



2024 Environmental,  
Social & Governance Report

dun&bradstreet

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## A Message from Our CEO

As organizations around the world navigate the dynamic landscape of global challenges, Dun & Bradstreet remains committed to helping companies grow revenue, increase margins, mitigate risk, and maintain compliance through our industry-leading commercial data and analytics.

The sustainability horizon has become increasingly complex, with rising regulatory requirements, shifting voluntary standards, and a polarizing geopolitical landscape. Amid these changes, we remain dedicated to significantly enhancing our reporting and focusing on sustainability through a risk management lens. Environmental sustainability and related risk management are priorities for us, both in the solutions we provide to our clients and in our own operations.

This global Environmental, Social & Governance (ESG) Report brings a significant shift to how we report. While the European Commission has delayed required reporting to the Corporate Social Responsibility Directive (CSRD), Dun & Bradstreet is continuing our preparations to align with the European Sustainability Reporting Standards (ESRS). This report follows the ESRS framework, reporting

to the results of our double materiality assessment (DMA), and covering the ESRS topics that have been identified as material by this DMA.

As we annually revisit the findings of our DMA and monitor changing regulatory requirements, we will strive to use our own risk analytics solutions that provide guidance on navigating these requirements, and insights we trust. While there are always new considerations, we believe our ESG management approach affords us a resilience to continually adapt to change.

In 2024, we enhanced our emissions reporting to include scope 3 results, a significant undertaking that drew together stakeholders from regions across the enterprise. We have progressed our emissions management over the last few years and are now able to shift our focus towards our Science Based Targets initiative (SBTi) commitments, and implementing plans that will deliver meaningful climate progress across our operations.

Our ESG strategy is business critical to Dun & Bradstreet. Beyond our trusted data and analytics for sustainability and risk management professionals, we understand we exist in the value chain of many businesses. We aim to be a valued business partner to our more than 215,000 clients, businesses of all sizes across the map.

As we approach our 184<sup>th</sup> anniversary, we remain committed to doing business the right way, guided by our Code of Conduct and Ethics. Integrity and ethics are the cornerstones of how we operate our Company, and my leadership team and I work together to maintain our responsible reporting and operating practices. We look forward to building on our legacy of leadership in data and analytics, and to working with our many stakeholders to drive positive change in the world through how we do business.

Regards,

**Anthony Jabbour**

Dun & Bradstreet Chief Executive Officer



# General Disclosures

General Disclosures **ESRS 2**

Basis for Preparation **BP-1**  
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General Disclosures **ESRS 2**

Basis for Preparation **BP-1**

This global 2024 ESG Report begins our transition to align with the European Union’s (E.U.) Corporate Sustainability Reporting Directive (CSRD) and the reporting format specified by European Sustainability Reporting Standards (ESRS).

While we are not required to be compliant with these standards at this time, we have started to align our 2024 ESG Report to prepare for future compliance requirements.

For ease of reference, ESRS topics and subtopics are italicized, and references are indicated in parentheses next to the related disclosure when applicable. For references from one section to another, topics are linked. An ESRS Content Index is available in *ESRS Disclosure Requirements (IRO-2)*.

The *Appendix* at the end of this document contains:

- The *Glossary* defining Dun & Bradstreet terms within this 2024 ESG Report.
- The *Policies & Resources* section, providing a comprehensive list of public documents, policies, websites, additional discourses, and other key resources.

Boundary

The content of this report is guided by CSRD (2022/2464) and the ESRS, and is prepared on an enterprise-wide consolidated basis, reporting for Dun & Bradstreet Holdings, Inc. Subsidiaries under which we do not have a controlling interest are not included in the scope of the sustainability reporting.

Throughout this report, sustainability and ESG are used interchangeably. The content of this report includes topics determined to be material for our business and stakeholders. The presented material risks, impacts, and opportunities take Dun & Bradstreet’s upstream and downstream value chain into account.

The disclosed data points and sustainability matters have been assessed according to our 2023 double materiality assessment (DMA), which was refreshed in 2024. Please see *Process to Identify & Assess Material Impacts, Risks & Opportunities (IRO-1)* for more information.

Time Boundary

Unless otherwise noted, the scope of this report covers ESG data and initiatives from our fiscal year 2024, beginning January 1, 2024, and ending December 31, 2024.



Pictured is Dun & Bradstreet’s corporate headquarters in Jacksonville, U.S.



Disclosures in Relation to Specific  
Circumstances **BP-2**

Time Horizons

The time horizons used for the materiality assessment include considerations over the short (<1 year), medium (1-5 years), or long term (>5 years).

Sources of Estimation or Uncertainty

Greenhouse Gas (GHG) Emissions

When reviewing and reporting our GHG emissions, the data for which can be found in *Climate Change (E1)*, Dun & Bradstreet draws from the principles and guidance outlined in the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD). We leveraged the recognized standards — [The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised](#) and [GHG Protocol Scope 2 Guidance: An amendment to the GHG Protocol Corporate Standard](#) (collectively, the GHG Protocol) — to guide the criteria to assess, calculate, and report GHG emissions, including energy consumption. This report presents and accounts for GHG emissions within our defined boundary. Our scope 2 results report location-based and market-based emissions. Scope 2 comparison with the preceding period can only be made with location-based data, as we are disclosing global market-based emissions for the first time with this report.

We completed a global inventory for the relevant scope 3 emissions categories for the first time in 2024. We assessed and calculated scope 3 emissions based on the GHG Protocol’s [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. Calculations used emission factors based on activity, spend, and average-based data. More information regarding calculation methodology for our material scope 3 categories can be found in the footnotes in *Gross Scopes 1, 2, 3 & Total GHG Emissions (E1-6)*.

Workforce

The metrics related to team members (covering human capital, learning and development, employee engagement, and other relevant standards) in *Our Employees (S1)* and *Responsible Business Conduct (G1)* are relative to the total number of team members at fiscal year end; changes in team member count during the year do not materially affect the metrics presented.

Additional Sustainability Reporting Standards & Frameworks

Dun & Bradstreet reports leveraging the following voluntary reporting standards and frameworks:

- **Global Reporting Initiative (GRI):** Dun & Bradstreet reports in accordance with the GRI, which sets standards for how organizations communicate and demonstrate accountability for their impacts on the environment, the economy, and people. Please see our *GRI Index*.
- **International Financial Reporting Standards (IFRS):** Dun & Bradstreet references IFRS S2 Climate-related Disclosures in *ESRS Disclosure Requirements (IRO-2)*.
- **Sustainability Accounting Standards Board (SASB):** SASB standards provide companies with guidance on reporting relevant industry-specific sustainability information to their investors. Dun & Bradstreet reports against standards within the two SASB sectors that are most closely aligned to our businesses: Software & IT and Professional & Commercial Services. The IFRS Foundation assumes responsibility for, maintains, and enhances SASB standards. Please see our *SASB Index*.
- **Task Force on Climate-related Financial Disclosures (TCFD):** TCFD recommendations provide an overview of climate-related governance, strategy, risk management, metrics, and targets. The IFRS Foundation has taken over monitoring companies’ progress on TCFD’s disclosures. Please see our *TCFD Index*.

- **United Nations (UN) Global Compact:** The UN Global Compact is a voluntary initiative to align strategies and operations with universal principles on human rights, labour, environment, and anti-corruption, and take actions that advance societal goals. This report serves as our Communication on Progress, and our alignment to the Ten Principles of the UN Global Compact can be found in *ESRS Disclosure Requirements (IRO-2)*.
- **United Nations Sustainable Development Goals (UN SDGs):** As a signatory of the UN Global Compact, we contribute to advancing societal goals through alignment with the UN SDGs. The UN set 17 goals that provide a shared blueprint for peace and prosperity for people and the planet, now, and in the future. At Dun & Bradstreet, the UN SDGs inform our corporate social responsibility (CSR) strategy, which can be found in *Corporate Social Responsibility*.

Dun & Bradstreet  
Core UN SDGs:

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

Dun & Bradstreet  
Contributing UN SDGs:

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

SUSTAINABLE  
DEVELOPMENT GOALS



Certifications

Dun & Bradstreet maintains management systems throughout our global operations certified to the following International Organization for Standardization (ISO) standards:

ISO 27001 & ISO 27701

Our Information Security Management System (ISMS), Privacy Information Management System (PIMS), and Statement of Applicability are certified compliant to ISO 27001:2022 and ISO 27701:2019, respectively. In 2024, we expanded our program to include locations in China Mainland and Hong Kong SAR in addition to previously certified locations in the E.U., India, and the U.K., for a total of 14 certified locations. As of 2024, 45% of our operations are ISO 27001 & ISO 27701 certified.<sup>1</sup>



ISO 9001

Our Quality Management System in Dublin, Ireland, is certified to ISO 9001:2015. As of 2024, 2% of our operations are ISO 9001 certified.<sup>1</sup>



ISO 14001

Three offices across Europe maintain Environmental Management Systems that are certified to ISO 14001:2015. As of 2024, 16% of our operations are ISO 14001 certified.<sup>1</sup>



<sup>1</sup> The percentage of our operations certified to each ISO standard is calculated based on the number of team members working at each certified location.

Additional awards, accolades & certifications can be found on our [ESG website](#).

The Role of the Administrative, Management & Supervisory Bodies (GOV-1)

Board Composition & Committee Oversight

Our 11-person Board of Directors is 82% independent and consists of our independent Lead Director plus eight other independent directors, our Executive Chairman, and our CEO.

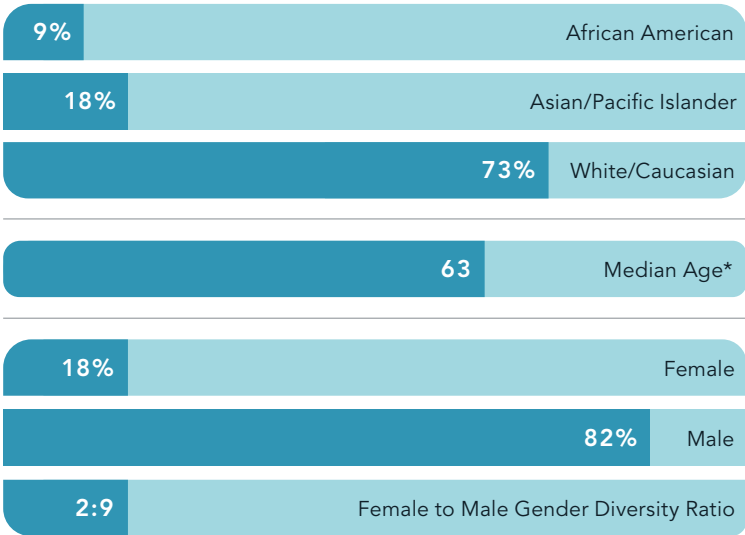
Our Board maintains the following three committees:

- **Audit Committee:** Oversees the accounting and financial reporting processes, compliance with legal and regulatory requirements, risk assessment and management, cybersecurity, and ESG program and priorities.
- **Compensation Committee:** Oversees executive compensation decisions, in addition to compensation plans and programs.
- **Corporate Governance & Nominating Committee:** Oversees the corporate governance framework and Board composition.

More information can be found in our most recent [proxy statement](#).



Board of Directors Demographics



\* Ages are reflected as of record December 31, 2024.

Sustainability Governance

Our Board of Directors provides insights to guide our ESG commitments and business practices. We periodically review our governance systems to maintain our high standard of business integrity.

The Audit Committee of the Board of Directors maintains oversight of our ESG program. This committee oversees our ESG risk policies, practices, and management as informed by the material topics identified in the results of our DMA.

Our Chief Sustainability Officer provides quarterly written ESG updates to the Audit Committee of the Board.

Management Oversight

Our Executive Leadership Team (ELT) engages quarterly with our Board and committees on business, governance, and regulatory updates, and maintains oversight of our enterprise risks and other key initiatives including ESG.

Sustainability Governance

Chief Sustainability Officer	<ul style="list-style-type: none"><li>• Responsible for global sustainability management</li><li>• Reports to CEO</li><li>• Member of Dun &amp; Bradstreet’s ELT</li><li>• Provides quarterly updates to the Audit Committee</li></ul>
Corporate ESG Team	<ul style="list-style-type: none"><li>• Reports to Chief Sustainability Officer</li><li>• Oversees execution of ESG program</li><li>• Supports setting sustainability strategy and objectives, and implements programs and practices to address ESG impacts, risks, and opportunities</li><li>• Develops ESG disclosures including the annual global ESG report</li></ul>
Sustainability Working Group	<ul style="list-style-type: none"><li>• Comprises members of Dun &amp; Bradstreet’s ELT and other senior leaders, including the Chief Ethics &amp; Compliance Officer, Corporate Secretary, Chief People Officer, Chief Financial Officer, Chief Risk Officer, Chief Legal Officer, and Vice President of Internal Audit</li><li>• Develops and executes ESG strategy in alignment with other business objectives and legislative requirements</li></ul>

We believe our ESG strategy is best served when all team members engage in our sustainable and ethical business practices. Guided by our Corporate ESG team, a network of team members contributes to our objectives at the local level.



Risk Management & Internal Controls Over Sustainability Reporting (GOV-5)

Enterprise Risk Management (ERM)

We believe our approach to risk management supports our decades-long trust with our clients and business stakeholders, and we maintain this trust by continuously reviewing our business and regulatory landscape and evolving our risk management process as required.

Our Board of Directors holds the ELT accountable for implementing the Board’s approved risk tolerance; maintaining an effective risk management structure that appropriately identifies, monitors, measures, and controls major types of risk; and managing the Company’s actions in a manner that addresses these risks in line with tolerance. Our [2024 Form 10-K](#), filed annually with the United

States Securities and Exchange Commission (U.S. SEC), details the various types of risk we manage.

Dun & Bradstreet’s ERM program prioritizes the identification, assessment, and control of identified corporate risks.

Risk Governance

Chief Risk Officer	<ul style="list-style-type: none"><li>• Leads ERM program</li><li>• Reports to CEO</li><li>• Member of Dun &amp; Bradstreet’s ELT</li><li>• Provides quarterly updates to the Audit Committee</li></ul>
Enterprise Risk Committee	<ul style="list-style-type: none"><li>• Comprised of senior executives</li><li>• Represents all functions</li><li>• Responsible for risk management across the enterprise and escalating significant issues to the Board</li></ul>
Enterprise Risk Policy	<ul style="list-style-type: none"><li>• Guides how we address and respond to risks</li></ul>

Our ERM program includes a high-level review of climate risks, which are noted in our [2024 Form 10-K](#) report to the U.S. SEC.

Dun & Bradstreet created the global ESG Report in conjunction with internal stakeholders of relevant functions across the organization. Our Corporate ESG team works with internal subject matter experts to collect data and activity. We collect global GHG data via a third-party data management system. The Internal Audit team collaborates in reviewing the full report content. The Chief Sustainability Officer, Finance, Legal, and People teams review the final content to confirm data and gain approval of the final report prior to publication.





Risk Monitoring & Rapid Response

Our Vice President of Internal Audit leads the Internal Audit team, which serves as an independent assessor of risk management, control, and governance processes for Dun & Bradstreet, including transactions, processes, policies, and procedures, and oversees outsourcing of such independent assessments. The Company expects the Internal Audit team to review and evaluate compliance with our internal Enterprise Risk Policy. To maintain and preserve independence, our Internal Audit team reports functionally to the Audit Committee and administratively to the Chief Financial Officer and does not have direct responsibility or authority over the activities the team reviews.

Strategy, Business Model & Value Chain (SBM-1)

Our Strategic Approach

Dun & Bradstreet is a leading provider of comprehensive business data and analytical insights. Our constantly expanding business database, known as the Dun & Bradstreet Data Cloud, differentiates our business through its scale, depth, diversity, and accuracy. The Data Cloud contains comprehensive information on more than 600 million organizations. Global commerce relies on access to longitudinal curated data, and with only a small percentage of the world’s businesses filing public financial statements, our data is a trusted source for reliable information about both public and private businesses. By building such a set of data over time, we establish a unique identifier that creates a single thread connecting related corporate entities, allowing our clients to form a holistic view of an enterprise. This unique identifier, which we refer to as the D-U-N-S® Number, acts like an organization's fingerprint. We believe that we are the only scale provider to possess both worldwide commercial credit data and comprehensive public records data linked together by a unique identifier, allowing for an accurate assessment of public and private businesses globally.

Dun & Bradstreet serves more than 215,000 clients worldwide. Our products enable clients to make data-informed decisions and transform uncertainty into confidence, risk into opportunity, and potential into prosperity for their businesses.

We leverage differentiated capabilities to serve a broad set of clients across multiple industries and geographies. Our data and analytics support a wide range of use cases covering nearly

all industry verticals, including financial services, technology, communications, government, retail, transportation, and manufacturing.

More information about the clients we serve is available in [End-Users \(S4\)](#), and additional strategic information can be found in our [2024 Form 10-K](#).

As of December 31, 2024, we employed 6,247 team members worldwide, including 2,323 in our North America and corporate segments and 3,924 in our International segment.

Business Continuity

The Company’s Business Continuity Program (BCP) aims to minimize the impact of any reasonably foreseeable service interruption events on our team members, clients, alliances, and overall ongoing operations. Our program prioritizes critical business processes, such as data management and protection, identifies significant threats to normal operations, and plans Dun & Bradstreet’s response in case of an event. The program aligns with key elements of the ISO 22301 Business Continuity Management Systems and our internal governing standard as outlined in the Dun & Bradstreet BCP Policy Statement. Our ELT oversees our BCP by reviewing performance, program improvements, and emerging stakeholder needs.

# Our ESG Strategy

Our internal approach to sustainability aligns to three pillars:

## Our Purpose:

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

## Our Planet:

Reducing the impact our operations have on the environment.

## Our People:

Providing opportunities for our team members and local communities to thrive.

We track our progress and share our annual reporting on our [website](#).



## Our ESG Solutions

Dun & Bradstreet offers a set of ESG-focused solutions to support organizations in navigating the ESG reporting landscape and identifying and addressing present and future ESG risks and opportunities. Changes in regulation, as well as voluntary frameworks and standards, have prompted an increase in data-driven disclosures. Dun & Bradstreet’s ESG solutions proactively support companies in tackling the changing reporting environment.

Our ESG-focused solutions include the following:

### D&B ESG Intelligence

Today’s corporations look to better mitigate risk, increase resiliency, and drive business performance, increasingly prioritizing the need to engage in business relationships with ethical companies. D&B ESG Intelligence users can track their business partners’ ESG performance and activities. Dun & Bradstreet offers sustainability performance data on more than 73 million global public and private businesses across nearly 175 countries and territories along with solutions to fit a variety of use cases. Our clients put our data and solutions to work to help manage risk, improve supply chain resiliency, or comply with emerging regulations.

### D&B Climate Risk Insights

D&B Climate Risk Insights combines physical climate risk data gathered from geospatial satellite imagery with global-leading firmographics and financial characteristics from Dun & Bradstreet, providing future-ready visibility. Clients leverage insights to predict climate-related risks and calculate the probability of recovery to foster more resilient business relationships.

## D&B Supplier Diversity Data

Dun & Bradstreet collects and manages a broad set of diversity data from more than 250 sources. Our robust source of insight on more than 5 million diverse businesses across the globe, throughout 20+ certified classifications, helps our clients find qualified third parties that meet their needs.

## D&B Risk Analytics — Supplier Intelligence

D&B Supplier Intelligence provides procurement and supply teams with a solution that aims to achieve a new level of visibility for managing risks. Utilizing the Data Cloud, D&B Supplier Intelligence allows users to screen suppliers, actively monitor risk changes, streamline reporting processes, and drive operational efficiency through automation.

For more information about our products, please visit our [website](#).



## Interests & Views of Stakeholders SBM-2

Dun & Bradstreet regularly engages with our stakeholders in the normal course of business. Our interactions help us to understand our stakeholders’ views, which inform our ESG team and activity.

STAKEHOLDER	ENGAGEMENT
Board of Directors	Quarterly meetings, committee meetings
Clients	Client satisfaction surveys, client advisory boards, Requests for Information
Investors/Analysts	Annual general meetings, quarterly reporting, investor meetings and presentations
Non-Governmental Organizaions	Strategic partnerships, donations, volunteer events through our corporate social responsibility program
Suppliers	Supplier due diligence, Requests for Information
Team Members	Company-wide engagement surveys twice a year, leader meetings, town hall meetings with the CEO and ELT, performance cycle check-ins, career discussions, team member communications
Worldwide Network	Product and data sales, client and market opportunities



We also connect with our stakeholders to gain input when setting our ESG strategy. Our DMA sought input from stakeholders to learn more about our impacts, risks, and opportunities related to ESG. For more information on our DMA, please see the [Process to Identify & Assess Material Impacts, Risks & Opportunities \(IRO-1\)](#).

