issues reported through internal channels[52]	0	0
Total material fines, penalties, or settlements related to human and labor rights issues	0	0
Total whistleblowing reports made concerning modern slavery or human trafficking within the reporting period	0	0
Total severe human rights issues and incidents occurred related to our own workforce that are cases of non-respect of UN Guiding Principles, ILO Declaration on Fundamental Principles and Rights at Work, or OECD Guidelines for Multinational Enterprises	0	0

[52] Cases reported through internal channels refer to matters raised through the Company's relevant reporting mechanisms that were assessed and determined to constitute human or labor rights issues.

Our Value Chain S2

MANAGEMENT & STRATEGY

PROCESS TO IDENTIFY MATERIAL RISKS, IMPACTS & OPPORTUNITIES

POLICIES

ACTIONS

METRICS

Management & Strategy

SBM-3

Workers across Dun & Bradstreet's value chain play an important role in supporting the delivery of our products and services. As a data-driven business that relies on a global network of third parties, maintaining responsible business practices across our value chain is essential to operating with integrity and sustaining trusted relationships with clients and partners.

We apply our values and ethical principles consistently across this network, requiring third parties to adhere to the standards set forth in our Code of Conduct and Ethics for Third Parties (Third Party Code). This approach supports responsible business practices and helps mitigate potential negative impacts related to working conditions, including job security, working hours, and overall worker wellbeing within our upstream value chain.

Promoting responsible labor practices and inclusive sourcing can support more sustainable value chain relationships, strengthen partnerships, and contribute to long-term value creation. These impacts are currently assessed as potential rather than actual based on the due diligence information available, including screening, onboarding reviews, and ongoing monitoring, which have not identified actual material adverse impacts requiring disclosure.

Process to Identify Material Risks, Impacts & Opportunities

IRO-1

	VALUE CHAIN IMPACTS			MATERIALITY	
MATERIAL TOPICS	UPSTREAM	OWN OPERATIONS	DOWNSTREAM	IMPACT	FINANCIAL
Workers in the Value Chain (S2)					
Working conditions	●			●	

Dun & Bradstreet relies on a broad network of third parties across our upstream value chain, including suppliers, vendors, contractors, consultants, and partners, to support the delivery of our data, analytics, and insights to our clients. Our Company manages potential labor-related impacts in our value chain through governance, policies and codes of conduct, and ongoing assessments of third-party relationships. Through our double materiality assessment, we identified responsible labor practices among these third parties as material because weaknesses in oversight could contribute to unfavorable working conditions or affect worker wellbeing and fair treatment. Financial impacts were not determined to be material through the assessment, and downstream worker groups were not identified as material at this stage.

The Enterprise Risk Committee oversees relevant policies, practices, and management approaches, with periodic updates from the Chief Risk Officer.

Policies S2-1

Code of Conduct and Ethics for Third Parties

Dun & Bradstreet sets clear third-party expectations through our Code of Conduct and Ethics for Third Parties (Third Party Code). The Third Party Code applies to all third parties, including contractors, contingent workers, consultants, and temporary workers, highlights our Company's core values and ethical principles, and emphasizes our core commitments to people, the environment, and responsible business conduct.

We are committed to partnering with companies that prioritize excellence and integrity in their business. The Our *Commitment to People* section of the Third Party Code outlines expectations for third parties to uphold human rights and comply with applicable laws, standards, and regulations. As stated in the Third Party Code, all third parties are expected to:

- Provide fair compensation in line with applicable laws
- Prohibit child and forced labor, take appropriate steps to prevent slavery and human trafficking within their operations and across their business relationships
- Ensure that no form of abuse or inappropriate treatment occurs in the workplace
- Work with subcontractors that align with our values and commitment to ethical business conduct
- Maintain policies and processes that enable stakeholders to report potential human rights concerns
- Maintain a safe, healthy, and productive work environment, follow safe working procedures, and comply with applicable laws and regulations

- Honor data subject rights consistent with the nature of their engagement with the Company and be transparent about personal data processing practices



THIRD PARTY RESPONSIBLE AI EXPECTATIONS

Dun & Bradstreet's third-party partners are expected to comply with our standards for responsible AI use, including:

- informing us of data and solutions provided to us that have been generated substantially (at least a majority) by AI
- ensuring that the AI systems they use to provide any services to us are fair, robust, safe, and resilient
- ensuring that Dun & Bradstreet's data is not used in publicly available AI tools by not using Dun & Bradstreet's data to train any AI system
- respecting our intellectual property rights and the intellectual property rights of others

Modern Slavery and Human Trafficking Policy

At Dun & Bradstreet, we are strongly committed to human rights and the rights of our team members. Our Modern Slavery and Human Trafficking Policy establishes our baseline principles and processes to help ensure modern slavery and human trafficking do not occur in our supply chain or operations. It provides a framework for compliance and effective risk management in accordance with our Code of Conduct, Third Party Code, and the Universal Declaration of Human Rights. Where an applicable law, rule, regulation, or contractual obligation requires a higher standard, we will follow the requirements of that law, rule, regulation, or contract.