Material Impacts, Risks & Opportunities, and Their Interaction with Strategy & Business Model **SBM-3**

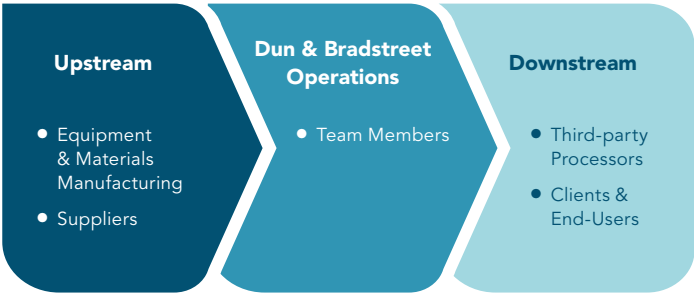
MATERIAL ESRS TOPIC	ESRS SUBTOPIC	ESRS SUB-SUBTOPIC	IMPACT	FINANCIAL	UPSTREAM	OWN OPERATIONS	DOWNSTREAM
Climate Change <b>E1</b>	<ul style="list-style-type: none"><li>Climate change adaptation</li><li>Climate change mitigation (emission reduction)</li><li>Energy</li></ul>		✓	✓	✓	✓	✓
Water and Marine Resources <b>E3</b>	<ul style="list-style-type: none"><li>Water</li></ul>	<ul style="list-style-type: none"><li>Water withdrawal</li></ul>	✓		✓		
Resource Use and Circular Economy <b>E5</b>	<ul style="list-style-type: none"><li>Waste</li></ul>		✓		✓	✓	✓
Own Workforce <b>S1</b>	<ul style="list-style-type: none"><li>Working conditions</li><li>Equal treatment</li><li>Other work-related rights (privacy)</li></ul>		✓	✓		✓	
Workers in the Value Chain <b>S2</b>	<ul style="list-style-type: none"><li>Working conditions</li><li>Equal treatment</li></ul>		✓		✓		
Consumers and End-Users <b>S4</b>	<ul style="list-style-type: none"><li>Information-related impacts</li><li>Social inclusion</li></ul>		✓	✓			✓
Business Conduct <b>G1</b>	<ul style="list-style-type: none"><li>Corporate culture</li><li>Protection of whistleblowers</li><li>Relationship with suppliers</li><li>Corruption and bribery</li></ul>		✓	✓	✓	✓	✓
Data Protection, Privacy & Security <b>Company-Specific Topic</b>			✓	✓		✓	

The 2024 refreshed DMA did not identify any differences in the resulting list of material topics.



Process to Identify & Assess Material Impacts, Risks & Opportunities IRO-1

In 2023, Dun & Bradstreet worked with a third-party consultancy to conduct a global DMA to identify our material ESG topics. The DMA identified ESG topics that Dun & Bradstreet materially impacts as well as topics that pose potential or actual financial risks and opportunities to our Company.



The DMA considered Dun & Bradstreet operations as well as upstream and downstream in the value chain. Our clients primarily consist of companies and organizations and their direct end-users.

The assessment involved an industry analysis, a materiality survey, and a series of stakeholder dialogue sessions to understand the relevance of CSRD-recognized ESG topics.

The following key stakeholder groups participated in the assessment:

- Alliance Partners
- Board of Directors
- Clients
- Investors/Analysts
- Non-Governmental Organizations
- Suppliers
- Team Members

Dialogue sessions included internal stakeholders and clients from both the U.S. and the E.U. Stakeholder dialogue feedback combined with industry research results identified the material topics, subtopics, and sub-subtopic listed on the prior page and referenced throughout this report with accompanying details on how we manage each topic. These topics shape our ESG strategy and reporting.

In 2024, the same third-party consultancy refreshed the 2023 DMA with a desktop analysis and validation of the material topics, sub-topics, and sub-subtopic referred to in this report as the 2024 DMA or 2024 refreshed DMA.

The process assessed each identified subtopic or sub-subtopic according to the assigned impact type. For each environmental and social impact, the severity, scope, and irremediability were rated using a scale from 0 to 4, where lower values indicate minimal severity, limited or negligible impact, or easy or non-applicable remediation. Higher values signify greater severity, broader impact, or more difficult remediation.

The likelihood of environmental and social impacts and financial risks and opportunities was evaluated on a scale of 0 to 3, with a lower score indicating a remote-to-unlikely probability and a higher score noting an increased probability of occurrence.

Dun & Bradstreet’s financial position and performance, cash flow, cost, and access to capital formed the context for assessing each financial risk and opportunity. The magnitude of the financial effect was assessed on a 1 to 5 scale. Financial effect thresholds were aligned with Dun & Bradstreet’s ERM process. The lower values indicate no-to-limited financial effect, whereas the higher ratings suggest a moderate-to-considerable financial effect. The likelihood of occurrence scale ranged from remote to almost certain.

Dun & Bradstreet collaborated with the same third-party consultancy to determine quantitative thresholds. We identified each as negative/positive impact, actual/potential impact, and risk or opportunity to determine the material subtopics and sub-subtopics. Financial topics with scores of 3 or higher and impact topics with a cumulative score exceeding 50% of the total possible were considered material. Dun & Bradstreet’s Sustainability Working Group, Chief Executive Officer, Chief Sustainability Officer, ELT, and Audit Committee of the Board of Directors reviewed the output and finalized the results.

In 2025, a DMA review will be conducted and prepared in line with audit requirements, which will provide a more granular view of our impacts, risks, and opportunities, in line with evolving best practice.





ESRS Disclosure Requirements **IRO-2**

Includes IFRS Climate-related Disclosures (S2) and UN Global Compact Alignment

ESRS DISCLOSURE REQUIREMENT ID	ESRS DESCRIPTION	REPORT SECTION	IFRS S2 CLIMATE- RELATED DISCLOSURES	UN GLOBAL COMPACT PRINCIPLES
GENERAL DISCLOSURES <b>ESRS 2</b>				
<b>BP-1</b>	General basis for preparation of sustainability statements	<i>Basis for Preparation</i>	<b>S2 6 a</b>	—
<b>BP-2</b>	Disclosures in relation to specific circumstances	<i>Disclosures in Relation to Specific Circumstances</i>		
<b>GOV-1</b>	The role of the administrative, management, and supervisory bodies	<i>The Role of the Administrative, Management &amp; Supervisory Bodies</i>		
<b>GOV-5</b>	Risk management and internal controls over sustainability reporting	<i>Risk Management &amp; Internal Controls Over Sustainability Reporting</i>		
<b>SBM-1</b>	Strategy, business model, and value chain	<i>Strategy, Business Model &amp; Value Chain</i>		
<b>SBM-2</b>	Interests and views of stakeholders	<i>Interests &amp; Views of Stakeholders</i>		
<b>SBM-3</b>	Material impacts, risks, and opportunities, and their interaction with strategy and business model	<i>Material Impacts, Risks &amp; Opportunities, and Their Interaction with Strategy &amp; Business Model</i>		
<b>IRO-1</b>	Processes to identify and assess material impacts, risks, and opportunities	<i>Process to Identify &amp; Assess Material Impacts, Risks &amp; Opportunities</i>		
<b>IRO-2</b>	Disclosure requirements in ESRS covered by the undertaking’s sustainability statement	<i>ESRS Disclosure Requirements</i>		

ESRS DISCLOSURE REQUIREMENT ID	ESRS DESCRIPTION	REPORT SECTION	IFRS S2 CLIMATE- RELATED DISCLOSURES	UN GLOBAL COMPACT PRINCIPLES
CLIMATE CHANGE <span>E1</span>				
<span>E1.SBM-3</span>	Material impacts, risks, and opportunities, and their interaction with strategy and business model	Management Approach	<span>S2 10 b</span>	<span>7 ENVIRONMENT</span>
<span>E1-1</span>	Transition plan for climate change mitigation	Transition Plan	<span>S2 10 d</span>	<span>8 ENVIRONMENT</span>
<span>E1-2</span>	Policies related to climate change mitigation and adaptation	Policies	<span>S2 22 b i</span>	
<span>E1-3</span>	Actions and resources in relation to climate change policies	Actions	<span>S2 22 b i 7</span>	
<span>E1-5</span>	Energy consumption and mix	Energy Consumption & Mix	<span>S2 29 a v</span>	
<span>E1-6</span>	Gross Scopes 1, 2, 3, and Total GHG emissions	Gross Scopes 1, 2, 3 & Total GHG Emissions		
WATER AND MARINE RESOURCES <span>E3</span>				
<span>E3-1</span>	Policies related to water and marine resources	Policies	—	—
RESOURCE USE AND CIRCULAR ECONOMY <span>E5</span>				
<span>E5-1</span>	Policies related to resource use and circular economy	Policies	<span>S2 13 b</span>	<span>7 ENVIRONMENT</span>
<span>E5-2</span>	Actions and resources related to resource use and circular economy	Actions		<span>9 ENVIRONMENT</span>
<span>E5-4</span>	Resource inflows	Metrics		

ESRS DISCLOSURE REQUIREMENT ID	ESRS DESCRIPTION	REPORT SECTION	IFRS S2 CLIMATE- RELATED DISCLOSURES	UN GLOBAL COMPACT PRINCIPLES
OWN WORKFORCE S1				
S1.SBM-3	Material impacts, risks, and opportunities, and their interaction with strategy and business model	Management Approach	—	1 HUMAN RIGHTS
S1-1	Policies related to own workforce	Policies		2 HUMAN RIGHTS
S1-2	Processes for engaging with own workers and workers' representatives about impacts	Team Member Engagement		3 LABOUR
S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns	Addressing Employee Concerns		4 LABOUR
S1-4	Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	Team Member Engagement		5 LABOUR
S1-6	Characteristics of the undertaking's employees	Employee Characteristics		6 LABOUR
S1-9	Diversity metrics	Diversity Metrics		
S1-10	Adequate wages	Adequate Wages		
S1-11	Social protection	Social Protection		
S1-13	Training and skills development metrics	Learning & Development Metrics		
S1-14	Health and safety metrics	Health & Safety Metrics		
S1-16	Remuneration metrics (pay gap and total remuneration)	Remuneration Metrics		
S1-17	Incidents, complaints, and severe human rights impacts	Raising Potential Issues		

ESRS DISCLOSURE REQUIREMENT ID	ESRS DESCRIPTION	REPORT SECTION	IFRS S2 CLIMATE- RELATED DISCLOSURES	UN GLOBAL COMPACT PRINCIPLES
WORKERS IN THE VALUE CHAIN <span>S2</span>				
<span>S2.SBM-3</span>	Material impacts, risks, and opportunities, and their interaction with strategy and business model	Management Approach	<span>S2 6 b</span>	<span>2 HUMAN RIGHTS</span> <span>4 LABOUR</span>
<span>S2-1</span>	Policies related to value chain workers	Policies		
<span>S2-2</span>	Processes for engaging with value chain workers about impacts	Addressing Value Chain Issues		
<span>S2-3</span>	Processes to remediate negative impacts, and channels for value chain workers to raise concerns	Reporting Concerns		
<span>S2-4</span>	Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those action	Actions		
END-USERS <span>S4</span>				
<span>S4.SBM-3</span>	Material impacts, risks, and opportunities, and their interaction with strategy and business model	Management Approach	<span>S2 6 b</span>	—
<span>S4-1</span>	Policies related to consumers and end-users	Policies		
<span>S4-2</span>	Processes for engaging with consumers and end-users about impacts	Engaging with End-Users		
<span>S4-3</span>	Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	Addressing End-User Concerns		
<span>S4-4</span>	Taking action on material impacts on consumers and end-users, approaches to mitigating material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	Actions		

ESRS DISCLOSURE REQUIREMENT ID	ESRS DESCRIPTION	REPORT SECTION	IFRS S2 CLIMATE- RELATED DISCLOSURES	UN GLOBAL COMPACT PRINCIPLES
BUSINESS CONDUCT <div>G1</div>				
<div>G1-1</div>	Business conduct policies and corporate culture	Ethics & Business Conduct	—	<div>10 ANTI-CORRUPTION</div>
<div>G1-2</div>	Management of relationships with suppliers	Value Chain Management		<div>8 ENVIRONMENT</div>
<div>G1-3</div>	Prevention and detection of corruption and bribery	Anti-Bribery & Anti-Corruption		
<div>G1-4</div>	Incidents of corruption or bribery	Incidents of Corruption or Bribery		
<div>G1-5</div>	Political influence and lobbying activities	Political Lobbying Activities		
DATA PROTECTION, PRIVACY & SECURITY <div>COMPANY-SPECIFIC TOPIC</div>				
Data Protection, Privacy & Security		Policies	—	—
Data Protection, Privacy & Security		Actions		
Data Protection, Privacy & Security		Metrics		



# Environmental Information



## Section Includes

Climate Change (E1)

Water & Marine Resources (E3)

Resource Use & Circular Economy (E5)

# Climate Change E1

ESRS TOPIC	ESRS SUBTOPIC	REASONING	IMPACT				FINANCIAL		BOUNDARY		
			ACT	POT	+	-	RISK	OPP	U	O	D
Climate	Climate Adaptation	Emissions from our electricity use across operations (impact)	✓			✓	✓	✓	✓	✓	✓
	Climate Mitigation	Energy associated with the data center cooling and heating, and the general energy use at our corporate offices (impact)									
	Energy	If peers are competitive within this topic, it could lead stakeholders to shift to their products (financial)  Transition to a more sustainable business and offering can improve Company growth (financial)									

ACT: Actual   POT: Potential   + Positive   – Negative   RISK: Risk   OPP: Opportunity   U: Upstream   O: Operations   D: Downstream

For more detail on our climate-related material topics, please see *TCFD Index* and *Material Impacts, Risks & Opportunities, and Their Interaction with Strategy & Business Model (SBM-3, ESRS 2)*.

## Climate Change E1

- Management Approach E1-1
- Transition Plan E1-2
- Policies E1-3
- Actions E1-4

- Energy Consumption & Mix E1-5
- Gross Scopes 1, 2, 3 & Total GHG Emissions E1-6

Management Approach **ESRS 2 SBM-3**

Dun & Bradstreet is committed to mitigating the effects of climate change where possible and operating in accordance with emerging laws and standards.

We describe our climate risk identification and management in an annual refreshment of our [TCFD](#) response and our [public financial filings](#).

Our Corporate ESG team manages the Company’s ESG data and initiatives, including emissions inventory identification, tracking, and calculation, to measure and mitigate our own climate change impact. We utilize an ESG data management platform, in addition to consulting with external advisors, to analyze and calculate our environmental data.

Dun & Bradstreet outlines our expectations for third parties, with regard to environmental management, in our [Code of Conduct and Ethics for Third Parties](#) (Third Party Code). In [Value Chain Management \(G1-2\)](#), we discuss our selection and screening process and how we account for ESG considerations.

We believe our current approach to environmental management, upcoming targets, action plans to achieve them, and further integration of climate risk into our overall ERM program will prepare Dun & Bradstreet to be resilient to impacts, risks, and opportunities associated with climate change.

Additionally, Dun & Bradstreet offers ESG-related solutions, including [D&B ESG Intelligence](#) and [D&B Climate Risk Insights](#) for businesses to better understand ESG and climate risks and supply chain resiliency. A description of our products can be found in [Strategy, Business Model & Value Chain in General Disclosures \(SBM-1, ESRS 2\)](#).

Transition Plan **E1-1**

SBTi Update

In 2023, Dun & Bradstreet committed to set near-term and long-term (including net-zero) science-based emission reduction targets through the [Science Based Targets initiative \(SBTi\)](#). SBTi is a corporate climate action organization that provides guidance and standards for companies in setting and achieving emissions reduction targets. Based on climate science, SBTi-approved emission reduction targets aim to meet the goals of the Paris

Agreement, and seek to limit global warming to 1.5 degrees Celsius above pre-industrial levels.

Since committing to set SBTi targets, we have enhanced the completeness and accuracy of our global scope 1 and scope 2 emissions data. We have also aligned our data collection methodology to focus on one centralized approach for all global data, including collecting and calculating emissions in a third-party software solution and gathering more granular data at the office and facility level.

Informed by our DMA, we have also identified material scope 3 categories. Using our ESG data management tool, we have been able to track and calculate scope 3 data. As a result of these efforts, Dun & Bradstreet is disclosing global scope 3 data for the first time within this report, which will also inform the SBTi targets we set. We are developing clear, science-based targets against our 2024 baseline year, which we intend to submit for validation by SBTi. The adoption of the transition plan would follow SBTi’s validation of our targets.

Our Business Continuity Program (BCP) considers and integrates the potential risks posed by climate change on Dun & Bradstreet’s financial performance and operations. Our systematic risk assessment process integrates climate risks alongside our other enterprise risks, allowing us to track changes to our risk universe and quickly plan appropriate actions in response. For more information regarding our ERM program, refer to [Risk Management & Internal Controls Over Sustainability Reporting \(GOV-5\)](#).

We believe our strategy toward setting SBTi-validated targets, our business continuity planning, and our corporate adherence to laws and regulations prepare us for actual and potential climate-related impacts.



Policies **E1-2**

Global Environmental Policy

Dun & Bradstreet promotes sustainability through global business practices and aims to reduce our environmental impact across our global operations. Our Corporate ESG team oversees the implementation of our [Global Environmental Policy](#), which outlines 11 principles and operating standards to meet our policy commitment.

This policy applies to all Dun & Bradstreet team members, including employees, contractors, contingent workers, and third parties. It is approved by the Policy Committee, ratified by the Enterprise Risk Committee, and implemented by the Chief Sustainability Officer and Corporate ESG team.



Our Environmental Policy Principles and Operating Standards:

- 1 **ENVIRONMENTAL DATA MANAGEMENT:** We collect and track our global environmental data.
- 2 **ENERGY EFFICIENCY:** We reduce the energy used in our offices by adopting energy-efficient technologies.
- 3 **RENEWABLE ENERGY DEPLOYMENT:** We reduce our carbon footprint by running select offices on renewable energy.
- 4 **WATER USAGE:** We reduce the water used in our offices by using low-water appliance solutions.
- 5 **WASTE REDUCTION:** We decrease the waste produced in our offices through recycling and reducing our resource consumption.
- 6 **ELECTRONIC WASTE (E-WASTE) MANAGEMENT:** Our global E-waste Policy encourages the circularity of technological assets.
- 7 **DATA CENTER EMISSIONS:** We reduce the GHG emissions produced by our data centers through migrating our digital storage to cloud-based solutions.
- 8 **BUSINESS TRAVEL:** We reduce our GHG emissions from business travel by choosing more sustainable modes of transport where possible and only travelling when business needs are unable to be met virtually.
- 9 **COMPANY VEHICLES:** Where possible, we reduce GHG produced by our Company vehicles through the replacement of these vehicles with car allowances.
- 10 **VALUE CHAIN SUSTAINABILITY:** We enhance the sustainability of our value chain by partnering with third parties that meet our environmental expectations as set forth in our Third Party Code.
- 11 **ENVIRONMENTAL RISKS AND BUSINESS CONTINUITY MANAGEMENT:** We recognize the potential impacts of climate change on our financial performance and have integrated environmental considerations into our BCP.



Sustainability in Our Product Design

Our [Product Governance & Sustainability Policy Statement](#) establishes the importance of considering environmental and social impacts throughout the design, development, and deployment of our products. This policy applies to all Dun & Bradstreet team members and is approved by senior management. Our Chief Sustainability Officer manages policy implementation with input from our Data, Legal, and Product teams.

Third-party Expectations

In addition to the Environmental Policy, environmental expectations for Dun & Bradstreet’s third parties also appear in the Third Party Code, which we share with suppliers upon onboarding and make available on our website. We encourage third parties to monitor, report, and address their GHG emissions and other climate impacts in accordance with applicable laws and standards. The Third Party Code also encourages third parties to transition to the use of renewable energy, introduce waste reduction initiatives, and implement other solutions to reduce the impact their operations have on the environment. Our Chief Ethics & Compliance Officer maintains and implements the Third Party Code. For more information regarding Dun & Bradstreet’s Global Sourcing & Procurement program, please see [Our Value Chain \(S2\)](#) and [Value Chain Management \(G1-2\)](#).

For a complete list of external policy statements and codes of conduct, refer to [Policies & Resources](#) in the [Appendix](#).