As a commercial data and analytics company, we consider the risk of modern slavery within our industry to be relatively low. However, we believe it is our responsibility to do our part to mitigate and eradicate modern slavery and human trafficking, and we expect the same commitment from all our team members and all third-party partners we do business with. Dun & Bradstreet has not identified any instances of child labor or forced labor within our value chain.

Additional Policies

Third parties are expected to comply with all policies cited in our Third Party Code, including:

- Anti-Bribery and Anti-Corruption Policy
- Conflict of Interest Policy
- Human Capital & Diversity, Equity and Inclusion Policy Statement
- Data Compliance and Ethics Policy Statement
- Privacy and Personal Data Protection Policy
- Global Data Subject Rights Policy
- AI Ethics Policy

Act 2015

In addition to our Modern Slavery and Human Trafficking Policy, we publish an annual statement in compliance with the U.K. Modern Slavery Act 2015.

Actions S2-2 S2-3 S2-4 SBM-3

How We Address Potential Impacts

Dun & Bradstreet manages potential impacts on workers in our value chain through a combination of risk-based due diligence, third-party standards, and ongoing monitoring processes. These actions are designed to prevent and mitigate potential negative impacts related to working conditions, job security, and working hours.

As part of this approach, third parties are subject to screening and risk assessments throughout the relationship lifecycle and are expected to comply with our Third Party Code, which sets requirements for labor practices and human rights. Where elevated risks are identified, enhanced monitoring, engagement, and corrective actions may be applied, including audits or, where necessary, termination of the relationship.

Dun & Bradstreet also maintains reporting channels that allow third parties to raise concerns, supporting the identification and remediation of potential issues. These channels may be accessed directly by third parties and may also be raised through supplier management processes, depending on the nature of the relationship. Where issues are identified, we may use contractual requirements, engagement with supplier management, enhanced monitoring, corrective action plans, audits, and, where necessary, termination of the business relationship as forms of leverage and remediation. While no actual material impacts have been identified, these mechanisms provide a framework to address issues should they arise.

CHARTERED INSTITUTE OF PROCUREMENT & SUPPLY (CIPS) CORPORATE ETHICS MARK

CIPS CORPORATE ETHICS
1178 / VALID TO 07.04.2026

For the fifth consecutive year, the Chartered Institute of Procurement & Supply (CIPS) has awarded Dun & Bradstreet's Global Sourcing, Procurement and Vendor Management (GSPV) organization its Global Corporate Ethics Mark, earning Dun & Bradstreet a spot on the CIPS Corporate Ethics Register.

Inclusive Sourcing

Dun & Bradstreet is committed to providing equal access to business opportunities for all potential vendors and maintaining a competitive, merit-based procurement process, promoting fair competition in accordance with applicable laws. As part of this approach, we conduct outreach to a broad range of qualified suppliers, including small businesses, businesses operating in historically underutilized areas, and businesses with a variety of ownership structures and backgrounds. In the U.S., we ensure inclusive sourcing by leveraging programs such as HUBZone, a Small Business Administration (SBA) program for small companies that operate and employ people in Historically Under-utilized Business Zones. Through these actions, Dun & Bradstreet seeks to promote equal access to business opportunities and support more inclusive and sustainable value chain practices.

Third Party Engagement & Monitoring

Dun & Bradstreet engages third parties through structured onboarding, risk-based due diligence, and ongoing monitoring to help identify and address potential impacts on workers in our value chain. Screening occurs during onboarding, new engagements, contract renewals, and periodically throughout the relationship based on each third party's inherent risk rating, considering the contracted activity and local market conditions. Our Regulatory, Compliance & Ethics Team manages these reviews in alignment with internationally recognized standards, including the Universal Declaration of Human Rights, and considers factors such as labor practices, human rights risks, and working conditions.

All third parties are screened for recorded involvement in human trafficking, human rights violations, drug trafficking or distribution, illegal prostitution or promotion of illegal prostitution, kidnapping, abduction, and sex offenses or abuse. Higher-risk third parties are subject to enhanced due diligence, including reviews of their ownership structure, shareholders, principals, and beneficial owners, as well as additional questionnaire requirements. Where elevated risks are identified, including those related to labor practices or working conditions, we conduct enhanced reviews with relevant internal functions such as Global Sourcing & Procurement, Legal and Compliance, Security, and Cybersecurity.

Third parties are expected to commit to our Third Party Code before onboarding and throughout the relationship, including affirming that slavery and human trafficking are not taking place in their operations or in organizations with which they work[53]. The process is overseen by the Chief Ethics & Compliance Officer and the Chief Cybersecurity and Technology Risk Officer. Where potential risks or adverse impacts are identified, we apply enhanced monitoring and engagement to support responsible oversight of our upstream value chain.



THIRD PARTY TRAINING

As a supplement to our Code of Conduct and Ethics for Third Parties, we provide online training to our third parties on recognizing and reporting modern slavery, human trafficking, and forced labor. This training is available in all global markets for our contingent workers, contractors, and personnel of certain suppliers. In 2025, 3,084 individuals completed the training.