Actions E1-3

Environmental Management System (EMS)

Our International Business Operations team oversees our EMS framework, reflecting our dedication to systematically manage and minimize the environmental impact of our operations worldwide. We maintain a continuous improvement model committing us to monitoring our resource usage, waste management, and our environmental performance. Additionally, we require team members across facilities with an EMS, representing 16% of our workforce, to complete an internal awareness course about the ISO standards framework (to which our EMS is certified), including an overview of environmental practices and compliance. The implementation of the EMS framework serves an important role in evaluating the effectiveness of our practices to decrease our environmental impact.

Our EMS is certified as compliant with ISO 14001:2015 in Dublin, Ireland; London, U.K.; and Solna, Sweden. We are implementing best practices from these offices in other locations, and our plan is to expand coverage to more Dun & Bradstreet offices globally in the future.

We closely track our environmental impact, in part, through our GHG emissions. The Corporate ESG team uses a data management platform to track and calculate our GHG emissions and other environmental data. The platform allows us to see emissions trends, which will enable us to set realistic reduction goals in line with our environmental strategy. Updated information regarding our ISO certifications and management systems can be found on our [website](#).

Office & Operations Emissions

Dun & Bradstreet prioritizes reducing energy consumption in our operations and across our offices, both owned and leased, where



possible. These efforts include installing occupancy sensors, energy-efficient lighting control systems, HVAC systems, motion sensing equipment, and low-flow appliances. Our Jacksonville, U.S., headquarters maintains the U.S. Environmental Protection Agency’s ENERGY STAR certification.

Our Real Estate team proactively identifies and selects leased office locations that align with our environmental goals. We prioritize offices that maximize space efficiency and minimize unusable space. We strive to locate leased office space with Leadership in Energy and Environmental Design (LEED) or equivalent certifications, depending on the local market, and near public transportation to encourage sustainable commuting. Our offices in Austin, U.S.; Florham Park, U.S.; Jacksonville, U.S.; Slona, Sweden; and other select locations also offer charging stations for electric vehicles.





In our Frankfurt office, pictured above, we moved to a building that is Platinum certified Deutsche Gesellschaft für Nachhaltiges Bauen (DGNB), a German sustainability rating system that evaluates buildings based on their environmental, economic, and sociocultural impact.

The building was the first high-rise in Germany to receive the DGNB Diamond certification for its sustainable architecture and urban integration. The building additionally earned SmartScore and WiredScore certifications, both at the Platinum level.

In Hong Kong SAR, we also moved to a Green Performance Pledge (GPP) building. GPP is a sustainability program managed by the property owners with a focus on energy, water, and waste reduction. This program is a performance-based, landlord-tenant collaboration that promotes sustainable actions through the entire tenancy cycle to meet shared goals.

Office Renewable Energy Efforts

Our offices are committed to renewable energy use where possible, including purchasing renewable energy credits. In 2024, several offices utilized a majority or 100% renewable energy:

- Center Valley, U.S.: 60%
- Dublin, Ireland: 100%
- Frankfurt, Germany: 100%
- London, U.K.: 100%
- Oslo, Norway: 100%
- Solna, Sweden: 100%
- Urdorf, Switzerland: 100%
- Vienna, Austria: 100%
- Warsaw, Poland: 100%
- Zagreb, Croatia: 100%

Since 2019, Dun & Bradstreet Norway has maintained a carbon-neutral certificate for its Oslo office. The office offsets its scope 1 and 2 emissions in accordance with the UN Climate Neutral Now initiative.

We amplified that approach in 2024 by successfully completing a substantial multiyear migration of nearly 1,800 servers and mainframes — about 10% of our total technology footprint. After decommissioning 700 servers that were nearing end-of-life or no longer needed, we moved 70% of the remaining 1,100 servers to the cloud. The other 30% of the migrated servers now reside in a more environmentally-friendly, energy-efficient data center featuring redundant components for power and cooling.

Dun & Bradstreet incorporates Artificial Intelligence (AI) into several of our solutions. We are aware that AI can heavily impact energy demands. Over the last two years, we have made significant shifts to cloud storage from on-premise data centers. As we are now able to track and calculate global scope 3 emissions, including those produced from leasing our data centers, we will monitor potential environmental impacts from the use of AI in our products.

Data Center & Product Sustainability

Data Centers

Data centers play a critical role in Dun & Bradstreet’s ability to provide reliable and high-quality solutions to our clients. Still, we remain mindful of the environmental impact associated with data centers, and we are committed to proactively managing the effect they have on the planet. We work with data center vendors that prioritize environmental sustainability and the use of energy-efficient facilities, and we collaborate with our vendors to monitor and support any efforts toward sourcing renewable energy.

As we replace end-of-life data infrastructure and transition to a multi-cloud solution that enables more energy-efficient workload placement for large cloud providers, we aim to reduce our carbon footprint associated with data processing and storage.

Product Sustainability

We factor in environmental and social impacts when designing new products and services, in addition to utilizing energy-efficient data services for hosting, storing, and distributing our digital products. More information can be found in our [Product Governance & Sustainability Policy Statement](#).

Energy Consumption & Mix E1-5

Energy Consumption & Mix	2024
Fuel consumption from natural gas (MWh)	406.4
Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (MWh)	6,336.5
Total fossil energy consumption (MWh) <sup>2</sup>	6,742.9
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	2,531.4
Total renewable energy consumption (MWh) <sup>3</sup>	2,531.4
Share of renewable sources in total energy consumption (%)	27%
Total energy consumption (MWh) <sup>4</sup>	9,274.2

<sup>2</sup> Total fossil energy consumption (MWh) is calculated by adding Fuel consumption from natural gas (MWh) and Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (MWh).

<sup>3</sup> In 2024, Dun & Bradstreet only utilized renewable energy for purchased or acquired electricity, heat, steam, and cooling.

<sup>4</sup> Total energy consumption (MWh) is calculated by adding Total fossil energy consumption (MWh) and Total renewable energy consumption (MWh).

Gross Scopes 1, 2, 3 & Total GHG Emissions E1-6

Scope 1 & Scope 2 GHG Emissions	2020	2021	2022	2023	2024	COMPARATIVE (YEAR-OVER-YEAR)
Scope 1						
Scope 1 - GHG emissions (tCO <sub>2</sub> e)	7,689.0	840.2	775.2	320.6	634.4 <sup>5</sup>	97.9%
Scope 2						
Scope 2 - location-based and market-based GHG emissions (tCO <sub>2</sub> e)	5,111.3	6,827.1	3,570.7	—	—	—
Scope 2 - location-based GHG emissions (tCO <sub>2</sub> e) <sup>6</sup>	—	—	—	3,168.2	2,484.6	(21.6%)
Scope 2 - market-based GHG emissions (tCO <sub>2</sub> e) <sup>7</sup>	—	—	—	—	2,204.8	—
Emissions intensity - scope 1 and scope 2 per revenue (tCO <sub>2</sub> e / million USD) <sup>8</sup>	6.0	2.8	1.8	1.6	1.3	(18.8%)

<sup>5</sup> Throughout 2024, we prioritized process improvements to enhance data completeness and accuracy. The increase in scope 1 emissions in 2024 is a result of increased data accuracy.

<sup>6</sup> Prior to 2023, location-based scope 2 emissions were calculated solely for the Company’s global operations, not including the E.U. Please see prior [ESG reports](#) for more information.

<sup>7</sup> 2024 is the first year that Dun & Bradstreet reports global market-based scope 2 emissions, which were added to prepare for CSRD’s regulatory standards. Prior to 2023, Dun & Bradstreet reported market-based emissions for its E.U. operations. Please see prior [ESG reports](#) for more information.

<sup>8</sup> FY24 net revenue is reported in [2024 Form 10-K](#). Emissions intensity uses scope 2 location-based data.

Scope 3 GHG Emissions	2024
Scope 3 (indirect) GHG emissions (tCO <sub>2</sub> e)	268,877.4
Purchased goods and services (tCO <sub>2</sub> e) <sup>9</sup>	17,741.4
Capital goods (tCO <sub>2</sub> e) <sup>10</sup>	30,378.5
Business travel (tCO <sub>2</sub> e) <sup>11</sup>	4,093.6
Employee commuting (and remote working) (tCO <sub>2</sub> e) <sup>12</sup>	2,021.6
Upstream leased assets (tCO <sub>2</sub> e) <sup>13</sup>	2,551.4
Use of sold products (tCO <sub>2</sub> e) <sup>14</sup>	210,852.1
Downstream leased assets (tCO <sub>2</sub> e) <sup>15</sup>	1,238.7

Total GHG Emissions	2024
Total GHG emissions - location-based (tCO <sub>2</sub> e)	271,996.4
Total GHG emissions - market-based (tCO <sub>2</sub> e)	271,716.6
Emissions intensity - scope 1, scope 2, and scope 3 per revenue (tCO <sub>2</sub> e / million USD) <sup>16</sup>	114.2

<sup>9</sup> Purchased goods and services: This category includes emissions resulting from the procurement of professional services and physical goods not covered under other scope 3 categories. Emissions are calculated using a spend-based methodology, which estimates emissions based on the economic value of goods and services purchased across various expense categories during the reporting period.

<sup>10</sup> Capital goods: Capital goods refer to long-term assets used in the production of our products, distinct from regular purchased goods and services. At Dun & Bradstreet, this includes property, plant, and equipment (PP&E) as well as computer software. Emissions are estimated using an average spend-based methodology, based on the total economic value of capital goods acquired during the reporting period.

<sup>11</sup> Business travel: Emissions in this category arise from 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. It also includes emissions from accommodations such as hotel stays. A spend-based methodology is used to estimate emissions based on the financial outlay for these travel-related activities.

<sup>12</sup> Employee commuting (and remote working): This category captures emissions from employee travel to and from the workplace, as well as remote work-related energy use. Commuting emissions are estimated using census data on average commuting distances, transportation modes, and frequency of use per region. Remote work emissions are calculated based on Dun & Bradstreet’s regional work-from-home policies and average residential energy consumption.

<sup>13</sup> Upstream leased assets: This category includes emissions from the use of third-party owned and operated data centers that support Dun & Bradstreet’s data storage and processing needs. These facilities are essential for processing the data that is delivered to our clients through our solutions. Emissions are based on pre-calculated data provided by our data center vendors, reflecting our share of energy use at these sites.

<sup>14</sup> Use of sold products: This category includes emissions generated when clients use our products. These emissions primarily stem from the energy consumed during the operation of our web-based solutions. We estimate emissions in this category based on the revenue generated per solution sold.

<sup>15</sup> Downstream leased assets: This category includes emissions from properties (e.g., office spaces) that Dun & Bradstreet subleases to other companies, but does not own. Emissions are calculated using activity data — both actual and extrapolated — based on the energy consumption of the lessee.

<sup>16</sup> Emissions intensity is calculated using the location-based scope 2 total.

# Water & Marine Resources E3

ESRS TOPIC	ESRS SUBTOPIC	REASONING	IMPACT				FINANCIAL		BOUNDARY		
			ACT	POT	+	-	RISK	OPP	U	O	D
Water and Marine Resources	Water Withdrawals	Water is a primary source of cooling for data centers; water withdrawn cannot be returned (impact)  Water withdrawals are likely in upstream mining or manufacturing processes (impact)	✓			✓			✓		

ACT: Actual POT: Potential + Positive – Negative RISK: Risk OPP: Opportunity U: Upstream O: Operations D: Downstream

For more detail on our water-related material topics, please see *Material Impacts, Risks & Opportunities, and Their Interaction with Strategy & Business Model (SBM-3, ESRS 2)*.



## Policies E3-1

In our [Code of Conduct and Ethics for Third Parties](#), we share our commitment to reducing water usage with our suppliers and encourage them to consider solutions that minimize their environmental impact. For more information please see *Value Chain Management (G1-2)*.

Reducing water consumption is also one of the principles and operating standards within Dun & Bradstreet’s [Global Environmental Policy](#).

# Water & Marine Resources E3

## Policies E3-1



# Resource Use & Circular Economy E5

ESRS TOPIC	ESRS SUBTOPIC	REASONING	IMPACT				FINANCIAL		BOUNDARY		
			ACT	POT	+	-	RISK	OPP	U	O	D
Resource Use and Circular Economy	Waste	As a data and analytics company, our most impactful waste stream is e-waste; this includes computer equipment used by our team members as well as server technology (impact)	✓			✓			✓	✓	✓

ACT: Actual   POT: Potential   + Positive   – Negative   RISK: Risk   OPP: Opportunity   U: Upstream   O: Operations   D: Downstream

For more detail on our waste-related material topics, please see *Material Impacts, Risks & Opportunities, and Their Interaction with Strategy & Business Model (SBM-3, ESRS 2)*.

## Resource Use & Circular Economy E5

- Policies 

E5-1
- Actions 

E5-2
- Metrics 

E5-4

Policies E5-1

Dun & Bradstreet’s most impactful waste stream is e-waste. We maintain a global e-waste program and internal E-waste Policy, including end-of-life handling of all e-waste from technology assets owned by Dun & Bradstreet. The program ensures that none of our e-waste is sent to a landfill.

The third parties supporting end-of-life handling are responsible for the correct sorting and recycling of hardware that cannot be re-marketed.

Our [Global Environmental Policy](#) encourages team members to decrease general waste produced in our offices through recycling and reducing overall resource consumption.

Actions E5-2

Employee Engagement & Awareness

Through our e-waste program, our Digital Workplace team ensures the safe and efficient recycling of global e-waste after our data has been erased. This practice follows privacy and security-related policies and applicable laws and enables secure refurbishment of equipment.

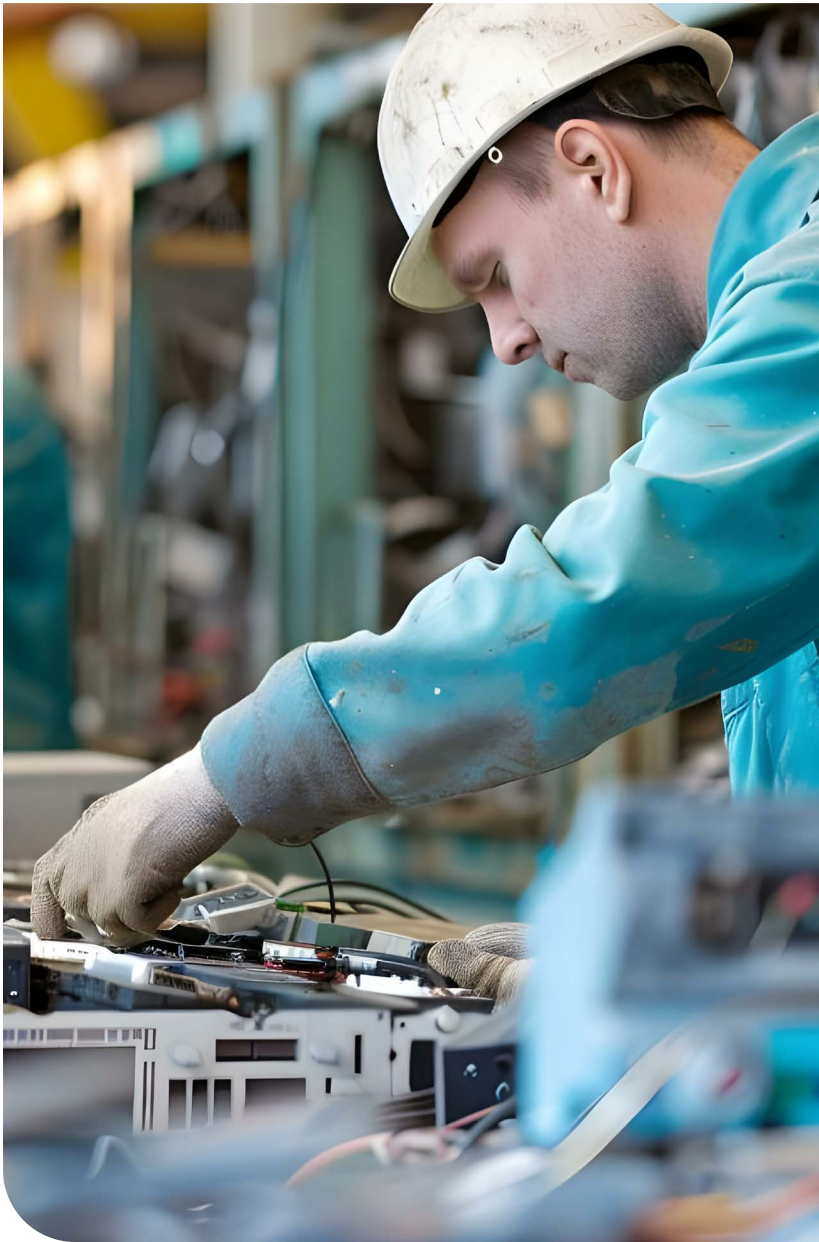
Through e-waste initiatives we are implementing globally, our goal is to raise team members’ awareness and participation in this program. Several of our offices host e-waste recycling events annually to encourage engagement in diverting e-waste from landfills. At participating locations, team members may also recycle any personal e-waste, encouraging environmentally-friendly actions outside of the office.

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

- ADISA Fully Accredited Business (Distinction with Honors)
- E-Stewards
- IS5: British Data Destruction Standard
- ISO 9001: Quality Management Systems
- ISO 14001: Environmental Management Systems
- ISO 27001: Information Security, Cybersecurity, and Privacy Protection
- ISO 45001: Health & Safety Management Systems
- NAID AAA
- R2

Metrics E5-4

E-WASTE RECYCLED	E-WASTE (t)	E-WASTE (tCO <sub>2</sub> e) <sup>17</sup>
2023	20.9	0.19
2024	6.5	0.04



<sup>17</sup> Net positive emissions are due to the processing of e-waste.

# Social Information



## Section Includes

- Our Employees (S1)
- Our Value Chain (S2)
- End-Users (S4)

Our Employees S1

ESRS TOPIC	ESRS SUBTOPIC	REASONING	IMPACT				FINANCIAL		BOUNDARY		
			ACT	POT	+	-	RISK	OPP	U	O	D
Own Workforce	Working Conditions	Dun & Bradstreet is highly dependent on its global workforce and considers their personal well-being, including mental health (impact, financial)  Dun & Bradstreet safeguards team members' personal data (financial)									
	Equal Treatment and Opportunity for All		✓		✓	✓	✓	✓		✓	
	Other Work-related Rights (Privacy)										

ACT: Actual POT: Potential + Positive – Negative RISK: Risk OPP: Opportunity U: Upstream O: Operations D: Downstream  
For more detail on our team member-related material topics, please see *Material Impacts, Risks & Opportunities, and Their Interaction with Strategy & Business Model (SBM-3, ESRS 2)*.

Our Employees S1

- Management Approach ESRS 2 SBM-3
- Policies S1-1
- Employee Engagement S1-2, S1-4
- Addressing Employee Concerns S1-3

- Employee Characteristics S1-6
- Diversity Metrics S1-9
- Adequate Wages S1-10
- Social Protection S1-11

- Learning & Development Metrics S1-13
- Health & Safety Metrics S1-14
- Remuneration Metrics S1-16
- Raising Potential Issues S1-17



Management Approach **ESRS 2 SBM-3**

Dun & Bradstreet prioritizes creating and maintaining an inclusive work environment where all team members are treated fairly and presented with equal opportunities. We refer to our employees as team members.

We strive to provide safe workspaces and actively support our team members’ personal and professional growth. We have a duty to safeguard our team members’ personal data, and we maintain a robust management system to ensure the protection of each of our team member’s data privacy.

The types of employees included in this group include regular (part-time and full-time), apprentices, interns, and fixed-term employees. The impacts, and financial risks and opportunities identified apply to team members across Dun & Bradstreet’s global operations. We have not separately identified the degree to which team members may be impacted positively or negatively depending on their type or role.

Policies **S1-1**

It is our responsibility as a Company to provide our team members with a supportive workplace that empowers them to be their best selves. This includes providing opportunities conducive to purposeful work and authenticity as well as showing respect and gratitude for the diverse backgrounds, unique life experiences, and individual contributions that each team member has to offer. When embraced, our differences drive more effective teamwork, stronger solutions, and innovation.

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

- [Anti-Bribery and Anti-Corruption Policy](#)
- [Code of Conduct and Ethics](#)
- [Conflict of Interest Policy](#)
- [Data Compliance and Ethics Policy](#)
- [Global Modern Slavery and Human Trafficking Policy](#)
- [Global Workplace Health & Safety Policy](#)
- [Human Capital & Diversity, Equity and Inclusion Policy Statement](#)
- [Privacy and Personal Data Protection Policy Statement](#)
- [Speak Up and Non-Retaliation Policy Statement](#)

Code of Conduct and Ethics

The Code, maintained and implemented by the Chief Ethics & Compliance Officer and Regulatory, Compliance & Ethics team, applies to every team member, officer, and director at Dun & Bradstreet. The Code is our guide for operating with the highest standards of business ethics and conduct in everything we do. We rely on the Code to help manage impacts, risks, and opportunities that relate to working conditions, equal treatment, and protection of personal data. The Code addresses expectations for safe data handling, including team member data, as well as for respecting team members and ensuring a safe and healthy workplace for everyone. It also outlines our firm stance against discrimination, harassment, abusive conduct, and bullying.

As stated in the Code, we provide equal opportunity in employment, recruitment, training and development, promotion, transfer, salaries and compensation, benefits, recreation programs, and other terms and conditions of employment, for all persons, without regard to race, color, religion, creed, sex, age, national origin, citizenship status, disability status, sexual orientation, gender identity or expression, pregnancy, genetic information, military and veteran status, ancestry, marital status, medical condition (cancer and genetic characteristics), or any other characteristic protected by law. Dun & Bradstreet strictly prohibits unlawful discrimination in any form.

As clearly stated in the Code, we take a zero-tolerance approach to any form of inappropriate conduct that creates an intimidating, hostile, intolerant, or offensive work environment. We demand a workplace free from all forms of verbal, digital, or physical bullying, harassment, or abusive conduct.

For our U.S. operations, we maintain our internal U.S. Equal Employment Opportunity and Affirmative Action Policy and U.S. Non-Discrimination and Anti-Harassment Policy in accordance with U.S. and state laws and regulations within the Code. These



two internal policies provide details on oversight and expectations of team member conduct, providing additional support for maintaining Dun & Bradstreet’s diverse, equitable, and inclusive culture.

Dun & Bradstreet’s long-standing good reputation is necessary for continued success. A violation of the Code, applicable laws, or Dun & Bradstreet policies could affect a team member up to and including disciplinary action and other related legal actions.

In addition to our mandatory training related to the Code, we require all team members to:

- Complete anti-bullying, anti-harassment, and non-discrimination training (referred to as Respect in the Workplace training)
- Read and affirm their commitment to the Code
- Report any misconduct to their manager, local HR representative, or the [Regulatory, Compliance & Ethics Helpline \(Helpline\)](#)

See [Ethics and Business Conduct \(G1-1\)](#) for more information on our Helpline.

Human Capital & Diversity, Equity and Inclusion Policy Statement

Our [Human Capital & Diversity, Equity and Inclusion \(DEI\) Policy Statement](#) has been approved by senior management and the Audit Committee of our Board of Directors and applies to all Dun & Bradstreet team members. Our Chief People Officer and People team are responsible for its implementation. The policy statement reiterates our commitment to fostering a work environment of respect for all Dun & Bradstreet team members, clients, suppliers, contractors, consultants, and other business partners. Key topics include using non-discriminatory hiring practices, providing a harassment-free workplace, engaging with team members, performance management, labor rights, and work-

life balance, among others, in alignment with the Code. This policy helps mitigate impacts related to equal treatment.

All team members affirm the Code annually, which includes our Human Capital & DEI Policy Statement and other policies. Team members can access the Helpline for reporting concerns. See [Ethics and Business Conduct \(G1-1\)](#) for more information on our Helpline.

Additional Workforce Policies

Dun & Bradstreet has adopted a [Global Workplace Health & Safety Policy](#) that emphasizes our commitment to a positive health and safety culture where no one is harmed and where we maintain our reputation for achieving the highest standards in health and safety practices through successful management, implementation, engagement, and communication. In accordance with all applicable laws and regulations, our internal global and local team member policies and handbooks also serve to address a safe and healthy work environment, workers’ rights protections, competitive compensation, and health and wellness benefits. Our health and safety requirements may also differ across the organization to adhere to the local regulations and policies in the markets in which we operate. Our E.U. offices conduct risk assessment surveys, train team members on health and safety, and conduct operational safety education.

Team Member Privacy & Personal Data Protection

We safeguard our team members’ data and uphold the same strict governance standards for personal information about them as we do for our clients’ data. Our [Privacy and Personal Data Protection Policy Statement](#), discussed in [End-Users \(S4\)](#), applies to all personal data, including but not limited to team member data, and sets the floor for personal data processing at Dun & Bradstreet. Our [Supplemental Global Personal Data Processing Statement for](#)

[Employees, Beneficiaries and Dependents](#) transparently discloses the personal employee data we process, the associated retention period per data type, as well as the rights of our employees and their beneficiaries with respect to this data. The Regulatory, Compliance & Ethics team oversees the implementation of these policies. In some countries, we have implemented supplemental Personal Information Protection policies that may require additional local obligations beyond our global standards, but reaffirm our core commitment to protect our team members’ personal information.

In addition to our mandatory training on the Code, as outlined in [Responsible Business Conduct \(G-1\)](#), all team members are required to complete our annual Privacy, Data, AI Ethics, and Compliance training.

For more information, please visit our [Trust Centre](#), which includes policies, procedures, and management of this topic.



Team Member Engagement

S1-2 S1-4

Team Member Engagement & Experience

Dun & Bradstreet conducts Company-wide Employee Engagement surveys twice a year. Led by our People team, the effort supports better understanding of the experiences and perspectives of our team members. Our ELT, along with our Human Resources (HR) Business Partners, analyze survey results and create action plans to implement feedback for opportunity areas.

These surveys serve as one of the resources we make available to team members to encourage feedback. The results empower the Company to identify opportunities for improvement and respond and adapt to new needs and expectations in a timely way. We believe our system of listening and responding to team member ideas and concerns is critical to nurturing an inclusive and engaged culture. Over the years, our overall Employee Engagement survey results consistently illustrate that our team members are proud and motivated to work at Dun & Bradstreet.

Based on anonymous responses from 67% of team members, our 2024 Employee Engagement score<sup>18</sup> was 4.2 out of 5. Key areas in the survey also received high individual scores, including Manager Support, Team Support, and Objectives and Goals Alignment.

In 2024, we introduced a new process for team members to easily submit new ideas throughout the year through our My Ideas! mailbox. Ideas are routed to the appropriate person or department identified in the suggestion. The concept is designed to encourage team member engagement and to identify and implement improvements more quickly and frequently.

Dun & Bradstreet also holds quarterly Company-wide and regional town halls led by the CEO and ELT to provide team members with company performance updates, recognize and reward team members globally through an employee recognition program, and enable team members to ask questions directly to the ELT.

Team Member Performance

Dun & Bradstreet takes a collaborative approach to performance management that emphasizes ongoing transparent conversation between team members and leaders, a continuous feedback loop, and intentional development actions based on those conversations and feedback.

While ongoing informal engagement is an important part of our process, we ask team members to formally set individual objectives aligned with their team and organizational objectives. Our team members participate in two formal performance check-ins each year as well as an annual review to assess results against objectives. This process helps to identify development actions for the coming year and ultimately determine compensation adjustments and rewards.

Employee Resource Groups (ERGs)

Dun & Bradstreet offers four Employee Resource Groups, known as ERGs. Our ERGs are central to maintaining and strengthening the culture of inclusivity at Dun & Bradstreet. Everyone’s unique perspectives, experiences, and backgrounds are recognized and appreciated. 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. Each ERG is open to both community members and allies alike, which means all Dun & Bradstreet team members can join and participate. Our Diversity Committee — made up of our ERG leads, Chief People Officer, Chief Sustainability & Communications Officer, and other Dun & Bradstreet leaders — oversees our ERGs. The committee provides centralized oversight and governance to ensure that ERG initiatives align with our people, community, and business growth objectives.

<sup>18</sup> The Employee Engagement survey is measured on a scale of 1-5, where a score of 5 indicates the most optimum level.



**Black Professionals Network (BPN):** The BPN creates an inclusive community for Dun & Bradstreet Black team members and allies to identify and combat systemic racism, advocate for greater equity and cultural awareness, and contribute to the Company’s growth through advocacy, recruitment, and retention.



In celebration of Juneteenth, the BPN facilitated an event featuring local artists and poets, as well as a discussion led by 904WARD, a Jacksonville, U.S.-based racial equity and social justice non-profit organization.



**Tapestry:** Tapestry champions an inclusive culture that encourages LGBTQIA+ (lesbian, gay, bisexual, transgender, queer, intersex, and asexual) people at Dun & Bradstreet to bring their authentic selves to work and empower others to do the same, both within and outside of Dun & Bradstreet. Tapestry fosters inclusion and acceptance through initiatives to increase awareness and understanding regarding LGBTQIA+ issues.



For the second consecutive year, Dun & Bradstreet was a proud sponsor of the annual River City Pride Parade in Jacksonville, U.S. Team members, led by Tapestry, joined the parade and walked 1.5 miles throughout historic LGBTQIA+ neighborhoods.



**Veteran's Professional Group (VPG):** The VPG embraces our proud community of veterans and active-duty service members who encourage each other through shared experiences, veteran recruitment, career development, external engagement, professional growth, and team member retention. The VPG seeks to harness their strengths and unique experiences to better serve our community and clients.



The Veterans Professional Group recognized Veterans Day by organizing and sponsoring the Wounded Warrior Project® Carry Forward 5K races throughout the U.S. Across six states, 31 team members participated in the event, raising funds through corporate and employee donations for injured veterans.



**Women in Support of Empowerment/Equality/Excellence (WISE):** WISE provides a forum for women at Dun & Bradstreet. WISE fosters supportive and productive relationships among female colleagues and aims to affirm and enhance their contributions to the Company. With its allies, the group cultivates an environment that creates opportunities for networking, mentoring, community engagement, and professional and personal development.



In March, WISE hosted their third annual International Women’s Day celebration hosted by their Executive Sponsor and Chief Ethics & Compliance Officer, Hilary Wandall (right). Kristine Cherek (left), author of *Tread Loudly*, led an insightful discussion on the challenges women face in male-dominated workplaces, sparking a Q&A session on gender equity.



Talent Acquisition

Our Company curates a diverse pool of candidates with varied backgrounds, experiences, and expertise to ensure our talent acquisition strategy is equitable and that we have access to the wide range of people and talents required for our business to serve our clients’ needs. Our Talent Acquisition team utilizes an applicant tracking system and maintains relationships with universities, including several Historically Black Colleges and Universities and Hispanic-Serving Institutions, to build early career programs and ensure our employment opportunities reach diverse talent pools.

Early Talent Programs

At Dun & Bradstreet, we believe it is our responsibility to help successfully launch the professional development journey of the interns who become part of our immersive 10-week program and work to support various Dun & Bradstreet departments, including Communications, Corporate ESG, Data & Analytics, Finance, Legal, Marketing, People, Product, and Technology. In 2024, our paid summer internship program in the U.S. hosted 62 interns representing 27 universities. Our Jacksonville and Austin offices provided early career opportunities for undergraduate and graduate students, supplementing their education with real-world experience. In addition to contributing to business projects, interns have access to a mentorship program, which connects them with Dun & Bradstreet team members across the business who share their own career experiences. We successfully transitioned 60% of our 2024 intern program graduates into full-time or part-time positions.

Beyond our U.S. intern program, we offer various early talent programs at the apprenticeship and graduate levels in the China Mainland, India, Ireland, the U.K., and the U.S., nurturing career growth for individuals in technology, sales, marketing, and general business disciplines.

Career Mobility

Career mobility is a core element of a growing, industry-leading organization. To both optimize and reward our workforce, Dun & Bradstreet provides team members with opportunities to advance their careers within the Company. We encourage and partner with each team member to chart the path that’s right for every individual.

8%  
of our team members  
received promotions  
in 2024

Our interns proudly took part in Dun & Bradstreet’s corporate social responsibility program, *Do Good*, by volunteering with Habitat for Humanity in both Austin, U.S., and Jacksonville, U.S. They helped assemble welcome baskets filled with essential items for new homeowners and contributed to revitalizing a Habitat ReStore by organizing and tidying up the space.



Pictured are the 53 Jacksonville, U.S. interns that joined us in Summer 2024.

Learning & Development

Better team member experiences lead to better outcomes for our clients and stakeholders. To help our team members build their careers and gain the positive work experience they seek, we design and deliver learning opportunities that directly promote their development and support our growth objectives.

All team members can chart development courses that meet their unique career interests and professional development. Team members can choose from more than 500 development topics for virtual self-learning via our Workday and LinkedIn Learning platforms. Our leaders actively encourage and guide team members to access training and education that will advance their own professional skills and uphold our strong corporate governance program. We recognize that our team members require different types of learning and development programs and opportunities depending on where they are in their career journey and their experience with the Company.



We take a four-pillar approach to aligning essential training with each team member’s specific needs:

LEARN THE BUSINESS

All new team members participate in an onboarding program that provides a detailed overview of Dun & Bradstreet and introduces the high ethical standards applied to our organization.

SUPPORT HIGH PERFORMANCE

To help leaders create exceptional teams, we provide coaching and performance management materials for driving greater proficiency in objective-setting, performance check-ins, and year-end reviews.

LEADERSHIP DEVELOPMENT

Leaders have access to advanced content developed to empower them to build strong teams and serve as mentors to colleagues.

PROTECT THE FRANCHISE

Throughout their tenure with the Company, team members engage in ongoing ethics and compliance courses designed to drive awareness of our Code, existing and evolving regulatory requirements, cybersecurity threats, and accountability for protecting our business against unethical behaviors.

Spotlight: Respect in the Workplace

This U.S. course covers our Company values, expectations, and policies, highlighting their role in fostering a positive workplace for all team members. Covered topics include: Abusive Conduct and When to Intervene, Co-Worker Concerns, Gender and the Workplace, Responding to Employee Concerns, Unconscious Bias Awareness, What is Unlawful Harassment/Discrimination, What is Retaliation, What is Sexual Harassment Under the Law.



Training

Dun & Bradstreet offers a comprehensive catalog of training courses that team members must complete upon joining and annually thereafter.

New Hire Training

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

Annual Training

These trainings set expectations for our ethical principles and values. Ongoing training, especially in areas like compliance, provides our team members with the necessary skills and knowledge to identify, raise awareness, report, and implement best practices in support of our mission and commitments.

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



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

- FTC Order & Acknowledgement (U.S.)
- HIPAA Privacy Training for Business Associates (select U.S. employees)
- ISO Standards (covering ISO 14001, 27001, 9001) at Dun & Bradstreet (select sites across India, Ireland, and the U.K.)
- U.K. Currency to Do Business (U.K.)

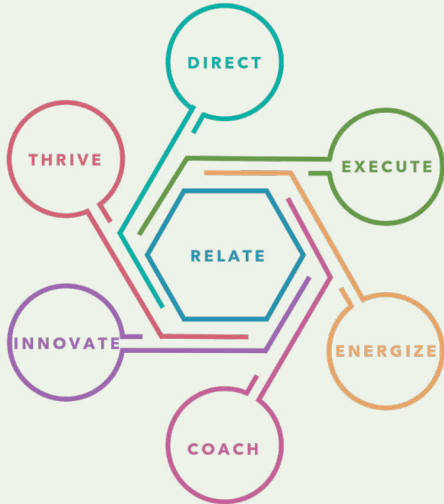
Leadership Development

Dun & Bradstreet relies on our People leaders to create an environment where team members can do their best work and actively contribute to advancing our growth strategy. Our 7 Talents leadership development program builds high capacity leaders through seven core leadership talents: Coach, Direct, Energize, Execute, Relate, Innovate, and Thrive.

We invite high potential leaders from across the Company to participate in the program, which includes 1:1 coaching, live leadership development classes, customized learning opportunities, and time to connect with other leaders.

Engagement and growth in the program have an amplifying impact. Over the last six years, nearly 60% of all Dun & Bradstreet leaders have engaged in the 7 Talents program. In 2024, 729 7 Talents leaders (more than 63% of our total leader population) participated in courses and took advantage of the program’s on-demand videos. Skills gained by current and past participants positively impact every team member as our leaders become more adept at developing their teams.

In 2024, participants rated the 7 Talents program 4.5 out of 5,<sup>19</sup> highlighting its effectiveness and importance for leadership development at Dun & Bradstreet.



“The experience is invaluable. My coach has been phenomenal. He is a great listener and always provides valuable recommendations on how to approach challenging situations.”  
– Senior Director, Product Manager

“This program has been an incredible experience and has unlocked and provided tools and managerial direction that has only and will continue to improve my sales leadership.”  
– Area Vice President, Inside Sales

<sup>19</sup> The 7 Talents program is measured on a scale of 1-5; where a score of 5 indicates the most optimum level.

Addressing Employee Concerns S1-3

Regulatory, Compliance & Ethics Helpline

As outlined in our Incident and Breach Response Policy Statement, we encourage team members to report incidents about workplace issues by talking with their managers, local Human Resources representatives or their local Regulatory, Compliance & Ethics or Legal team. Team members also have the option of reporting concerns anonymously through our Helpline.

Additionally, team members have access to Spot It – Report It, a reporting mechanism through their internal chat and workplace collaboration app ensuring ease of accessibility and emphasizing that reporting concerns is encouraged.

Details about our Helpline and our [Speak Up and Non-Retaliation Policy Statement](#) can be found in *Ethics and Business Conduct (G1-1)*.

Employee Characteristics S1-6

As of December 31, 2024, we employed 6,247 team members worldwide, including 2,323 in our North America and corporate segments and 3,924 in our International segment.

Employee Turnover	2020	2021	2022	2023	2024
Voluntary Turnover Rate	11.9%	20.2%	17.9%	11.1%	8.7%
Involuntary Turnover Rate	6.2%	3.7%	5.4%	5.5%	7.6%
Total Turnover Headcount	738	1,227 <sup>20</sup>	1,468	1,056	1,026

Global Employee Gender Diversity	2020	2021	2022	2023	2024
Male	53.0%	53.5%	54.2%	54.8%	54.9%
Female	46.7%	44.7%	43.8%	43.7%	44.2%
Undisclosed <sup>21</sup>	0.3%	1.8%	2.0%	1.5%	0.9%

<sup>20</sup> The increase in turnover from 2020 to 2021 is due to the acquisition of Bisnode, which significantly expanded our operations in the E.U.

<sup>21</sup> 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.

Collective Bargaining Coverage & Social Dialogues 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 and Sweden covering less than 8% of our workforce. In Germany, Works Councils represent 96.5% of our team members. German Works Councils are independent of national trade unions and the German Employer Associations. They are comprised of groups of elected team members who represent their colleagues to the Company.

Diversity Metrics S1-9

Gender Diversity in Top Management

Top management is defined as the CEO and his direct reports who hold leadership positions at the Company.

GENDER	TOTAL	PERCENTAGE
Male	7	70%
Female	3	30%
Total	10	100%

Adequate Wages S1-10

All team members receive appropriate and adequate pay in accordance with applicable laws.

Social Protection S1-11

We actively invest in the health and well-being of our team members. The Company offers financial well-being programs and comprehensive medical coverage, dental and vision insurance, and proactive and preventive health programs.

Enterprise-Wide Benefits

Global benefits for our full-time team members include:

Employee Assistance Program (EAP)

Available to our team members and their households on an around-the-clock basis, our EAP offers a confidential and supportive environment to balance work and life issues. Through the EAP, team members have access to a variety of services, including chat therapy, financial services, identity theft resolution, legal resources, short-term counseling, and telephone counseling, among others. EAP providers may refer team members to medical service providers for further care as needed.

Financial Well-Being

Competitive compensation and a wide range of retirement plans, such as pensions and 401(k)s, empower team members to build their financial wellness.

Accessible Workplaces

Our culture of inclusivity includes making our workplaces accessible to as many team members as possible. Dun & Bradstreet offers appropriate adjustments to meet team members’ needs where possible. In many offices, nursing mothers can take advantage of our dedicated mother’s rooms. First aid and wellness rooms are also available in several offices to empower team members to put their well-being first.

Physical & Mental Health

Dun & Bradstreet partners with Wellhub to provide a complete global corporate well-being platform. Wellhub gives our team members access to the most premium gyms, studios, personal training, therapy, and well-being apps. Wellhub is available for our global team members and up to three family members. Our Jacksonville, U.S., and London, U.K., offices offer team members free access to on-site gym facilities.

Spotlight: myStrength®

Our unique online emotional wellness portal, myStrength, supports team members with mild or moderate depression and anxiety. Team members have access to eLearning programs, simple tools, daily motivation, and other practical and trusted resources for improving emotional and overall well-being.

Paid Time Off Benefits

- **VACATION DAYS and 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. The Company can provide additional time off when needed, such as recognizing a global May Play Day, an enterprise-wide paid day off that began during the COVID-19 pandemic and that we continue to recognize to encourage our team members to take a wellness break from work and enjoy time with family and friends.
- **VOLUNTEER DAYS:** Every team member has two paid days (or 16 hours) annually to devote to volunteer opportunities outside of the workplace.