Third Party Reviews & Reporting Channels

Dun & Bradstreet provides channels for third parties and their workers to raise concerns related to potential policy violations, including human rights and labor-related issues. Concerns can be reported through our Regulatory, Compliance & Ethics Helpline, which is publicly accessible globally and operates in accordance with our Speak Up and Non-Retaliation Policy.

Reported concerns are reviewed and investigated by relevant functions, and appropriate actions are taken to address identified issues. Third parties are required to cooperate with investigations and audits and to provide information transparently.

This may include ongoing dialogue, provision of guidance or training, and, where appropriate, audits to support alignment with our standards. Where third parties fail to meet our expectations or remediate identified concerns, further actions may be taken, including termination of the business relationship.

[53] For more information, see the *Respect for Human Rights* section of our Third Party Code.

Metrics

Suppliers Screened for Environmental & Social Criteria GRI 308-1 GRI 414-1

	2025	2024	2023
New suppliers that were screened using environmental criteria	65%	54%	59%
New suppliers that were screened using social criteria (including Anti-Corruption assessments)	65%	54%	59%

Appendix

METHODOLOGY NOTE

SASB INDEX

GRI INDEX

IFRS INDEX

Methodology Note

Greenhouse gas emissions in this report were calculated using methodologies aligned with the GHG Protocol Corporate Accounting and Reporting Standard, Scope 2 Guidance, and Corporate Value Chain (Scope 3) Standard. Consistent with industry expectations for transparent and decision-useful emissions reporting, Dun & Bradstreet prioritized activity data and supplier-specific emissions data where available.

Where this data was unavailable, emissions were extrapolated using supplier-specific information, spend-based data, or reasonable estimates based on relevant activity, occupancy, employee, or industry/regional benchmark data. Appropriate emission factors were applied based on the activity type, geography, and data availability.

Scope 1 and 2 (Direct Operations Emissions)

SCOPE	DUN & BRADSTREET DEFINITION	METHODOLOGY
Scope 1	Emissions include fuel consumed for heating and other stationary combustion activities at Company-operated facilities, as well as fuel used by Company-owned or controlled vehicles.	Emissions were calculated using site-level activity data wherever available. Where such data was unavailable, emissions were estimated using facility floor area, location, employee headcount, and industry/regional benchmarks.
Scope 2	Emissions include purchased electricity consumed at Company-operated facilities, district heating and cooling where applicable, and electricity used for electric vehicle (EV) charging.	Emissions were calculated primarily using activity data obtained from utility invoices, meter readings, landlord-provided consumption data, and EV charging records. Where such data was unavailable, emissions were estimated using facility floor area, location, employee headcount, and industry/regional benchmarks.

Scope 3 (Value Chain Emissions)

SCOPE 3 CATEGORY	DUN & BRADSTREET DEFINITION	METHODOLOGY
Purchased Goods and Services 3.1	Emissions associated with the procurement of professional services and physical goods not reported elsewhere within scope 3.	Emissions were calculated using a spend-based approach. Expenses identified as non-emissive or that are already captured elsewhere in our inventory were excluded. This category was expanded in 2025 to include all material expense data.
Capital Goods 3.2	Emissions associated with purchases of property, plant, and equipment (PP&E), and software.	Emissions were calculated using a spend-based approach.

SCOPE 3 (VALUE CHAIN EMISSIONS) CONTINUED

SCOPE 3 CATEGORY	DUN & BRADSTREET DEFINITION	METHODOLOGY
Fuel and Energy-Related Activities 3.3	Upstream emissions associated with fuel and energy consumed not already included in scope 1 and scope 2, including extraction, production, and transmission and distribution losses.	Emissions were calculated using activity data derived from scope 1 and scope 2 data. Where scope 1 and scope 2 activity data was unavailable, emissions were estimated considering facility floor area, location, and industry/regional benchmarks.
Upstream Transportation and Distribution 3.4	Emissions associated with postal, courier, and distribution services procured by Dun & Bradstreet.	Emissions were calculated using a spend-based approach.
Waste Generated in Operations 3.5	Emissions associated with the treatment and disposal of office waste, and recycling of electronic waste (e-waste).	Emissions were calculated using office-level waste generation and disposal data. Where activity data was unavailable, emissions were estimated using office occupancy data and industry/regional benchmarks.
Business Travel 3.6	Emissions associated with employee travel for business purposes, including commercial and third-party private air travel, as well as travel by car (personal, rental, or service), taxi, train, bus, and subway. This category also includes emissions associated with hotel stays.	Emissions were calculated using activity data, such as distance traveled per mode of transportation, provided by our business travel vendors where available. Where activity data was unavailable, emissions were estimated using a spend-based approach.
Employee Commuting and Remote Working 3.7	Emissions associated with employee commuting to and from Dun & Bradstreet offices. This category also includes emissions resulting from hybrid and remote employees working from home.	Commuting emissions were estimated using industry/regional data relative to average commuting patterns, including average commute distances, transportation modes, and commuting frequency. Remote working emissions were estimated using Company work-from-home policies per market/country, and average residential energy consumption data.