Learning & Development Metrics S1-13

Performance Reviews

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.

Employee Performance Review<sup>22</sup>

	2022	2023	2024
Percentage of all employees who received a performance review	100%	100%	100%
FEMALE			
Percentage of employees who received a performance review	100%	100%	100%
Percentage of entry, mid & senior leadership employees who received a performance review	100%	100%	100%
Percentage of individual contributor employees who received a performance review	100%	100%	100%
MALE			
Percentage of employees who received a performance review	100%	100%	100%
Percentage of entry, mid & senior leadership employees who received a performance review	100%	100%	100%
Percentage of individual contributor employees who received a performance review	100%	100%	100%

Training Hours

	MALE	FEMALE	UNDISCLOSED <sup>23</sup>	ALL EMPLOYEES
Average number of training hours completed	10.4	9.2	5.6	9.8

<sup>22</sup> Limited duration employees, employees from newly acquired companies, and new hires joined after a certain cutoff date do not participate in the year-end performance review. Their data is excluded from the analysis. Therefore, the reported data represents approximately 90% of the total employee population.

<sup>23</sup> 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.

Health & Safety Metrics S1-14

Health and Safety incidences are infrequent at Dun & Bradstreet. The Company reported 202 days lost, mostly due to traffic accidents to/from work. Dun & Bradstreet had no work-related ill health fatalities.

Remuneration Metrics S1-16

Our 2024 Gender Pay Gap Report Ireland and 2024 Gender Pay Gap Report U.K. provide an analysis of our compensation practices in Ireland and the U.K., respectively, in accordance with local law.

Raising Potential Issues S1-17

Stakeholders can report suspected policy violations and compliance concerns through our public Dun & Bradstreet Helpline.



0

Severe human rights issues and incidents connected to own workforce

0

Severe human rights issues and incidents connected to 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



# Our Value Chain S2

ESRS TOPIC	ESRS SUBTOPIC	REASONING	IMPACT				FINANCIAL		BOUNDARY		
			ACT	POT	+	-	RISK	OPP	U	O	D
Workers in the Value Chain	Working Conditions	Dun & Bradstreet could influence third party working conditions, such as tight deadlines, negatively impacting working conditions (impact)									
	Equal Treatment and Opportunities for All	Large orders may present business opportunities for our suppliers, having a positive impact on their working conditions (impact)  Working conditions upstream in the value chain cannot be disregarded, for example with IT hardware (impact)		✓	✓	✓			✓		

ACT: Actual   POT: Potential   + Positive   – Negative   RISK: Risk   OPP: Opportunity   U: Upstream   O: Operations   D: Downstream

For more detail on our value chain-related material topics, please see *Material Impacts, Risks & Opportunities, and Their Interaction with Strategy & Business Model (SBM-3, ESRS 2)*.

## Our Value Chain S2

- Management Approach ESRS 2 SBM-3
- Policies S2-1
- Addressing Value Chain Issues S2-2

- Reporting Concerns S2-3
- Actions S2-4

Management Approach

ESRS 2 SBM-3

Dun & Bradstreet’s financial success is predicated on maintaining trusted relationships with our clients who rely on us to conduct business ethically and fairly.

Aligning our decision-making to our values and ethical principles can help us continually do the right thing, even as our business evolves and the rules change. We apply those same expectations to all parties with which we do business, requiring our partners to uphold these values and ethical principles in all that they do every day. Reaching that goal requires everyone who works with us and on our behalf to live our values, which is why we partner with companies that share our commitment to excellence and integrity. More specifically, we engage with third parties that share our values and standards as outlined in our [Code of Conduct and Ethics for Third Parties](#) (Third Party Code).

Dun & Bradstreet third parties encompass our value chain and include our suppliers, data providers, vendors, service providers, subprocessors, agents, distributors, business partners, consultants, contractors, licensees, and members of the Dun & Bradstreet Worldwide Network.

We believe our business relationships with third parties have the potential to positively impact workers in our value chain as well as the communities in which the third-party businesses operate.

Policies S2-1

Dun & Bradstreet complies with all relevant labor laws and regulations in the countries where we operate.

Code of Conduct and Ethics for Third Parties

The Third Party Code applies to all third parties and highlights our Company's core values and ethical principles. We are committed to partnering with companies that prioritize excellence and integrity in their business.

With limited exception, third parties we engage receive the Third Party Code upon onboarding. Third parties are expected to comply with the details of the Third Party Code and policies cited in it, including:

- [Anti-Bribery and Anti-Corruption Policy](#)
- [Conflict of Interest Policy Statement](#)
- [Human Capital & Diversity, Equity and Inclusion Policy Statement](#)

We have set expectations for how third parties should manage their workforce. While our DMA results did not identify risk associated with human rights violations in our operations as material to our business, we find that upholding human rights is in line with our values. The [Our Commitment to People section](#) of the Third Party Code outlines our expectations for third parties to protect human rights and adopt applicable standards, laws, policies, permits, and regulations relating to human rights. With regards to human rights, we expect our third parties to:

- Compensate their employees in accordance with all applicable laws, not to employ underage children or forced labor, and not to allow any form of physical punishment or abuse in the workplace
- Choose to work with subcontractors that align with our values and commitment to business integrity and ethics
- Make policies and processes available to stakeholders for the purpose of reporting human rights violations
- Take steps to ensure that slavery and human trafficking are not taking place within their organization or organizations with which they work



## Global Modern Slavery and Human Trafficking Policy

Our Global Modern Slavery and Human Trafficking Policy sets baseline principles and establishes the steps we take to help ensure modern slavery and human trafficking do not occur in our supply chain or business.

This policy applies to all team members of wholly and majority-owned subsidiaries of Dun & Bradstreet including employees, contractors, and contingent workers. It also covers vendors and suppliers who process or handle data for Dun & Bradstreet. We may obligate, by contract or other agreement, any other third party to comply with the policy as we deem necessary.

The Chief Ethics & Compliance Officer oversees implementation of this policy through processes managed in partnership with the Legal, People, and Global Sourcing & Procurement teams.

We support the principles established under the UN Declaration of Human Rights and UN Global Compact.

We fully commit to conducting business in a way that respects the rights and dignity of all people. Our policy expressly prohibits human rights violations such as the employment of underage children, forced labor, and any form of physical punishment or abuse.

Our [Modern Slavery and Human Trafficking Policy](#), created in compliance with local laws, aligns with our internal Global Modern Slavery and Human Trafficking Policy, the Code, the Third Party Code, and our internal Know Your Third Party Policy. The statement describes the steps we take to do our part to eradicate modern slavery and human trafficking in the due diligence process.

For a complete list of policies and codes of conduct, refer to [Policies & Resources](#).

## Addressing Value Chain Issues S2-2

### Global Third-Party Engagement

We conduct screening and due diligence on third parties at the time of onboarding, in the event of a new engagement, during contract renewal, and at other times based on risks associated with certain third parties. Our global third-party engagement process aligns with the Universal Declaration of Human Rights and considers several human rights factors, including, but not limited to privacy and data protection and any human trafficking and modern slavery alerts, such as involvement in people trafficking, human rights violations, trafficking or distribution of drugs, illegal prostitution, or promotion of illegal prostitution, kidnapping, abduction, sex offenses, or abuse.

Across all phases of due diligence, our sourcing risk-based assessment guides the third-party engagement process, and we make decisions according to our risk tolerance. With exceptions for low-risk companies, we encourage all third parties to commit to the Third Party Code before onboarding with Dun & Bradstreet and annually thereafter. The Chief Ethics & Compliance Officer, along with the Chief Cybersecurity and Technology Risk Officer, are responsible for the implementation of the third-party engagement process.

We expect our third parties to ensure that slavery and human trafficking are not taking place in their own or other organizations with which they work. For more information, see the [Respect for Human Rights section](#) of our Third Party Code.



Reporting Concerns S2-3

Third parties can report suspected policy violations, including any alleged human rights violations and compliance concerns, directly through the [Helpline](#).

Details about our Helpline and our [Speak Up and Non-Retaliation Policy Statement](#) can be found in *Ethics & Business Conduct (G1-1)*.

Third-Party Reviews

Dun & Bradstreet third parties have an obligation to comply with any investigation or audit and to share information openly and honestly.

When our due diligence process identifies a third party as high risk with alerts or red flags for human trafficking and modern slavery, we closely monitor and support the third party to ensure compliance with our standards and expectations. High-risk third parties may be subject to additional review by our Global Sourcing & Procurement, Legal, Security, and Cybersecurity teams, including, but not limited to, providing training and advice and onsite audits. In instances where a third party continues to violate standards and expectations outlined in the Third Party Code, termination of contract is a possibility.

Actions S2-4

Supplier Diversity

Dun & Bradstreet has taken the initiative to ensure we are inclusive in our supply chain process. Though we view our social responsibility as a global effort, specifically for U.S. engagements, Dun & Bradstreet is committed to supporting the development of certified minority groups, women, individuals with disabilities, veterans, and LGBTQIA+ individuals. We also seek to collaborate with HubZone-certified businesses, which are part of a U.S. government program supporting small businesses in underutilized areas.

Our process includes:

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

We encourage qualifying businesses to reach out to our supplier diversity mailbox, [dnbsupplierdiversity@dnb.com](mailto:dnbsupplierdiversity@dnb.com) if they are interested in doing business with us.

We work with the following non-governmental organizations to find and connect with diverse suppliers worldwide, supporting our commitment to supplier diversity:

- Disability:IN
- National Veteran Business Development Council (NVBDC)
- National Veteran-owned Business Association (NaVOBA)
- National Minority Supplier Development Council (NMSDC)
- Woman’s Business Enterprise National Council (WBENC)

# End-Users S4

ESRS TOPIC	ESRS SUBTOPIC	REASONING	IMPACT				FINANCIAL		BOUNDARY		
			ACT	POT	+	-	RISK	OPP	U	O	D
Consumers and End-Users	Information-related Topics	Being a large data company comes with responsibility to protect clients' and individuals' rights to privacy and data protection, to avoid data misuse or corruption, and to ensure services are accessible, especially for those with sight impairment (impact)	✓		✓	✓	✓				✓
	Social Inclusion	Inability to provide quality services with secure data could affect reputation (financial)  Breaches or interruptions could damage our reputation, result in fines or other penalties, or limit access to capital (financial)									

ACT: Actual   POT: Potential   + Positive   – Negative   RISK: Risk   OPP: Opportunity   U: Upstream   O: Operations   D: Downstream

For more detail on our end-user-related material topics, please see *Material Impacts, Risks & Opportunities, and Their Interaction with Strategy & Business Model (SBM-3, ESRS 2)*.

## End-Users S4

- Management Approach S4-1
- Policies S4-2
- Engaging End-Users S4-3

- Addressing End-User Concerns S4-4
- Actions S4-5



Management Approach **ESRS 2 SBM-3**

Ethical data management is essential to retain our reputation as a trusted leading global provider of business decisioning data and analytics.

Our end-users (clients) are professional contacts within organizations, most often companies but also governmental agencies, universities/schools, non-profits, and small businesses, all of which rely on our solutions to help drive informed decisions and improved outcomes.

Dun & Bradstreet manages end-users’ and other organizations’ data responsibly, while simultaneously providing decision-useful insights to them, all in accordance with laws and regulations around the world that apply to our business, certification standards, and our internal data policies and processes. Consistently meeting these obligations is critical to our success and maintaining our reputation as a trusted end-to-end solutions provider.

Policies **S4-1**

For nearly 200 years, we have prioritized commercial obligations and responsibilities with respect for the interests of the organizations and people about whom we process data. Our clients trust us to provide high-quality, reliable information and to protect their confidential information.

The following policies detail the ethical standards and operational due diligence required to maintain stakeholder and client trust and our reputation. The policies universally apply to all end-users’ data.

Product Governance & Sustainability

Our [Product Governance & Sustainability Policy Statement](#) describes our approach to governance and sustainability in all aspects of our business, products, and the supply chain. It

outlines how we evaluate the impacts of our products on the real world to assess their effect on people, businesses, and society. The policy applies to all team members and is implemented by Dun & Bradstreet’s Corporate ESG team.

Code of Conduct and Ethics

[Our Code of Conduct and Ethics](#) (Code) sets forth our ethical principles for respect and responsibility in our business practices and the value we place on the protection of human rights and civil liberties.



Every day, our team manages internal data concerning our team members as well as external data relating to subject companies and individuals in our data solutions, our clients, and third parties. We obtain data through many sources, including public and private company documents, government registries and other official sources, data partners, media, directly from businesses, and more. The Code sets our baseline expectations for how team members may obtain, process, and transmit data in compliance with evolving data-related regulations, certifications, and our corporate and functional policies. We aim to embed compliance and ethics into our products and solutions by design. To support this goal, in 2024 we transformed our prior regulatory review processes to an integrated, agile model to evaluate, prioritize, and mitigate the full spectrum of regulatory, reputational, and resilience risks in the

design and deployment of responsible, resilient solutions, including our data, analytics, products, and AI systems. We call this new model our Ethical North Star.

Our *5Rs* reviews are essential to demonstrating to our customers, regulators, subject companies, data subjects, and other stakeholders that our data and solutions meet privacy, data protection, and security expectations while also protecting human rights and civil liberties. In 2024, we introduced Responsible Data Processing Sheets as a deliverable from 5Rs product reviews for our clients and end-users. In recognition of increasing regulatory transparency obligations as well as client expectations, we also commenced disclosure of certain Responsible Data Processing Sheets in our [Privacy, Data Transparency, and AI Trust Centre](#) (Trust Centre).

Our data responsibility and data protection practices must constantly evolve along with the business landscape and the solutions we offer. Updated protocols and policies, including our [Global AI Ethics Policy Statement](#), are accessible on our [Trust Centre](#).

Code of Conduct and Ethics for Third Parties

Third parties receive our [Code of Conduct and Ethics for Third Parties](#) (Third Party Code) and all data-related policies as part of onboarding. Third parties must comply with all applicable privacy, data protection, and information security laws.

We expect third parties to track and mitigate risks associated with information security and privacy. In cases where third parties leverage AI for their services to Dun & Bradstreet, we expect transparency and responsible use of AI. Third parties should ensure that Dun & Bradstreet data is not used in publicly available AI tools.

As outlined in our Third Party Code, Dun & Bradstreet expects third parties to protect and process data securely, in accordance with applicable laws and Company policies.

We expect third parties that process data about individuals to be transparent about their practices and to honor data subject rights consistent with the nature of their engagement with Dun & Bradstreet.

For more information, please see *Our Value Chain (S2)* and *Data Protection, Privacy & Security*.

Trust Centre

Dun & Bradstreet’s [Trust Centre](#) ensures transparency around how we handle personal data, AI systems, data compliance, and data transfer by making our responsible data processing commitments, policies, and practices accessible to a wide range of audiences. It provides a dedicated site for housing all our principles and operating standards, including:

- [Data Compliance and Ethics Policy Statement](#)
- [Dun & Bradstreet Information Security Control Environment](#)
- [Global AI Ethics Policy Statement](#)
- [Global Cross Border Privacy Management System Policy Statement](#)
- [Global Data Subject Rights Policy Statement](#)
- [Privacy and Personal Data Protection Policy Statement](#)
- [Privacy, Data and AI Transparency Statement - U.S.](#)

As part of our Regulatory, Compliance & Ethics program, led by our Chief Ethics & Compliance Officer, the [Trust Centre](#) reflects our comprehensive approach to data ethics, compliance, responsibility, and privacy. A global team of compliance, legal, privacy, and regulatory professionals supports the Trust Centre policies and programs.



Privacy, Data and AI Transparency Statement

Our [Privacy, Data and AI Transparency Statement - U.S.](#) outlines our core standards for managing our privacy and data protection obligations.

Privacy and Personal Data Protection Policy Statement

Our [Privacy and Personal Data Protection Policy Statement](#) outlines the principles and operating standards for personal data protection processing and privacy across our business globally. The framework presented in the statement describes how our Company handles personal data, communications to or with individuals, and individuals’ privacy rights. We only work with suppliers and vendors, alliance parties, and acquisition targets that agree to our privacy and personal data protection standards.

Global Data Subject Rights Policy Statement

Our [Global Data Subject Rights Policy Statement](#) demonstrates our commitment to respecting the data and digital rights of individuals. If we process data about an individual in their personal or professional capacity, we are diligent about offering that individual transparent and accessible opportunities to view the data, correct inaccuracies, and object to and/or opt out of non-essential data processing. Individuals can also delete data that is not essential for core compliance, financial, and risk-decisioning solutions; other services we provide; or the effective and compliant operations of our business in accordance with applicable laws. Our [Data Processing and Privacy Notices List](#) features worldwide data and privacy notices consistent with global standards, laws, and regulations. Furthermore, our [Trust Centre](#) provides a series of statements on Dun & Bradstreet’s approach to processing different types of personal data about different categories of individuals across our business. The list includes considerations from website users to team members and provides specific local jurisdiction requirements.

Individuals may designate their privacy choices by filling out a Data Subject Requests [form](#). In line with the Code, Dun & Bradstreet will not retaliate, discriminate, nor tolerate any retaliation or discrimination against individuals exercising their rights.

Global Cross Border Privacy Management System Policy Statement

Dun & Bradstreet processes data in all markets where we operate. Our data transfers follow the 12 principles set forth by our [Global Cross Border Privacy Management System Policy Statement](#), including the ethical principle of Respect. This principle covers our commitment to privacy and personal data protection by setting the expectations for respecting each other as well as the interests of any individual or organization that engages with Dun & Bradstreet or about whom we process data.

Our Global Cross Border Privacy Management System Policy Statement provides the basis for the following regulator-recognized certifications, for which Dun & Bradstreet was independently reviewed and validated as compliant with in 2024:

- APEC Cross Border Privacy Rules System
- E.U.-U.S. Data Privacy Framework
- Swiss-U.S. Data Privacy Framework
- U.K. Extension to the E.U.-U.S. Data Privacy Framework

Additionally, our Cross Border Privacy Management System Policy Statement provides the core framework for our Dun & Bradstreet intragroup data processing, protection, and transfer agreement, which also supports our commitments to our clients and end-users of our solutions in our Responsible Data Processing Sheets.

Data Compliance and Ethics Policy Statement

Our [Data Compliance and Ethics Policy Statement](#) establishes baseline principles and operating standards for data classification and governance, handling, transparency, and stewardship requirements to protect our enterprise data assets globally. The policy sets expectations for sharing data with third parties. Our [Trust Centre](#) further outlines data compliance, cookie, and data retention policies.

Accessibility

Our Third Party Code encourages digital content vendors to provide content that is accessible.

Engaging with End-Users S4-2

Transparency is a priority at Dun & Bradstreet. We openly share our publicly available policies and processes related to an organization or individual’s data and data compliance, including specific data processing related to our solutions in our Responsible Data Processing Sheets and specific data processing related to different groups of data subjects in our Supplemental Data Processing Statements.

We gather client satisfaction metrics across various markets we serve and use the information to make improvements and validate the quality of the services we provide. In North America, we earned a Customer Satisfaction Score of 78.7% for 2024.

Our Customer Service, Marketing, and Sales teams work together to manage client engagement feedback.

Accessibility

Dun & Bradstreet takes steps to make our website content accessible. Our Customer Service, Marketing, and Sales teams are working on improvements. We run monthly scans to identify issues and aim to have fewer than 10 Level A (assets without alt tags or similar) or Level AA (color contrast, radio buttons, or similar) issues per month.

Addressing End-User Concerns S4-3

End-User Data Requests

Our [Global Data Subject Rights Policy Statement](#) allows individuals to request data changes or deletions and otherwise exercise their data subject rights.

For more information, see [Policies \(S4-1\)](#).

Addressing Concerns

End-Users, team members, and any other party may raise questions or concerns directly to the [Helpline](#).

Details about our Helpline and our [Speak Up and Non-Retaliation Policy Statement](#) can be found in [Ethics & Business Conduct \(G1-1\)](#).







Actions S4-4

Business Continuity

Dun & Bradstreet diligently maintains, updates, and tests its Business Continuity Program (BCP).

More information on our BCP can be found in *Process to Identify & Assess Material Impacts, Risks & Opportunities (IRO-1)*.

Audit & Verification

Inappropriate data management can lead to a variety of potential impacts. To stay ahead of these issues, Dun & Bradstreet’s Internal Audit team conducts internal audits focused on key risk areas throughout the Company, including the confidentiality, integrity, and availability of data. In addition, the Global Security and Risk team completes:

- Client audits
- Penetration tests
- Phishing and security tests with our team members

The results of these audits help Dun & Bradstreet mitigate potential risks associated with the improper safeguarding of client data.