SCOPE 3 (VALUE CHAIN EMISSIONS) CONTINUED

SCOPE 3 CATEGORY	DUN & BRADSTREET DEFINITION	METHODOLOGY
Upstream Leased Assets 3.8	Emissions associated with leased assets outside our Company's scope 1 and scope 2 boundary, including third-party data centers and co-working spaces.	Data center emissions were calculated using supplier-provided emissions data where available. Where such data was unavailable, emissions were estimated using a spend-based approach. Co-working space emissions were calculated based on site-level activity data wherever available. Where such data was unavailable, emissions were estimated using facility floor area, location, employee headcount, and industry/regional benchmarks.
Use of Sold Products 3.11	Emissions associated with the use of our products by clients, primarily driven by energy consumed by clients needed to access our web-based products.	Emissions were calculated using activity data per product, including total number of users who accessed our products, device type, geographic location, and average time spent using our web-based products, where available. Where activity data was unavailable, emissions were extrapolated for remaining products using a revenue-based approach.
Downstream Leased Assets 3.13	Emissions associated with office space subleased by Dun & Bradstreet to third parties.	Emissions were calculated using site-level activity data. Where such data was unavailable, emissions were estimated using floor area, facility type, and/or industry/regional benchmarks.

SASB Index - 2025

Dun & Bradstreet reports in alignment with the Sustainability Accounting Standards Board (SASB) standards for the two sectors that are most closely aligned to our business: Software & IT and Professional & Commercial Services.

SASB CODE	METRIC	METRIC TYPE	RESPONSE
TC-SI-130a.1	Total energy consumed	Quantitative: Gigajoules (GJ), Percentage (%)	Total energy consumed: 33,467.0
	Percentage grid electricity		Percentage grid electricity: 68.6%
	Percentage renewable energy		Percentage renewable energy: 28% Climate Change – *Renewable Energy* Climate Change – *Energy Consumption Mix*
TC-SI-130a.2	Total water withdrawn	Quantitative: Thousand cubic meters (m^3), Percentage (%)	These metrics are not currently disclosed.
	Total water consumed, percentage of each in regions with high or extremely high baseline water stress		Water – *Metrics*
TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	Discussion and Analysis	Climate Change – *Product Responsibility*

SASB INDEX CONTINUED

SASB CODE	METRIC	METRIC TYPE	RESPONSE
TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	Discussion and Analysis	Data Handling – *Policies* Data Handling – *Actions* For more information and relevant policies, visit Dun & Bradstreet's Privacy, Data Transparency, and AI Trust Centre
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 our Company.
TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Quantitative: Number	These metrics are not currently disclosed.
TC-SI-220a.4	Number of law enforcement requests for user information	Quantitative: Number, Percentage (%)	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.
	Number of users whose information was requested		
	Percentage resulting in disclosure		
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.

SASB INDEX CONTINUED

SASB CODE	METRIC	METRIC TYPE	RESPONSE
TC-SI-230a.1	Number of data breaches	Quantitative: Number, Percentage (%)	Number of data breaches: 5
	Percentage of data breaches involving Personally Identifiable Information (PII)		Percentage of data breaches involving Personally Identifiable Information (PII): 100%
	Number of customers affected by data breaches		Number of customers affected by data breaches: 57
TC-SI-230a.2 SV-PS-230a.1	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Discussion and Analysis	Following vendor selection, due diligence is performed and any identified risks are scored, assessed, and registered in the appropriate internal repositories. Depending on the criticality of the vendor, the vendor will undergo additional scrutiny. All risks, remediation plans, and recommendations are documented as appropriate. Our Value Chain – *Third Party Engagement & Monitoring.*
SV-PS-230a.2	Description of policies and practices relating to collection, usage, and retention of customer information	Discussion and Analysis	Data Handling – *Policies* Data Handling – *Actions* For more information and relevant policies, visit our Privacy, Data Transparency, and AI Trust Centre.
TC-SI-330a.1	Percentage of employees that require a visa	Quantitative: Percentage (%)	This metric is not currently disclosed.

SASB INDEX CONTINUED

SASB CODE	METRIC	METRIC TYPE	RESPONSE
TC-SI-330a.2 SV-PS-330a.3	Employee engagement as a percentage	Discussion and Analysis	Our Workforce – *Team Member Engagement & Experience.*
TC-SI-330a.3 SV-PS-330a.1	Percentage of gender	Quantitative: Percentage (%)	Our Workforce – *Diversity, Equity & Inclusion* Our Workforce – *2025 Global Gender Diversity by Role*
	Percentage of diversity group representation for • executive management, • non-executive management, • technical employees, and • all other employees		
SV-PS-330a.2	Voluntary turnover rate for employees	Quantitative: Percentage (%)	Our Workforce – *Workforce Composition* Voluntary turnover rate: 7.7% Involuntary turnover rate: 7.0%
	Involuntary turnover rate for employees		
TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Quantitative: Reporting currency	Responsible Business Conduct – *Anti-competitive Behavior Metrics*

SASB INDEX CONTINUED

SASB CODE	METRIC	METRIC TYPE	RESPONSE
TC-SI-550a.1	Number of performance issues	Quantitative: Number, Days	Number of performance issues: 109
	Number of service disruptions		Number of service disruptions: 15
	Total customer downtime		Total customer downtime (in days): 81 Data Handling – *Cybersecurity Metrics*
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	Discussion and Analysis	General Disclosures – *Risk Management* Responsible Business Conduct – *Business Continuity* D&B ICT Risk and Digital Operational Resilience Position Statement
SV-PS-510a.1	Description of approach to ensuring professional integrity	Discussion and Analysis	Responsible Business Conduct – *Management & Strategy*
SV-PS-510a.2	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	Quantitative: Reporting currency	Responsible Business Conduct – *Legal & Regulatory Compliance Metrics*
TC-SI-000.A	Number of licenses or subscriptions	Quantitative: Number, Percentage (%)	These metrics are not currently disclosed.
	Percentage cloud-based		

SASB INDEX CONTINUED

SASB CODE	METRIC	METRIC TYPE	RESPONSE
TC-SI-000.B	Data processing capacity	Quantitative: (i.e. MSUs, MIPS, MFLOPS, etc.)	These metrics are not currently disclosed.
	Percentage outsourced		
TC-SI-000.C	Amount of data storage	Quantitative: Petabytes, Percentage (%)	These metrics are not currently disclosed.
	Percentage outsourced		
SV-PS-000.A	Number of employees by full-time and part-time	Quantitative: Number	Number of full-time and part-time employees: 6,092
	Number of temporary employees		Number of workers who are not employees (temporary and contractors): 3,155 Our Workforce – *Workforce Composition*
	Number of contract employees		
SV-PS-000.B	Employee hours worked, percentage billable	Quantitative: Number (Hours), Percentage (%)	These metrics are not currently disclosed.

GRI Index - 2025

Dun & Bradstreet reports in accordance with the Global Reporting Initiative (GRI), governed by the Global Sustainability Standards Board (GSSB), including the updated GRI 1: Foundation 2021, GRI 2: General Disclosures 2021 and GRI: Material Topics 2021.

GRI CODE	DISCLOSURE DESCRIPTION	RESPONSE
GRI 2: GENERAL DISCLOSURES 2021		
Organizational Profile		
2-1	Organizational details	Company name: Dun & Bradstreet Corporate headquarters: 5335 Gate Parkway, Jacksonville, Florida, U.S. Ownership & legal form: Dun & Bradstreet is a privately held company
2-2	Entities included in the organization's sustainability reporting	General Disclosures - *Basis of Reporting*
2-3	Reporting period, frequency, and contact point	General Disclosures - *Basis of Reporting*
2-4	Restatements of information	No restatements
2-5	External assurance	No external assurance

GRI 2: GENERAL DISCLOSURES 2021 - 2025 CONTINUED

GRI CODE	DISCLOSURE DESCRIPTION	RESPONSE
GRI 2: GENERAL DISCLOSURES 2021		
Activities & Workers		
2-6	Activities, value chain, and other business relationships	General Disclosures - *Business Model & Stakeholder Engagement*
2-7	Employees	Full-time & part-time employees in 2025: 6,092 Our Workforce – *Workforce Composition*
2-8	Workers who are not employees	Non-employees in 2025: 3,155 Our Workforce – *Workforce Composition*
Governance		
2-9	Governance structure and composition	General Disclosures – *Corporate Governance* General Disclosures - *ESG Governance*
2-10	Nomination and selection of the highest governance body	General Disclosures – *Corporate Governance* General Disclosures - *ESG Governance*

GRI 2: GENERAL DISCLOSURES 2021 - 2025 CONTINUED

GRI CODE	DISCLOSURE DESCRIPTION	RESPONSE
GRI 2: GENERAL DISCLOSURES 2021		
2-11	Chair of the highest governance body	General Disclosures – *Corporate Governance* General Disclosures - *ESG Governance*
2-12	Role of the highest governance body overseeing the management of impacts	General Disclosures – *Corporate Governance* General Disclosures - *ESG Governance*
2-13	Delegation of responsibility for managing impacts	General Disclosures – *Corporate Governance* General Disclosures - *ESG Governance*
2-15	Conflicts of interest	Conflict of Interest Policy Responsible Business Conduct - *Conflict of Interest Policy*
2-16	Communication of critical concerns	Responsible Business Conduct - *Communication of Critical Concerns*
2-17	Collective knowledge of the highest governance body	General Disclosures – *Corporate Governance* General Disclosures - *ESG Governance*
2-19	Remuneration policies	As a privately held company, this information is not currently disclosed.
2-20	Process to determine remuneration	As a privately held company, this information is not currently disclosed.