Certifications & Designations

To further demonstrate our commitment to maintaining the security and privacy of information, Dun & Bradstreet systems and processes undergo audits and maintain certifications. Highlights include:

- Advanced Technology Partner status from the Amazon Web Services Partner Network
- ISO 27001: ISMS certification in selected locations
- ISO 27701: PIMS framework used across our business and certified in selected locations
- SOC 2 Type 2 and 3 internal controls for security, confidentiality, processing integrity, privacy, and availability of client data
- TRUSTe Responsible AI certification
- PCI Data Security Standard compliance

Additional data privacy certifications can be found on the [Trust Centre](#), in *Disclosures in Relation to Specific Circumstances (ESRS 2 BP-2)*, or in *Data Protection, Privacy & Security*.

Training

All Dun & Bradstreet team members complete cybersecurity awareness training annually. This training includes reading and reaffirming commitments to our global information security policies. In addition, the Code of Conduct and Ethics annual training includes a module on data responsibilities. Information regarding required training for our team members can be found in *Ethics & Business Conduct (G1-1)*.

Incidents & Data Breaches

Stakeholders may register concerns with their local data protection supervisory authority using the [contact details](#) available in our [Privacy, Data and AI Transparency Statement - U.S.](#) Dun & Bradstreet follows the protocols outlined in our [Incident and Breach Response Policy Statement](#) to address any incidents or data breaches reported to us. Following the initial evaluation, we determine the severity of an incident. Dun & Bradstreet reports data breaches and other incidents to regulatory authorities and other stakeholders in accordance with applicable laws, regulations, and government orders.

Accessibility

We aim to accommodate all users and maintain accessibility policies to ensure our content is available to everyone. Feedback is crucial, and we carefully consider all input. Users who have difficulty viewing or navigating our website or notice any accessibility issues are encouraged to contact our team at [CXRT@dnb.com](mailto:CXRT@dnb.com).

# Governance Information



## Section Includes

Responsible Business Conduct G-1

Data Protection, Privacy &  
Security Company-Specific Topic



# Responsible Business Conduct G1

ESRS TOPIC	ESRS SUBTOPIC	REASONING	IMPACT				FINANCIAL		BOUNDARY											
			ACT	POT	+	-	RISK	OPP	U	O	D									
Business Conduct	Corporate Culture	How Dun & Bradstreet follows applicable anti-corruption practices and establishes sound governance structures could create a positive or negative affect (impact, financial)	✓		✓	✓	✓	✓	✓	✓	✓									
	Protection of Whistleblowers																			
	Management of Relationships with Suppliers Including Payment Practices	As a large organization, management can contribute to a culture that adheres to or ignores corporate policies and practices, creating a financial opportunity or risk, depending (impact, financial)																		
	Corruption and Bribery																			

ACT: Actual   POT: Potential   + Positive   - Negative   RISK: Risk   OPP: Opportunity   U: Upstream   O: Operations   D: Downstream

For more detail on our business conduct-related material topics, please see *Material Impacts, Risks & Opportunities, and Their Interaction with Strategy & Business Model (SBM-3, ESRS 2)*.

## Responsible Business Conduct G1

Ethics & Business Conduct G1-1

Value Chain Management G1-2

Anti-Bribery & Anti-Corruption G1-3

Incidents of Corruption or Bribery G1-4

Political Lobbying Activities G1-5

Dun & Bradstreet shapes its corporate culture to set clear behavioral expectations for team members. Clear policies and training, covering topics such as anti-corruption practices, fair payment practices, and sound governance, reduce overall business and ESG risks.

Ethics & Business Conduct G1-1

Ethical business conduct is essential to a strong corporate governance framework. Our Regulatory, Compliance & Ethics program serves to establish the processes, policies, and frameworks that mitigate impacts and risks related to business conduct while embracing every opportunity to uphold our values of ethics and integrity. Dun & Bradstreet’s Chief Ethics & Compliance Officer is accountable for the program and presents quarterly performance reports to the Audit Committee of our Board of Directors.



Our team members follow our five supporting ethical principles when making decisions about the business. Collectively, these principles create a framework for operating in responsible ways that consistently reflect our values. Our ethical principles serve as a consistent pillar to guide our actions and growth as our business continues to evolve.

ACCOUNTABLE

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

RESPONSIBLE

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

RESPECTFUL

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

TRANSPARENT

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

COURAGEOUS

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

Our Ethical North Star guides our business operations and growth, with each point representing the keys to our ethical principles, known internally as the 5Rs.

**RISK TO OUR BUSINESS**, the businesses and people about whom we process data, the markets we serve, and the communities in which 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 Code of Conduct and Ethics (the Code) helps manage potential material negative impacts related to business conduct. We further define enhanced expectations for financial executives in our [Code of Ethics for Senior Financial Officers](#), which applies to our Chief Executive Officer, our Chief Financial Officer, and our Chief Accounting Officer.

All team members must complete compliance and ethics training when they join Dun & Bradstreet and annually thereafter. The

training protocol includes reading and reaffirming commitment to the Code. The Code covers a broad set of expectations relating to anti-discrimination, environmental sustainability, human rights, fair and ethical business practices, and data responsibilities.

Our [Helpline](#) encourages and protects stakeholder reporting, ensuring team members, end-users, and the public have a dedicated platform to ask compliance and ethics questions or report workplace issues, including financial and auditing concerns, harassment, theft, substance abuse, and unsafe conditions.

The Helpline provides the option to report confidentially and anonymously in more than 60 languages. Stakeholders can submit complaints by completing the Report an Incident form or by calling a local phone number available on the Helpline website.

Consistent with our Courageous ethical principle, we encourage team members to raise concerns about potential non-compliance or unethical behaviors. We maintain a [Speak Up and Non-Retaliation Policy Statement](#) to support and protect those who raise compliance and ethics concerns.

Our Regulatory, Compliance & Ethics team expeditiously gathers and objectively investigates all whistleblower reports, data incidents, and compliance concerns reported via the third-party Helpline. Following the [Incident and Breach Policy Statement](#), the team escalates medium-and high-severity issues to our Chief Ethics & Compliance Officer for evaluation and oversight. All reports submitted are investigated and handled confidentially. As outlined in the Code, violations impose disciplinary action up to and including termination of employment, civil and criminal charges, and recovery of damages in appropriate circumstances, as warranted by the relevant facts.

Value Chain Management (G1-2)

Dun & Bradstreet carefully manages its supply chain network. As noted in [Policies \(S2-1\)](#), our [Code of Conduct and Ethics for Third Parties](#) (Third Party Code) sets our high expectations for the business practices required from our third parties. The statements address human capital and human rights, environmental, and corporate governance expectations.

We leverage Dun & Bradstreet’s Risk Analytics solution in the vendor selection process. This solution considers ESG-related risks, such as environmental and human rights risks, within a broad spectrum of risks. New suppliers must meet a minimum overall risk assessment threshold before they can be approved and onboarded. Any third party noted as a higher risk undergoes additional screening.

To maintain our standards, we leverage contract repositories to support contract lifecycle management. We periodically review vendors towards compliance. For organizations flagged for concerns during these reviews, we contact the vendor to discuss the matter and work towards resolution. If a third party repeatedly violates the standards and expectations in the Third Party Code, contract termination may be considered.

Anti-Bribery & Anti-Corruption (G1-3)

Dun & Bradstreet conducts business with the highest standards of ethics to avoid corruption and bribery in any form. Our [Anti-Bribery and Anti-Corruption Policy](#) sets expectations for how Dun & Bradstreet does business in compliance with the applicable anti-bribery and anti-corruption laws of the countries in which we operate. Each team member is responsible for reviewing and complying with this policy and must complete the required anti-bribery and anti-corruption annual training. Additionally, our annual training on the Code extends to all team members, including our ELT. The training includes a section dedicated to corruption and bribery.

ANTI-CORRUPTION TRAINING	2023	2024
Employees trained on anti-corruption	100%	100%
Governance body members trained on anti-corruption	100%	100%





Incidents of Corruption or Bribery G1-4

Anti-Corruption and Anti-Bribery	2023	2024
Number of convictions for violation of anti-corruption and anti-bribery laws	0	0
Amount of fines for violation of anti-corruption and anti-bribery laws (USD)	\$0	\$0
Number of actions taken to address breaches in procedures and standards of anti-corruption and anti-bribery <sup>24</sup>	0	0

<sup>24</sup> Actions taken are defined according to Dun & Bradstreet policies.

Political Lobbying Activities G1-5

Dun & Bradstreet is a global organization. While our DMA did not identify the issues of political influence and lobbying as material, we are including these topics as part of our commitment to transparency and ethics. Dun & Bradstreet’s internal Political Activities and Lobbying Policy ensures contributions align with our values and protect stakeholder value. The Regulatory, Compliance & Ethics team reviews, and our Chief Legal Officer approves, all Dun & Bradstreet funds provided for political purposes before any contributions are made. The Regulatory, Compliance & Ethics team, through reporting by the Chief Ethics & Compliance Officer, provides an annual report to the Audit Committee of the

Board of Directors detailing any political contributions made by the Company.

In 2024, Dun & Bradstreet made no corporate political contributions and does not have a Political Action Committee.

The Company is a member of several trade associations, professional societies, industry groups, and other tax-exempt organizations around the world. These organizations engage with

regulators, policymakers, and other government officials and key stakeholders on industry-relevant issues. Dun & Bradstreet may not always share the views of its industry peers and associations and, in certain circumstances, may choose not to participate in industry and trade group-related activities.

Dun & Bradstreet will voluntarily disclose the portion of payments that major U.S.-based trade associations and other tax-exempt organizations report to the Company as being used for political activity purposes where payments are \$50,000 or greater.

In 2024, no U.S.-based trade association or tax-exempt organization that received \$50,000 or more from Dun & Bradstreet reported using any part of the payment for political activities.



# Data Protection, Privacy & Security

## ESRS Company-Specific Topic

TOPIC	REASONING	IMPACT				FINANCIAL		BOUNDARY		
		ACT	POT	+	-	RISK	OPP	U	O	D
Data Protection, Privacy & Security	Strong governance structures should be in place to protect sensitive data (impact)	✓		✓	✓	✓	✓	✓	✓	✓
	Management of data privacy protocols could have a reputational consequence (impact, financial)									

ACT: Actual POT: Potential + Positive – Negative RISK: Risk OPP: Opportunity U: Upstream O: Operations D: Downstream  
For more detail on Data-related material topics, please see *Material Impacts, Risks & Opportunities, and Their Interaction with Strategy & Business Model (SBM-3, ESRS 2)*.

### Data Protection, Privacy & Security

#### Company-Specific Topic

Policies  
Actions  
Metrics



Dun & Bradstreet provides services that must be governed with the utmost care, such as the protection of credit scores and corporate information from more than 600 million organizations globally. We maintain data protection, privacy, and security as a top priority and a material topic for our Company. This section expands on *End-Users (S-4)*, focusing on our clients and covering our efforts to protect Dun & Bradstreet’s data. As a leader in the business data and analytics industry with a long history of maintaining client trust, Dun & Bradstreet consistently prioritizes data quality and client experience. Data isn’t just a material topic for our Company; it’s the very foundation of our business.

We maintain stringent operational guidelines to ensure our data responsibility and protection practices meet or exceed industry standards and regulatory requirements. We are vigilant in our data security efforts across the enterprise, as any misuse of data could bring harm to our clients, partners, and our business, including financial and reputational repercussions.

For additional information, please see section 1C of our [2024 Form 10-K](#).

Policies

Our Trust Centre provides an overview of our cybersecurity and data security program to protect Dun & Bradstreet data, systems, and assets from loss, misuse, and unauthorized access. The Trust Centre also makes accessible all relevant policies and standards that provide the foundation for our Regulatory, Compliance & Ethics program, including:

- [Data Compliance and Ethics Policy Statement](#)
- [Privacy and Personal Data Protection Policy Statement](#)
- [Global Data Subject Rights Policy Statement](#)
- [Records Management and Data Retention Policy Statement](#)
- [Global AI Ethics Policy Statement](#)
- [Global Cross Border Privacy Management System Policy Statement](#)
- [Incident and Breach Response Policy Statement](#)

Our [Information Security Control Environment](#) outlines a more comprehensive view of our policy, process, and practices.

For a complete list of external policies and codes of conduct, refer to [Policies & Resources](#).

AI Operating Principles

Our Agile AI Governance Council oversees all AI activity at Dun & Bradstreet. The Council includes:

- Chief Ethics & Compliance Officer, Global Head of Regulatory Affairs
- Chief Cybersecurity and Technology Risk Officer
- Chief Sustainability and Communications Officer

- Deputy General Counsel, Global Head of Commercial Legal
- Senior Vice President, Global Head of Data Science
- Senior Vice President, Global Head of Enterprise Data Governance
- Senior Vice President, Product Management, Data Management and AI
- Senior Vice President, Product Management, International
- Senior Vice President, R&D Engineering, Technology
- Vice President, Learning and Development, People Team
- Associate Vice President, Regulatory, Compliance & Ethics, Program and Operations

Dun & Bradstreet is committed to responsible use of AI, development of AI systems, and implementation of responsible AI solutions that accelerate innovation, improve efficiency, and contribute to sustainable growth. Our [Global AI Ethics Policy Statement](#) establishes our baseline principles and operating

standards for ethical use of AI, including design and implementation of AI systems consistent with our [Code of Conduct and Ethics](#) (Code) and our [Data Compliance and Ethics Policy Statement](#).

The policy covers all technologies that are, or rely on, AI systems. Where applicable laws, rules, regulation, contractual obligation, or other Dun & Bradstreet policy requires a higher standard, we will follow those requirements.

In alignment with our AI Governance approach, in 2024, Dun & Bradstreet joined other corporate AI leaders in making voluntary commitments to the E.U. AI Pact as a listed signatory and provider and deployer under the E.U. AI Act.

In December 2024, Dun & Bradstreet earned TRUSTe’s Responsible AI certification for responsible artificial intelligence governance.

Each of the following 11 Principles and Operating Standards provide guidance on how we work to meet our Policy Commitment:

- |  |                                       |
|--|---------------------------------------|
| 1. Human Centered Values and Principles            | 7. Privacy and Confidentiality        |
| 2. Transparency and Explainability                 | 8. Engagement and Contestability      |
| 3. Fairness and Non-Discrimination                 | 9. Data Security and Resilience       |
| 4. Safety  | 10. Intellectual Property             |
| 5. Quality, Robustness, Accuracy, and Traceability | 11. Responsibility and Accountability |
| 6. Risk Management                                 |                                       |



Actions

Cybersecurity & Technology Risk Management

Our Chief Cybersecurity and Technology Risk Officer oversees our Global Information Security program while the Global Information Security and Risk teams work with lines of business across the Company to implement our information security strategy. The program supports business objectives while minimizing security incidents and ensuring the protection of our information assets as well as those of our clients and third parties. We are committed to identifying, categorizing, evaluating, managing, and mitigating risks related to our data technology and operations through our ERM program, our Cybersecurity (Cyber) program, and our Regulatory, Compliance & Ethics program.

Our programs for ERM, Cyber, and Regulatory, Compliance & Ethics work together to keep an eye on vulnerabilities, threats, and risks. They regularly report on these issues to give a complete picture of cybersecurity risks. We also use this approach to evaluate and manage risks from cybersecurity threats related to our third-party partners, such as service providers, system operators, and data processors. We apply consistent methodologies to evaluate inherent and residual risk levels before identifying and prioritizing the management of our highest risks, including material cybersecurity risks.

We take many steps to keep our Cyber program current and effective. Our actions include:

- Using risk management processes to prioritize our annual cybersecurity workplans — including monitoring, internal audit, and external assurance reviews — around key risk areas
- Upholding good governance practices, including transparency and accountability, by regularly assessing and reporting on our cybersecurity posture to our stakeholders
- Maintaining compliance with regulatory standards and industry best practices
- Actively participating in global and regional trade and policy associations, think tanks, and professional organizations related to cybersecurity, information policy, privacy, and artificial intelligence
- Following a cloud-first strategy that can provide better scalability, flexibility, and automation while reducing the need for on-premises hardware and infrastructure; this drives stronger security by leveraging advanced cloud security capabilities and considers our carbon footprint by minimizing the energy consumption associated with physical hardware and data centers

We use the findings from a detailed cybersecurity threat assessment, done by a top external firm, to tackle both our immediate cybersecurity environment and the wider threat landscape. This includes addressing threats from attackers targeting our industry or the areas where we operate. Our multi-level approach to security risk identification and prevention leverages the following techniques:

- Automated processes for user access reviews and privilege escalation
- Device hardening
- Encryption and tokenization

- Endpoint detection and response
- Hardening of cloud and Software as a Service (SaaS) environments
- Intrusion detection and network behavior analytics systems
- Malware detection
- Next-generation and web application firewalls
- Patching and vulnerability management
- Multi-factor authentication
- Vulnerability management

Our team members receive annual mandatory data security training with specialized training for individuals with access to more sensitive data. For more information, see [Addressing End-User Concerns \(S4-3\)](#).

We maintain a comprehensive cybersecurity and data risk mitigation strategy incorporating a variety of processes, including:

- External certification programs
- Incident response
- Impact assessments
- Integrated policies
- Risk assessments
- Team member training
- Third-party reviews and monitoring

We define and integrate all these processes across our Cyber and Regulatory, Compliance & Ethics programs. Additionally, we embed processes throughout the management systems supporting the standards in our Code.

We recognize that our team members form our first line of defense, and we incorporate cybersecurity awareness education in our annual training program for the Code to ensure team members

understand their roles in safeguarding against potential cyber threats. All team members are required to complete annual security awareness training, which includes comprehensive coverage of the following key topics:

- Acceptable Use of Information Assets Policy
- Data handling and security
- Cloud and internet security
- Email and social engineering
- Physical security and remote working
- Passwords
- Phishing and how to report a phish
- Reporting information security concerns
- Unintentional insider threats

The Information Security team regularly runs phishing tests across the company to help team members identify various security threats. For more information regarding our complete ERM program, see *Risk Management & Internal Controls Over Sustainability Reporting (GOV-5)*.

Certifications

Cybersecurity Certifications

Our information security program framework and control requirements align with various regulations and standards, such as the SOC2, PCI, ISO, NIST, OWASP, and others. As part of our ongoing commitment to security, the following fourteen Dun & Bradstreet locations have Information Security Management Systems certified to ISO/IEC 27001:2022 during the course of 2024.

Dun & Bradstreet’s commitment to seeking certification of our Information Security Management Systems is demonstrated by securing five additional locations during the course of 2024 (which are bolded below).

- |  |                                   |
|--|-----------------------------------|
| • Bengaluru, India                       | • Mumbai – Turbhe, India          |
| • Darmstadt, Germany                     | • Oslo, Norway                    |
| • Dublin, Ireland                        | • <b>Shanghai, China Mainland</b> |
| • <b>Haikou (Hainan), China Mainland</b> | • Solna, Sweden                   |
| • <b>Hong Kong, SAR</b>                  | • Søborg, Denmark                 |
| • London, U.K.                           | • <b>Urdorf, Switzerland</b>      |
| • Mumbai – BKC, India                    | • <b>Warsaw, Poland</b>           |

Cybersecurity Attestations

A SOC 2 Type 2 attestation, certified by Schellman & Co., covers Dun & Bradstreet’s primary solutions and capabilities. We maintain and update this attestation regularly. We also secure appropriate levels of insurance, including cyber liability insurance, to satisfy claims that may arise because of hacking or other malfeasance.

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

Data Privacy Certifications

The [Trust Centre](#) shares information about our cross-border data transfers, including our certifications and recognitions, such as our [Verified Privacy](#) and [APEC Privacy](#) from TRUSTe, with our various stakeholders. The Trust Centre also includes details on our Data Privacy Framework compliance, based on our common Global Cross-Border Privacy Management System Policy Statement and built on the framework described above under Data Transparency.

Besides additionally having our Privacy Information Management System (PIMS) certified to ISO 27701:2019 in the same 14 locations, noted to the left, Dun & Bradstreet achieved compliance with the Cross-Border Privacy Rules (CBPR) system in 2023. This system, developed by APEC, is becoming globally recognized. Additionally, in 2024, we were independently verified as compliant with the E.U.-U.S. Data Privacy Framework (DPF), the U.K. extension to the E.U.-U.S. DPF, and the Swiss-U.S. DPF.