GRI 2: GENERAL DISCLOSURES 2021 - 2025 CONTINUED

GRI CODE	DISCLOSURE DESCRIPTION	RESPONSE
GRI 2: GENERAL DISCLOSURES 2021		
2-21	Annual total compensation ratio	As a privately held company, this information is not currently disclosed.
Strategy, Policies & Practices		
2-22	Statement on sustainable development strategy	A Letter from Our Chief Risk Officer General Disclosures - *ESG Strategy*
2-23	Policy commitments	See Dun & Bradstreet's website for a full list of our policies.
2-25	Processes to remediate negative impacts	Responsible Business Conduct - *Management & Strategy* Responsible Business Conduct - *Global Compliance & Ethics Helpline*
2-26	Mechanisms for seeking advice and raising concerns	Responsible Business Conduct - *Global Compliance & Ethics Helpline*
2-27	Compliance with laws and regulations	Responsible Business Conduct - *Management & Strategy* Responsible Business Conduct - *Compliance with Laws & Regulations* Responsible Business Conduct - *Legal & Regulatory Compliance Metrics*
2-28	Membership associations	Responsible Business Conduct - *Political Influence & Lobbying Activities* Data Handling – *Memberships & Expertise*

GRI 2: GENERAL DISCLOSURES 2021 - 2025 CONTINUED

GRI CODE	DISCLOSURE DESCRIPTION	RESPONSE
GRI 2: GENERAL DISCLOSURES 2021		
Stakeholder Engagement		
2-29	Approach to stakeholder engagement	General Information - *Business Model & Stakeholder Engagement*
2-30	Collective bargaining agreements	Our Workforce - *Collective Bargaining Coverage & Social Dialogue*
Disclosure on Material Topics		
3-1	Process to determine material topics	General Information – *Double Materiality Assessment*
3-2	List of material topics	General Information – *Double Materiality Assessment*
Procurement Practices		
3-3	Management of procurement practices	Our Value Chain - *Policies*
Anti-Corruption		

GRI 2: GENERAL DISCLOSURES 2021 - 2025 CONTINUED

GRI CODE	DISCLOSURE DESCRIPTION	RESPONSE
GRI 2: GENERAL DISCLOSURES 2021		
3-3	Management of anti-corruption	Responsible Business Conduct - *Prevention & Detection of Corruption and Bribery*
205-1	Operations assessed for risks related to corruption	In 2025, 100% of Dun & Bradstreet's operations were assessed for corruption risk. Responsible Business Conduct - *Prevention & Detection of Corruption and Bribery*
205-2	Communication and training about anti-corruption policies and procedures	In 2025, 100% of employees and governance body members received training on anti-corruption. Responsible Business Conduct - *Communication & Training About Anti-Corruption Policies & Procedures*
205-3	Confirmed incidents of corruption and actions taken	Responsible Business Conduct - *Confirmed Incidents of Corruption & Actions Taken*
Anti-Competitive Behavior		
3-3	Management of anti-competitive behavior	Responsible Business Conduct - *Anti-competitive Behavior* Code of Conduct and Ethics
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Responsible Business Conduct - *Anti-competitive Behavior* Code of Conduct and Ethics

GRI 2: GENERAL DISCLOSURES 2021 - 2025 CONTINUED

GRI CODE	DISCLOSURE DESCRIPTION	RESPONSE
GRI 103: ENERGY 2025		
103-1	Energy policies and commitments	Climate Change – *Policies*
103-2	Energy consumption within the organization	2025 Energy Consumption (GJ) – 33,467.0 Climate Change – *Energy Consumption Mix* Climate Change – *Renewable Energy*
103-3	Energy consumption outside the organization	This metric is not currently disclosed.
103-4	Energy intensity	As a privately held company, we do not currently disclose emissions or energy intensity data.
103-5	Reduction of energy consumption	Not applicable; 2025 will serve as the baseline for Dun & Bradstreet's emissions reduction targets and tracking of other environmental metrics.
GRI 303: WATER & EFFLUENTS 2018		
3-3	Management of water and effluents	Water – *Management & Strategy*
303-1	Interactions with water as a shared resource	This metric is not currently disclosed.
303-3	Water withdrawal	This metric is not currently disclosed.

GRI 2: GENERAL DISCLOSURES 2021 - 2025 CONTINUED

GRI CODE	DISCLOSURE DESCRIPTION	RESPONSE
303-4	Water discharge	This metric is not currently disclosed.
303-5	Water consumption	This metric is not currently disclosed.
GRI 102: CLIMATE CHANGE 2025		
102-1	Transition plan for climate change mitigation	Dun & Bradstreet plans to submit emissions reduction targets to the Science Based Targets initiative (SBTi) for validation in 2026, after which we will create a climate transition plan.
102-2	Climate change adaptation plan	Climate Risk Report
102-3	Just transition	Currently, no climate-related actions have been found to impact employees.
102-4	GHG emissions reduction targets and progress	Climate Change – *Transition Plan & Targets*
102-5	Direct (Scope 1) GHG emissions	2025 Scope 1 Emissions (tCO2e): 435.9 Climate Change – *Greenhouse Gas (GHG) Emissions*
102-6	Energy indirect (Scope 2) GHG emissions	2025 Scope 2 Emissions: Location-based (tCO2e): 2,043.4 2025 Scope 2 Emissions: Market-based (tCO2e): 1,696.2 Climate Change – *Greenhouse Gas Emissions*

GRI 2: GENERAL DISCLOSURES 2021 - 2025 CONTINUED

GRI CODE	DISCLOSURE DESCRIPTION	RESPONSE
102-7	Other indirect (Scope 3) GHG emissions	2025 Scope 3 Emissions (tCO2e): 121,964.2 Climate Change – *Greenhouse Gas Emissions*
102-8	GHG emissions intensity	As a privately held company, we do not currently disclose emissions or energy intensity data.
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016		
3-3	Management of supplier environmental assessment	Our Value Chain – *Management & Strategy*
308-1	New suppliers that were screened using environmental criteria	New Suppliers Screened for Environmental Criteria in 2025: 65% Our Value Chain – *Suppliers Screened for Environmental & Social Criteria*
GRI 401: EMPLOYMENT 2016		
3-3	Management of employment	Our Workforce - *Management & Strategy* Human Capital and Diversity, Equity & Inclusion Policy Statement
401-1	New employee hires and employee turnover	Our Workforce – *Hiring & Turnover*
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our Workforce – *Team Member Benefits*

GRI 401: EMPLOYMENT 2016 - 2025 CONTINUED

GRI CODE	DISCLOSURE DESCRIPTION	RESPONSE
401-3	Parental leave	Our Workforce – *Team Member Benefits*
GRI 402: LABOR & MANAGEMENT RELATIONS 2016		
3-3	Management of labor	Our Workforce – *Management & Strategy*
GRI 403: OCCUPATIONAL HEALTH & SAFETY 2018		
3-3	Management of occupational health and safety topics	Our Workforce – *Management & Strategy*
403-1	Occupational health and safety management system	Global Workplace Health & Safety Policy Our Workforce – *Health, Safety & Accessibility*
403-2	Hazard identification, risk assessment, and incident investigation	Global Workplace Health & Safety Policy Our Workforce – *Health, Safety & Accessibility*
403-3	Occupational health services	Global Workplace Health & Safety Policy Our Workforce – *Health, Safety & Accessibility*
403-4	Worker participation, consultation, and communication on occupational health and safety	Global Workplace Health & Safety Policy Our Workforce – *Health, Safety & Accessibility*
403-5	Worker training on occupational health and safety	Global Workplace Health & Safety Policy Our Workforce – *Health, Safety & Accessibility*

GRI 403: OCCUPATIONAL HEALTH & SAFETY 2018 - 2025 CONTINUED

GRI CODE	DISCLOSURE DESCRIPTION	RESPONSE
403-6	Promotion of worker health	Global Workplace Health & Safety Policy Our Workforce – *Health, Safety & Accessibility*
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Global Workplace Health & Safety Policy Our Workforce – *Health, Safety & Accessibility*
403-8	Workers covered by an occupational health and safety management system	Due to the nature of our business, occupational health and safety risk is low.
403-9	Work-related injuries	Health and safety incidents are infrequent at Dun & Bradstreet, reflecting the comparatively low physical risk profile of our operations. In 2025, our Company reported 132 days lost due to ill health or injury, and no work-related fatalities. Our Workforce – *Incidents of Illness, Injury or Fatality*
403-10	Work-related ill health	Health and safety incidents are infrequent at Dun & Bradstreet, reflecting the comparatively low physical risk profile of our operations. In 2025, our Company reported 132 days lost due to ill health or injury, and no work-related fatalities. Our Workforce – *Incidents of Illness, Injury or Fatality*
GRI 404: TRAINING & EDUCATION 2016		
3-3	Management of training and education	Our Workforce – *Learning & Development* Our Workforce – *Compliance Training* Human Capital and Diversity, Equity & Inclusion Policy Statement
401-1	Average hours of training per year per employee	Our Workforce – *Training & Metrics*

GRI 404: TRAINING & EDUCATION 2016 - 2025 CONTINUED

GRI CODE	DISCLOSURE DESCRIPTION	RESPONSE
404-1	Average hours of training	Our Workforce – *Training & Metrics*
404-2	Programs for upgrading employee skills and transition assistance programs	Our Workforce – *Learning & Development* Human Capital and Diversity, Equity & Inclusion Policy Statement
404-3	Percentage of employees receiving regular performance and career development reviews	Our Workforce – *Performance Review Metrics*
GRI 405: DIVERSITY & EQUAL OPPORTUNITY 2016		
3-3	Management of diversity, equity, and inclusion	Our Workforce – *Diversity, Equity & Inclusion* Human Capital and Diversity, Equity & Inclusion Policy Statement
405-1	Diversity of governance bodies and employees	Our Workforce – *Diversity Metrics*
GRI 406: NON-DISCRIMINATION 2016		
3-3	Management of non-discrimination	Our Workforce – *Diversity, Equity & Inclusion*
406-1	Incidents of discrimination and corrective actions taken	Due to our Company's confidentiality policies and privacy laws, this metric is not currently disclosed.