Memberships & Expertise

Dun & Bradstreet experts serve as thought leaders on the intersection of data and technology regulation and emerging ESG trends. The 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
- Certified Information Privacy Manager
- Certified Information Privacy Professional
- Certified Information Security Manager
- Certified Information Security Systems Professional
- DORA Certified Compliance Specialist
- Fellow of Information Privacy
- Westin Emeritus Fellow – Distinguished Privacy Professional

Our experts 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.

Metrics Related to Data Protection, Privacy & Security

	2022	2023	2024
Total number of data incidents	59	118	133
Total number of data theft or leaks <sup>25</sup>	12	0	0
Total number of data breaches <sup>26</sup>	6	7	8
Percentage of data breaches involving Personally Identifiable Information (PII) <sup>27</sup>	100%	100%	100%
Number of customers affected by data breaches <sup>28</sup>	35	16,070	1,038
Number of Data Subject Rights requests <sup>29</sup>	426,155	411,351	362,218
Substantiated complaints concerning breaches of customer privacy and losses of customer data	7	4	8

<sup>25</sup> Data thefts or leaks are considered data incidents that occurred as a result of employees who attempted to take Dun & Bradstreet data assets with them upon departure from the firm.

<sup>26</sup> 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.

<sup>27</sup> 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.

<sup>28</sup> Represents an estimate of data subjects affected, not customers.

<sup>29</sup> See Dun & Bradstreet's [Global Data Subject Rights Policy Statement](#).



# Corporate Social Responsibility



## Section Includes

- Community Engagement
- Health & Community Development
- Economic Development & Education
- Climate Impact

Community Engagement

At Dun & Bradstreet, our corporate social responsibility program (CSR), Do Good, is rooted in creating a positive impact where our employees, offices, and operations reside, providing us with the opportunity to contribute meaningfully to meet the needs of our team members and local communities.

In 2024, we shifted our strategy to concentrate our giving and volunteering efforts on three key areas:

- Health & Community Development
- Economic Development & Education
- Climate Impact

This approach aims to ensure measurable impact and enables us to develop strategic programs and community relationships.

We selected these areas based on the passions of our team members and the potential for our Company to make a sustainable and measurable impact. By leveraging our products, expertise, and influence, we aim to drive social good in these key areas.

Our Do Good strategy is also informed by the United Nations Sustainable Development Goals (SDGs) with which we have aligned our business.

Do Good Snapshot

\$807,753

Dun & Bradstreet’s total charitable contributions

1,138

Number of matched employee donations

15,137

Total volunteer hours<sup>30</sup>

About Our Do Good Program

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

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

**Do Good Ambassador Program:** The Do Good Ambassador program is a voluntary initiative for team members, designed to support our CSR objectives. Ambassadors serve as local Do Good leaders in our offices, organizing volunteer and educational events, driving fundraising efforts, and boosting team member engagement. This program offers team members additional opportunities to participate in and advance our social impact initiatives.

\$335,650

Corporate Sponsorships

\$244,231

Employee Donations

\$227,872

Matched Donations

<sup>30</sup> Based on the total Volunteer Time Off hours utilized by team members in 2024.



# Health & Community Development

In addition to Company sponsorships benefitting organizations in the communities in which we work and live, Dun & Bradstreet contributes to health and community development through the generosity of its team members, whose personal donations and volunteer efforts support local health initiatives and social services in markets where we operate. We also work to strengthen community resilience by sponsoring programs that promote well-being, education, and equitable access to essential resources. In 2024, Dun & Bradstreet supported a range of impactful organizations and initiatives that support health research and medical aid, mental health, food security, and disaster relief.



Team members in Dublin, Ireland, participated in the Darkness into Light 5K for Pieta, a mental health organization providing free support to those impacted by suicide and self-harm.



In London, U.K., team members participated in a dragon boat racing event organized by COSMIC to support critically ill children at St. Mary's Hospital and Queen Charlotte's Hospital in London.



At our Jacksonville, U.S., headquarters, we sponsored the Leukemia & Lymphoma Society's Light The Night Walk to help fund cancer research and provide essential aid to blood cancer patients and their families.



## Economic Development & Education

As a leading global provider of business decisioning data and analytics we recognize our unique opportunity to leverage our expertise, insights, and products for social good.

In 2024, we supported a number of programs for youth education, higher education, and workforce development.

We are committed to fostering job opportunities, whether by offering positions within our Company or sponsoring programs that enhance the knowledge and experience of early talent and to qualified individuals in underserved communities.

### Data Analytics Education & Research in Florida

We are committed to fostering academic and professional growth by integrating our data solutions into educational programs and research initiatives.

In 2024, Dun & Bradstreet sponsored the University of Florida’s (UF) Business Analytics Practicum, supporting undergraduate analytics education at the Warrington College of Business. By incorporating our solutions and data into the practicum’s curriculum, we provided students with hands-on experience in data analytics and early exposure to technical skills crucial for their careers. Throughout the

semester, students received mentorship and coaching from our team members while using our D&B Analytics Studio cloud-based platform for project-based work on forecasting shipping delays. This culminated in presentations and data models that may help businesses predict supply chain disruptions.

Additionally, Dun & Bradstreet partnered with UF research faculty, offering business professors access to our data to support ESG-focused research. These initiatives align with our commitment to creating societal impact through the development of publicly accessible data-driven insights and leveraging them to drive growth in key industries.

### Cyber Wellness & Skills Training in India

In India, we partnered with Responsible Netism, a nonprofit organization that educates people about online safety. Our sponsorship supported cyber wellness sessions, including workshops in 24 schools to promote cyber safety and responsible online behavior. We also continued our partnership with Tata STRIVE, which we have worked with since 2022, to establish IT labs and provide skills training for youth from underprivileged backgrounds.

### Youth Education in China

For the second consecutive year, Dun & Bradstreet supported the Shanghai Smiling Youth Public Welfare Service Center. Our support contributed to the rural primary school library we sponsored in 2023, named the D&B Smiling Library. This marks the third rural library we have helped create, following our collaborations with the Center in 2017 and 2018.

This initiative enhances educational outcomes for children in rural areas by providing access to books at an elementary school in Hunan Province, China. In November 2024, 19 team members from Mainland China and 4 from Hong Kong SAR volunteered as teachers, offering reading and art lessons to the children.







Climate Impact

Planting Trees with Grow-Trees

In support of our ESG objectives and our Company’s commitment to having a positive impact on the environment, we have designated climate initiatives as a core cause area within our CSR strategy.

Through this strategic focus, we aim to leverage our volunteering and giving programs to educate team members and local community members about the importance of environmental sustainability. We also seek to engage them in promoting sustainable practices both at work and at home.

In 2024, Dun & Bradstreet continued its partnership with Grow-Trees, an India-based organization that plants and maintains trees in economically-challenged areas. Our partnership with Grow-

Trees not only supports our environmental sustainability objectives by encouraging emissions reduction, reforestation, and water retention, but also contributes to our other strategic cause areas by helping create low-skill jobs and providing food sources for local communities.

Since 2022, Dun & Bradstreet has planted more than 9,600 trees — building on the 3,950 trees planted in 2024 through our partnership with Grow-Trees — as part of our commitment to plant 19,600 trees. In 2023, we started an Employee Appreciation Day initiative, sponsoring a tree for each team member who submits a gratitude for a peer, as part of our efforts to encourage our employees to take part in being stewards for sustainability.



In 2024, we sponsored the release of two turtles (named “Dun” and “Bradstreet”) through The Cayman Turtle Centre. This conservation facility, located in the Grand Caymans’ West Bay District, is committed to growing the sea turtle population and improving the future conversation of marine turtles and their habitat globally.



Austin, U.S.



Bengaluru, India

**World Cleanup Day**

For the third consecutive year, Dun & Bradstreet participated in World Cleanup Day, a global initiative encouraging people to clean up litter and waste from their local environment. In 2024, 331 team members across 26 cities collectively gathered over 320 bags of waste from parks, beaches, and streets. To date, Dun & Bradstreet’s World Cleanup Day campaign has resulted in over 750 bags of waste removed from the environment.



# Reporting Indices



## Section Includes

Global Reporting Initiative **GRI** Index

Sustainable Accounting Standards Board  
**SASB** Standards Index

Task Force on Climate-related  
Financial Disclosures **TCFD** Index

GRI Dun & Bradstreet reports in accordance to the Global Reporting Initiative (GRI), including the updated GRI 1: Foundation 2021, GRI 2: General Disclosures 2021 and GRI: Material Topics 2021.

DESCRIPTION	DISCLOSURE TITLE	DUN & BRADSTREET’S RESPONSE
OUR ORGANIZATION & REPORTING PRACTICES		
2-1	Organizational details	Company name: Dun & Bradstreet Corporate headquarters: 5335 Gate Parkway, Jacksonville, Florida, U.S. Ownership & legal form: Dun & Bradstreet is a publicly traded company (NYSE: DNB) For more information regarding our Company please refer to our <a href="#">2024 Form 10-K</a> .
2-2	Entities included in the organization’s sustainability reporting	<a href="#">2024 Form 10-K</a>
2-3	Reporting period, frequency, and contact point	<i>General Disclosures (ESRS 2) - Basis for Preparation (BP-1)</i>
2-4	Restatements of information	Total charitable contributions in 2023 increased to \$840,410 upon access to donations made by our international operations. Energy consumption metrics for 2023 (including total energy consumption, reduction in energy consumption, and energy intensity) were updated due to improved data accuracy. Please see <a href="#">GRI 302 Energy</a> for detailed data.
2-5	External assurance	No external assurance
ACTIVITIES & WORKERS		
2-6	Activities, value chain, and other business relationships	<i>General Disclosures (ESRS 2) - Strategy, Business Model &amp; Value Chain (SBM-1)</i>
2-7	Employees	6,247; <a href="#">2024 Form 10-K</a>
2-8	Workers who are not employees	3,425
GOVERNANCE		
2-9	Governance structure and composition	<i>General Disclosures (ESRS 2) - The Role of the Administrative, Management &amp; Supervisory Bodies (GOV-1)</i> Please refer to our most recent <a href="#">proxy statement</a> .

DESCRIPTION	DISCLOSURE TITLE	DUN & BRADSTREET'S RESPONSE						
GOVERNANCE								
CONTINUED								
2-10	Nomination and selection of the highest governance body	Please refer to our most recent <a href="#">proxy statement</a> .						
2-11	Chair of the highest governance body	Please refer to our most recent <a href="#">proxy statement</a> .						
2-12	Role of the highest governance body in overseeing the management of impacts	<i>General Disclosures (ESRS 2) - The Role of the Administrative, Management &amp; Supervisory Bodies (GOV-1); <a href="#">Code of Conduct and Ethics</a></i>						
2-13	Delegation of responsibility for managing impacts	<i>General Disclosures (ESRS 2) - The Role of the Administrative, Management &amp; Supervisory Bodies (GOV-1); Governance Information - <a href="#">Responsible Business Conduct (G1)</a>; our most recent <a href="#">proxy statement</a>; Audit Committee Charter</i>						
2-15	Conflicts of interest	Governance Information - <i><a href="#">Responsible Business Conduct (G1)</a>; <a href="#">Conflict of Interest Policy</a></i>						
2-16	Communication of critical concerns	<div>Governance Information - <i><a href="#">Responsible Business Conduct (G1)</a></i><table><tr><th>Communication of Critical Concerns</th><th>2023</th><th>2024</th></tr><tr><td>The total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period</td><td>0</td><td>0</td></tr></table></div>	Communication of Critical Concerns	2023	2024	The total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period	0	0
Communication of Critical Concerns	2023	2024						
The total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period	0	0						
2-17	Collective knowledge of the highest governance body	Please refer to our most recent <a href="#">proxy statement</a> .						
2-19	Remuneration policies	Please refer to our most recent <a href="#">proxy statement</a> .						
2-20	Process to determine remunerations	Please refer to our most recent <a href="#">proxy statement</a> .						
2-21	Annual total compensation ratio	Please refer to our most recent <a href="#">proxy statement</a> .						
STRATEGY, POLICIES & PRACTICES								
2-22	Statement on sustainable development strategy	<i>CEO Letter; <a href="#">General Disclosures (ESRS 2)</a></i>						
	Integration of environmental considerations into strategic planning for data center needs	Environmental Information - <i><a href="#">Management Approach (ESRS 2 SBM 3)</a></i>						

DESCRIPTION	DISCLOSURE TITLE	DUN & BRADSTREET’S RESPONSE												
STRATEGY, POLICIES & PRACTICES														
CONTINUED														
2-23	Policy commitments	<i>Policies &amp; Resources</i> <a href="#">Policies &amp; Codes of Conduct Website</a>												
2-24	Embedding policy commitments	Governance Information - <i>Responsible Business Conduct (G1)</i>												
2-25	Processes to remediate negative impacts	Governance Information - <i>Responsible Business Conduct (G1)</i>												
2-26	Mechanisms for seeking advice and raising concerns	Governance Information - <i>Responsible Business Conduct (G1)</i>												
2-27	Compliance with laws and regulations	Governance Information - <i>Responsible Business Conduct (G1)</i>												
		<table><tr><th>Legal &amp; Regulatory Compliance</th><th>2023</th><th>2024</th></tr><tr><td>The total number of significant instances of non-compliance with laws and regulations</td><td>0</td><td>0</td></tr><tr><td>The total number of fines for instances of non-compliance with laws and regulations that occurred in the current reporting period</td><td>0</td><td>0</td></tr><tr><td>The total monetary value of fines for instances of non-compliance with laws and regulations that occurred in the current reporting period (USD)</td><td>\$0</td><td>\$0</td></tr></table>	Legal & Regulatory Compliance	2023	2024	The total number of significant instances of non-compliance with laws and regulations	0	0	The total number of fines for instances of non-compliance with laws and regulations that occurred in the current reporting period	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)	\$0	\$0
		Legal & Regulatory Compliance	2023	2024										
		The total number of significant instances of non-compliance with laws and regulations	0	0										
The total number of fines for instances of non-compliance with laws and regulations that occurred in the current reporting period	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)	\$0	\$0												
2-28	Membership associations	Governance Information - <i>Responsible Business Conduct (G1)</i>												
STAKEHOLDER ENGAGEMENT														
2-29	Approach to stakeholder engagement	<i>General Disclosures (ESRS 2) - Interests &amp; Views of Stakeholders (SBM-2)</i>												
2-30	Collective bargaining agreements	We have collective bargaining agreements in Austria and Sweden. Currently, less than 8% of our workforce is covered by collective bargaining agreements. Additionally, 96.5% of our team members in Germany are represented by Works Council(s), where a group of elected employees represent their colleagues to the Company. German Works Councils are independent of national trade unions and the German Employer Associations.												

DESCRIPTION	DISCLOSURE TITLE	DUN & BRADSTREET’S RESPONSE
DISCLOSURE ON MATERIAL TOPICS		
3-1	Process to determine material topics	General Disclosures (ESRS 2) - Process to Identify & Assess Material Impacts, Risks & Opportunities (IRO-1)
3-2	List of material topics	General Disclosures (ESRS 2) - Material Impacts, Risks & Opportunities, and Their Interaction with Strategy and Business Model (SBM-3)
ECONOMIC PERFORMANCE		
3-3	Management approach to economic performance	2024 Form 10-K
201-1	Direct economic value generated and distributed	2024 Form 10-K
201-2	Financial implications and other risks and opportunities due to climate change	2024 Form 10-K
MARKET PRESENCE		
3-3	Management approach to market presence	General Disclosures (ESRS 2) - Strategy, Business Model & Value Chain (SBM-1)
202-1	Ratios of standard entry-level wage by gender compared to local minimum wage	This metric is not currently disclosed.
INDIRECT ECONOMIC IMPACTS		
203-2	Significant indirect economic impacts	This metric is not currently disclosed.
PROCUREMENT PRACTICES		
3-3	Management of procurement practices	Social Information - Our Value Chain (S2); Governance Information - Responsible Business Conduct (G1)
ANTI-CORRUPTION		
3-3	Management of anti-corruption	Governance Information - Responsible Business Conduct (G1)



DESCRIPTION	DISCLOSURE TITLE	DUN & BRADSTREET’S RESPONSE		
ANTI-CORRUPTION		CONTINUED		
205-1	Operations assessed for risks related to corruption	Operations Assessed for Corruption Risk	2023	2024
			100%	100%
205-2	Communication and training about anti-corruption policies and procedures	Social Information - <i>Our Employees (S1)</i> ; Governance Information - <i>Responsible Business Conduct (G1)</i>		
		Anti-Corruption & Anti-Competitive Behavior	2023	2024
		Percentage of employees that have received training on anti-corruption <sup>31</sup>	100%	100%
		Percentage of governance body members that have received training on anti-corruption	100%	100%
		Percentage of governance body members that the organization’s anti-corruption policies and procedures have been communicated to	100%	100%
		Percentage of employees that the organization’s anti-corruption policies and procedures have been communicated to	100%	100%
205-3	Confirmed incidents of corruption and actions taken	Governance Information - <i>Responsible Business Conduct (G1)</i>		
		Incidents of Corruption	2023	2024
		Incidences of corruption	0	0
		Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	0	0
		Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	0	0
		The total number of public legal cases regarding corruption brought against Dun & Bradstreet or our employees	0	0

<sup>31</sup> Training for new hires and annually for all employees, communications on the intranet and email messages, and various other awareness campaigns.

DESCRIPTION	DISCLOSURE TITLE	DUN & BRADSTREET’S RESPONSE		
ANTI-COMPETITIVE BEHAVIOR				
3-3	Management of anti-competitive behavior	Governance Information - <i>Responsible Business Conduct (G1)</i>		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Governance Information - <i>Responsible Business Conduct (G1)</i>		
		Incidents of Anti-Competitive Practices	2023	2024
		Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant	0	0
MATERIALS				
3-3	Management of materials	Environmental Information - <i>Resource Use &amp; Circular Economy (E5)</i>		
301-1	Materials used by weight or volume	This metric is not currently disclosed.		
301-2	Recycled input materials used	This metric is not currently disclosed.		
ENERGY				
3-3	Management of energy	Environmental Information - <i>Climate Change (E1)</i>		
302-1	Energy consumption within the organization	Energy Consumption (GJ)	2022	2023
			46,011.7	44,490.2 <sup>32</sup>
			33,387.3 <sup>33</sup>	
302-2	Energy consumption outside of the organization	This metric is not currently disclosed.		
302-3	Energy intensity	Energy Intensity - Per Revenue (GJ / million USD)	2022	2023
			20.7	19.2
			14.0	

<sup>32</sup> Energy consumption for 2023 was updated due to improvement in data accuracy.

<sup>33</sup> The reduction in energy consumption in 2024 is primarily due to an increase in availability of actual data across our facilities resulting in more accurate calculations.

DESCRIPTION	DISCLOSURE TITLE	DUN & BRADSTREET’S RESPONSE					
ENERGY		CONTINUED					
302-4	Reduction of energy consumption	Reduction of Energy Consumption (Year Over Year)	2023		2024		
			3%		25%		
WATER & EFFLUENTS							
3-3	Management of water and effluents	Environmental Information - <i>Water &amp; Marine Resources (E3)</i>					
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.					
303-4	Water discharge	This metric is not currently disclosed.					
303-5	Water consumption	This metric is not currently disclosed.					
EMISSIONS							
3-3	Management of emissions	Environmental Information - <i>Climate Change (E1)</i>					
305-1	Direct (scope 1) GHG emissions	Scope 1 Emissions (tCO <sub>2</sub> e)	2020	2021	2022	2023	2024
			7,689.0	840.2	775.2	320.6	634.4

DESCRIPTION	DISCLOSURE TITLE	DUN & BRADSTREET'S RESPONSE					
EMISSIONS		CONTINUED					
305-2	Energy indirect (scope 2) GHG emissions	Scope 2 Emissions	2020	2021	2022	2023	2024
		Scope 2 - location-based and market-based (tCO <sub>2</sub> e) <sup>34</sup>	5,111.3	6,827.1	3,570.7		
		Scope 2 - location-based (tCO <sub>2</sub> e)	—	—	—	3,168.2	2,484.6
		Scope 2 - market-based (tCO <sub>2</sub> e)	—	—	—	—	2,204.8
305-3	Other indirect (scope 3) GHG emissions	Total scope 3 emissions: 268,877.4 tCO <sub>2</sub> e For a breakdown by scope 3 category, refer to <i>Gross Scopes 1, 2, 3 &amp; Total GHG Emissions (E1-5)</i>					
305-4	GHG emissions intensity	Emissions Intensity - Per Revenue (tCO <sub>2</sub> e / million USD) <sup>35</sup>	2020	2021	2022	2023	2024
		Scope 1 and scope 2	6.0	2.8	1.8	1.6	1.3
		Scope 1, scope 2, and scope 3	—	—	—	—	114.2
305-5	Reduction of GHG emissions	Reduction of Scope 1 and 2 GHG Emissions from 2019 Base Year <sup>36</sup>	2020	2021	2022	2023	2024
			(2%)	52%	68%	72%	75.1%

<sup>34</sup> From 2020 to 2022, a scope 2 (location-based and market-based) figure was disclosed to sum location-based and market-based scope 2 emissions to provide a total global scope 2 figure due to different calculation methodologies utilized regionally.