GRI 407: FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING 2016 - 2025 CONTINUED

GRI CODE	DISCLOSURE DESCRIPTION	RESPONSE
GRI 407: FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING 2016		
3-3	Management of freedom of association and collective bargaining	Our Workforce – *Collective Bargaining Coverage & Social Dialogue*
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016		
3-3	Management of supplier social assessment	Our Value Chain – *Management & Strategy*
414-1	New suppliers that were screened using social criteria	New Suppliers Screened for Social Criteria in 2025: 65% Our Value Chain – *Suppliers Screened for Environmental & Social Criteria*
GRI 415: PUBLIC POLICY 2016		
3-3	Management of public policy	Responsible Business Conduct – *Political Influence & Lobbying Activities*
415-2	Political contribution	Responsible Business Conduct – *Political Influence & Lobbying Activities*
GRI 418: CUSTOMER PRIVACY 2016		
3-3	Management of customer privacy	Data Handling – *Actions* See Dun & Bradstreet's Privacy, Data Transparency, and AI Trust Centre.
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Handling – *Metrics*

IFRS Index - 2025

Dun & Bradstreet reports in alignment with the sustainability standards outlined within the International Sustainability Standards Board's (ISSB) International Financial Reporting Standards (IFRS), including IFRS S1: General Requirements for Disclosure of Sustainability-related Financial Information and IFRS S2: Climate-related Disclosures. These standards establish a global baseline for decision-useful sustainability-related financial disclosures, including information about governance, strategy, risk management, and metrics and targets related to sustainability-related risks and opportunities that could reasonably be expected to affect an entity's prospects over the short, medium, or long-term.

Refer to Dun & Bradstreet's 2025 Climate Risk Report for climate risk disclosures aligned with IFRS S2.

SECTION	SUB-SECTION	RESPONSE
IFRS S1		
Governance		General Disclosures – *ESG Governance*
Strategy	Sustainability-related risks and opportunities	General Disclosures – *Double Materiality Assessment* Climate Change – *Process to Identify Material Risks, Impacts & Opportunities* Water – *Process to Identify Material Risks, Impacts & Opportunities* Responsible Business Conduct – *Process to Identify Material Risks, Impacts & Opportunities* Data Handling – *Process to Identify Material Risks, Impacts & Opportunities* Our Workforce – *Process to Identify Material Risks, Impacts & Opportunities* Our Value Chain – *Process to Identify Material Risks, Impacts & Opportunities*
	Business model and value chain	General Disclosures – *Business Model & Stakeholder Engagement*
	Strategy and decision making	General Disclosures – *ESG Strategy*

IFRS INDEX - 2025 CONTINUED

SECTION	SUB-SECTION	RESPONSE
Strategy	Financial position, financial performance and cash flows	General Disclosures – *Double Materiality Assessment* Climate Change – *Process to Identify Material Risks, Impacts & Opportunities* Water – *Process to Identify Material Risks, Impacts & Opportunities* Responsible Business Conduct – *Process to Identify Material Risks, Impacts & Opportunities* Data Handling – *Process to Identify Material Risks, Impacts & Opportunities* Our Workforce – *Process to Identify Material Risks, Impacts & Opportunities* Our Value Chain – *Process to Identify Material Risks, Impacts & Opportunities*
	Resilience	Climate Risk Report – *Strategy* Climate Change – *Business Continuity* D&B ICT Risk and Digital Operational Resilience Position Statement
Risk management		General Disclosures – *Risk Management*
Metrics & Targets		Climate Change – *Metrics* Water – *Metrics* Responsible Business Conduct – *Metrics* Data Handling – *Metrics* Our Workforce – *Metrics* Our Value Chain – *Metrics*
IFRS S2		
Governance		Climate Risk Report – *Governance*
Strategy	Climate-related risks and opportunities	Climate Risk Report – *Strategy*

IFRS INDEX - 2025 CONTINUED

SECTION	SUB-SECTION	RESPONSE
Strategy	Business model and value chain	Climate Risk Report – *Strategy*
	Strategy and decision making	Climate Risk Report – *Strategy*
	Financial position, financial performance and cash flows	Climate Risk Report – *Strategy*
	Climate resilience	Climate Risk Report – *Strategy*
Risk management		Climate Risk Report – *Risk Management*
Metrics & Targets		Climate Risk Report – *Metrics*

ABOUT DUN & BRADSTREET®

Dun & Bradstreet provides the verified commercial identity foundation for enterprises to deploy AI at scale. In 1963, the company originated the D-U-N-S® Number, now the global standard for identifying commercial entities. Anchored by this identifier, the D&B Commercial Graph™ structures and connects business identity consistently across systems, enabling AI to operate on accurate, validated data. Since 1841, businesses of every size have relied on Dun & Bradstreet to navigate change and accelerate growth.

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.

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