<sup>35</sup> Emissions intensity is calculated using the year's location-based scope 2 total.

<sup>36</sup> This baseline represents the start of data collection and is not associated with an external target.

DESCRIPTION	DISCLOSURE TITLE	DUN & BRADSTREET’S RESPONSE																																			
WASTE																																					
3-3	Management of waste	Environmental Information - <i>Resource Use &amp; Circular Economy (E5)</i>																																			
306-1	Waste generation and significant waste-related impacts	Environmental Information - <i>Resource Use &amp; Circular Economy (E5)</i>																																			
306-2	Management of significant waste-related impacts	Environmental Information - <i>Resource Use &amp; Circular Economy (E5)</i>																																			
306-3	Waste generated	Dun & Bradstreet currently only discloses e-waste collected and recycled. <table><tr><td rowspan="2">E-waste Recycled (metric tons)</td><td>2023</td><td colspan="4">2024</td></tr><tr><td>20.9</td><td colspan="4">6.5</td></tr></table>						E-waste Recycled (metric tons)	2023	2024				20.9	6.5																						
E-waste Recycled (metric tons)	2023	2024																																			
	20.9	6.5																																			
306-4	Waste diverted from disposal	This metric is not currently disclosed.																																			
306-5	Waste directed to disposal	This metric is not currently disclosed.																																			
SUPPLIER ENVIRONMENTAL ASSESSMENT																																					
3-3	Management of supplier environmental assessment	Social Information - <i>Our Value Chain (S2)</i>																																			
308-1	New suppliers that were screened using environmental criteria	Social Information - <i>Our Value Chain (S2)</i>																																			
EMPLOYMENT																																					
3-3	Management of employment	Social Information - <i>Our Employees (S1)</i>																																			
401-1	New employee hires and employee turnover	<table><tr><td>New Employee Hires &amp; Turnover</td><td>2020</td><td>2021</td><td>2022</td><td>2023</td><td>2024</td></tr><tr><td>New employee hires</td><td>791</td><td>1,570</td><td>1,618</td><td>1,183</td><td>901</td></tr><tr><td>Voluntary turnover rate</td><td>11.9%</td><td>20.2%</td><td>17.9%</td><td>11.1%</td><td>8.7%</td></tr><tr><td>Involuntary turnover rate</td><td>6.2%</td><td>3.7%</td><td>5.4%</td><td>5.5%</td><td>7.6%</td></tr><tr><td>Total turnover headcount<sup>37</sup></td><td>738</td><td>1,227</td><td>1,468</td><td>1,056</td><td>1,026</td></tr></table>						New Employee Hires & Turnover	2020	2021	2022	2023	2024	New employee hires	791	1,570	1,618	1,183	901	Voluntary turnover rate	11.9%	20.2%	17.9%	11.1%	8.7%	Involuntary turnover rate	6.2%	3.7%	5.4%	5.5%	7.6%	Total turnover headcount <sup>37</sup>	738	1,227	1,468	1,056	1,026
New Employee Hires & Turnover	2020	2021	2022	2023	2024																																
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Total turnover headcount <sup>37</sup>	738	1,227	1,468	1,056	1,026																																

<sup>37</sup> Includes both voluntary and involuntary turnover.



DESCRIPTION	DISCLOSURE TITLE	DUN & BRADSTREET’S RESPONSE
EMPLOYMENT	CONTINUED	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Social Information - <i>Our Employees (S1)</i>
401-3	Parental leave	Social Information - <i>Our Employees (S1)</i>
LABOR/MANAGEMENT RELATIONS		
3-3	Management of labor/management relations	Social Information - <i>Our Employees (S1)</i>
OCCUPATIONAL HEALTH & SAFETY		
3-3	Management of occupational health and safety topics	<a href="#">Global Workplace Health &amp; Safety Policy</a>
403-1	Occupational health and safety management system	<a href="#">Global Workplace Health &amp; Safety Policy</a> ; Social Information - <i>Our Employees (S1)</i>
403-2	Hazard identification, risk assessment, and incident investigation	<a href="#">Global Workplace Health &amp; Safety Policy</a>
403-3	Occupational health services	Social Information - <i>Our Employees (S1)</i>
403-4	Worker participation, consultation, and communication on occupational health and safety	<a href="#">Global Workplace Health &amp; Safety Policy</a> ; Social Information - <i>Our Employees (S1)</i>
403-5	Worker training on occupational health and safety	<a href="#">Global Workplace Health &amp; Safety Policy</a> ; Social Information - <i>Our Employees (S1)</i>
403-6	Promotion of worker health	Social Information - <i>Our Employees (S1)</i>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">Global Workplace Health &amp; Safety Policy</a>
403-8	Workers covered by an occupational health and safety management systems	Due to the nature of our business, occupational health and safety risk is low.

DESCRIPTION	DISCLOSURE TITLE	DUN & BRADSTREET’S RESPONSE												
OCCUPTIONAL HEALTH & SAFETY														
CONTINUED														
403-9	Work-related injuries	Health & Safety Metrics (S1-14)												
403-10	Work-related ill health	Health & Safety Metrics (S1-14)												
TRAINING & EDUCATION														
3-3	Management of training and education	Social Information - Our Employees (S1)												
404-1	Average hours of training per year per employee	<table><tr><th>Average Hours of Training per Employee</th><th>2020</th><th>2021</th><th>2022</th><th>2023</th><th>2024</th></tr><tr><td>3.1</td><td>1.8</td><td>2.9</td><td>9.6</td><td>9.8</td></tr></table>	Average Hours of Training per Employee	2020	2021	2022	2023	2024	3.1	1.8	2.9	9.6	9.8	
		Average Hours of Training per Employee	2020	2021	2022	2023	2024							
		3.1	1.8	2.9	9.6	9.8								
		<table><tr><th>Average Hours of Training per Employee by Gender<sup>38</sup></th><th>2023</th><th>2024</th></tr><tr><td>Average number of training hours per female employee</td><td>9.1</td><td>9.2</td></tr><tr><td>Average number of training hours per male employee</td><td>10.0</td><td>10.4</td></tr><tr><td>Average number of training hours per undisclosed gender employee</td><td>7.1</td><td>5.6</td></tr></table>	Average Hours of Training per Employee by Gender <sup>38</sup>	2023	2024	Average number of training hours per female employee	9.1	9.2	Average number of training hours per male employee	10.0	10.4	Average number of training hours per undisclosed gender employee	7.1	5.6
		Average Hours of Training per Employee by Gender <sup>38</sup>	2023	2024										
		Average number of training hours per female employee	9.1	9.2										
		Average number of training hours per male employee	10.0	10.4										
		Average number of training hours per undisclosed gender employee	7.1	5.6										
		<table><tr><th>Average Hours of Training per Employee by Role<sup>38</sup></th><th>2023</th><th>2024</th></tr><tr><td>Average number of training hours per individual contributor employee</td><td>9.9</td><td>9.4</td></tr><tr><td>Average number of training hours per entry, mid &amp; senior leadership employee</td><td>8.7</td><td>12.0</td></tr><tr><td>Average number of training hours per executive leadership</td><td>5.2</td><td>5.2</td></tr></table>	Average Hours of Training per Employee by Role <sup>38</sup>	2023	2024	Average number of training hours per individual contributor employee	9.9	9.4	Average number of training hours per entry, mid & senior leadership employee	8.7	12.0	Average number of training hours per executive leadership	5.2	5.2
		Average Hours of Training per Employee by Role <sup>38</sup>	2023	2024										
		Average number of training hours per individual contributor employee	9.9	9.4										
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DESCRIPTION	DISCLOSURE TITLE	DUN & BRADSTREET’S RESPONSE																																										
TRAINING & EDUCATION																																												
CONTINUED																																												
404-1	Average hours of training	<table><tr><th>Total Hours Spent in Training</th><th>2020</th><th>2021</th><th>2022</th><th>2023<sup>39</sup></th><th>2024</th></tr><tr><td>Total number of hours spent in training</td><td>16,026</td><td>15,373</td><td>25,085</td><td>68,279</td><td>67,869</td></tr><tr><td>New hire/onboarding training</td><td>2,381</td><td>3,192</td><td>4,980</td><td>1,696</td><td>1,306</td></tr><tr><td>Annual compliance training</td><td>13,645</td><td>12,181</td><td>20,105</td><td>23,987</td><td>26,325</td></tr><tr><td>Skill-based training</td><td>—</td><td>—</td><td>—</td><td>39,710</td><td>32,451</td></tr><tr><td>Leadership training</td><td>—</td><td>—</td><td>—</td><td>1,701</td><td>2,524</td></tr><tr><td>Other training</td><td>—</td><td>—</td><td>—</td><td>1,185</td><td>5,263</td></tr></table>	Total Hours Spent in Training	2020	2021	2022	2023 <sup>39</sup>	2024	Total number of hours spent in training	16,026	15,373	25,085	68,279	67,869	New hire/onboarding training	2,381	3,192	4,980	1,696	1,306	Annual compliance training	13,645	12,181	20,105	23,987	26,325	Skill-based training	—	—	—	39,710	32,451	Leadership training	—	—	—	1,701	2,524	Other training	—	—	—	1,185	5,263
		Total Hours Spent in Training	2020	2021	2022	2023 <sup>39</sup>	2024																																					
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Other training	—	—	—	1,185	5,263																																							
404-2	Programs for upgrading employee skills and transition assistance programs	Social Information - <i>Our Employees (S1)</i>																																										
404-3	Percentage of employees receiving regular performance and career development reviews	<table><tr><th>Performance Review by Job Level and Gender<sup>40</sup></th><th>2022</th><th>2023</th><th>2024</th></tr><tr><td>Percentage of female entry, mid &amp; senior leadership employees who receive a performance review</td><td>100%</td><td>100%</td><td>100%</td></tr><tr><td>Percentage of male entry, mid &amp; senior leadership employees who receive a performance review</td><td>100%</td><td>100%</td><td>100%</td></tr><tr><td>Percentage of female individual contributor employees who receive a performance review</td><td>100%</td><td>100%</td><td>100%</td></tr><tr><td>Percentage of male individual contributor employees who receive a performance review</td><td>100%</td><td>100%</td><td>100%</td></tr></table>	Performance Review by Job Level and Gender <sup>40</sup>	2022	2023	2024	Percentage of female entry, mid & senior leadership employees who receive a performance review	100%	100%	100%	Percentage of male entry, mid & senior leadership employees who receive a performance review	100%	100%	100%	Percentage of female individual contributor employees who receive a performance review	100%	100%	100%	Percentage of male individual contributor employees who receive a performance review	100%	100%	100%																						
		Performance Review by Job Level and Gender <sup>40</sup>	2022	2023	2024																																							
		Percentage of female entry, mid & senior leadership employees who receive a performance review	100%	100%	100%																																							
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		Percentage of female individual contributor employees who receive a performance review	100%	100%	100%																																							
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<sup>39</sup> The scope for *Total Number of Hours Spent in Training* was updated in 2023 to include training in systems previously untracked.

<sup>40</sup> Limited duration employees, employees from newly acquired companies, and new hires joined after a certain cutoff date do not participate in the year-end performance review. Their data is excluded from the analysis. Therefore the reported data represents approximately 90% of the total employee population.

DESCRIPTION	DISCLOSURE TITLE	DUN & BRADSTREET’S RESPONSE																																																																																															
DIVERSITY, EQUITY & INCLUSION																																																																																																	
3-3	Management of diversity, equity, and inclusion	Social Information - <i>Our Employees (S1)</i>																																																																																															
405-1	Diversity of governance bodies and employees																																																																																																
	<table><tr><th rowspan="2">Global Gender Diversity by Job Level<sup>41</sup></th><th colspan="3">2020</th><th colspan="3">2021</th><th colspan="3">2022</th><th colspan="3">2023</th><th colspan="3">2024</th></tr><tr><th>F</th><th>M</th><th>U</th><th>F</th><th>M</th><th>U</th><th>F</th><th>M</th><th>U</th><th>F</th><th>M</th><th>U</th><th>F</th><th>M</th><th>U</th></tr><tr><td>Individual contributor</td><td>48.8%</td><td>50.8%</td><td>0.4%</td><td>46.6%</td><td>51.4%</td><td>1.9%</td><td>45.5%</td><td>52.3%</td><td>2.2%</td><td>45.5%</td><td>52.8%</td><td>1.7%</td><td>45.9%</td><td>53.2%</td><td>1.0%</td></tr><tr><td>Entry, mid &amp; senior leadership</td><td>37.9%</td><td>62.0%</td><td>0.1%</td><td>35.7%</td><td>62.9%</td><td>1.4%</td><td>36.3%</td><td>62.6%</td><td>1.0%</td><td>35.8%</td><td>63.5%</td><td>0.7%</td><td>37.1%</td><td>62.5%</td><td>0.3%</td></tr><tr><td>Executive leadership</td><td>17.6%</td><td>82.4%</td><td>—</td><td>26.7%</td><td>73.3%</td><td>—</td><td>25.0%</td><td>75.0%</td><td>—</td><td>21.4%</td><td>78.6%</td><td>—</td><td>33.3%</td><td>66.7%</td><td>—</td></tr><tr><td>Total</td><td>46.7%</td><td>53.0%</td><td>0.3%</td><td>44.7%</td><td>53.5%</td><td>1.8%</td><td>43.8%</td><td>54.2%</td><td>2.0%</td><td>43.7%</td><td>54.8%</td><td>1.5%</td><td>44.2%</td><td>54.9%</td><td>0.9%</td></tr></table>		Global Gender Diversity by Job Level <sup>41</sup>	2020			2021			2022			2023			2024			F	M	U	F	M	U	F	M	U	F	M	U	F	M	U	Individual contributor	48.8%	50.8%	0.4%	46.6%	51.4%	1.9%	45.5%	52.3%	2.2%	45.5%	52.8%	1.7%	45.9%	53.2%	1.0%	Entry, mid & senior leadership	37.9%	62.0%	0.1%	35.7%	62.9%	1.4%	36.3%	62.6%	1.0%	35.8%	63.5%	0.7%	37.1%	62.5%	0.3%	Executive leadership	17.6%	82.4%	—	26.7%	73.3%	—	25.0%	75.0%	—	21.4%	78.6%	—	33.3%	66.7%	—	Total	46.7%	53.0%	0.3%	44.7%	53.5%	1.8%	43.8%	54.2%	2.0%	43.7%	54.8%	1.5%	44.2%	54.9%	0.9%
	Global Gender Diversity by Job Level <sup>41</sup>	2020			2021			2022			2023			2024																																																																																			
		F	M	U	F	M	U	F	M	U	F	M	U	F	M	U																																																																																	
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	F: Female      M: Male      U: Undisclosed																																																																																																
	<table><tr><th>Age Diversity<sup>42</sup></th><th>2020</th><th>2021</th><th>2022</th><th>2023</th><th>2024</th></tr><tr><td>More than 50 years old</td><td>32.0%</td><td>30.1%</td><td>29.4%</td><td>27.8%</td><td>26.5%</td></tr><tr><td>Between 30 and 50 years old</td><td>59.6%</td><td>59.5%</td><td>60.8%</td><td>60.3%</td><td>59.5%</td></tr><tr><td>Less than 30 years old</td><td>8.3%</td><td>10.0%</td><td>9.1%</td><td>11.5%</td><td>13.6%</td></tr><tr><td>Age undisclosed</td><td>—</td><td>0.4%</td><td>0.6%</td><td>0.4%</td><td>0.4%</td></tr></table>		Age Diversity <sup>42</sup>	2020	2021	2022	2023	2024	More than 50 years old	32.0%	30.1%	29.4%	27.8%	26.5%	Between 30 and 50 years old	59.6%	59.5%	60.8%	60.3%	59.5%	Less than 30 years old	8.3%	10.0%	9.1%	11.5%	13.6%	Age undisclosed	—	0.4%	0.6%	0.4%	0.4%																																																																	
Age Diversity <sup>42</sup>	2020	2021	2022	2023	2024																																																																																												
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<sup>41</sup> 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.

<sup>42</sup> Prior to 2024, generational groups were disclosed instead of age groups. Please see prior [ESG reports](#) to see generational breakdown of our employee population.

DESCRIPTION	DISCLOSURE TITLE	DUN & BRADSTREET’S RESPONSE				
DIVERSITY, EQUITY & INCLUSION						
CONTINUED						
405-1	U.S. Racial/Ethnic Diversity by Job Level	2024				
		Individual Contributor	Entry, Mid & Senior Leadership	Executive Leadership	Total	
		American Indian or Alaska Native	0.1%	0.4%	—	0.1%
		Asian	9.2%	14.0%	14.3%	10.2%
		Black or African American	7.4%	2.0%	—	6.2%
		Hispanic or Latino	6.2%	5.5%	—	6.0%
		Native Hawaiian or Other Pacific Islander	0.2%	0.9%	—	0.4%
		Two or More Races	1.3%	1.1%	—	1.3%
		White	72.9%	73.5%	78.6%	73.0%
		Undisclosed	2.8%	2.6%	7.1%	2.8%
NON-DISCRIMINATION						
3-3	Management of non-discrimination	Social Information - <i>Our Employees (S1)</i>				
406-1	Incidents of discrimination and corrective actions taken	Due to the Company’s confidentiality policies and privacy laws, Dun & Bradstreet does not publicly disclose this information.				



DESCRIPTION	DISCLOSURE TITLE	DUN & BRADSTREET’S RESPONSE
FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING		
3-3	Management of freedom of association and collective bargaining	Social Information - <i>Our Employees (S1)</i>
CHILD LABOR		
3-3	Management of child labor	Social Information - <i>Our Value Chain (S2)</i>
408-1	Operations and suppliers at significant risk for incidents of child labor	Social Information - <i>Our Value Chain (S2)</i>
FORCED OR COMPULSORY LABOR		
3-3	Management of forced or compulsory labor	Social Information - <i>Our Value Chain (S2)</i>
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Social Information - <i>Our Value Chain (S2)</i>
SUPPLIER SOCIAL ASSESSMENT		
3-3	Management of supplier social assessment	Social Information - <i>Our Value Chain (S2)</i>
414-1	New suppliers that were screened using social criteria	Social Information - <i>Our Value Chain (S2)</i>
PUBLIC POLICY		
3-3	Management of public policy	Governance Information - <i>Responsible Business Conduct (G1)</i>
415-2	Political contributions	Dun & Bradstreet did not make any corporate political contributions in 2024 and does not currently have a Political Action Committee. Dun & Bradstreet’s Political Activities and Lobbying Policy establishes processes to ensure that if such contributions are made, they are made in a manner consistent with the Company’s values and that such contributions protect and/or enhance stakeholder value. Dun & Bradstreet funds being provided for political purposes must be reviewed by the Regulatory, Compliance & Ethics team and approved by the Chief Legal Officer prior to being made. The Regulatory, Compliance & Ethics team, through reporting by the Chief Ethics & Compliance Officer, will provide an annual report to the Audit Committee of the Board on any corporate political contributions made by the Company.

DESCRIPTION	DISCLOSURE TITLE	DUN & BRADSTREET’S RESPONSE								
CUSTOMER HEALTH & SAFETY										
3-3	Management of customer health and safety	Social Information - <i>End-Users (S4)</i>								
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Dun & Bradstreet has not identified any non-compliance concerning the health and safety impacts of products and services.								
MARKETING & LABELING										
3-3	Management of marketing and labeling	Social Information - <i>End-Users (S4)</i>								
417-2	Incidents of non-compliance concerning product and service information and labeling	Dun & Bradstreet has not identified any non-compliance concerning product and service information and labeling.								
417-3	Incidents of non-compliance concerning marketing communications	Dun & Bradstreet has not identified any non-compliance concerning marketing communications.								
CUSTOMER PRIVACY										
3-3	Management of customer privacy	Social Information - <i>End-Users (S4)</i>								
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<table><tr><th>Customer Privacy</th><th>2022</th><th>2023</th><th>2024</th></tr><tr><td>Substantiated complaints concerning breaches of customer privacy and losses of customer data</td><td>7</td><td>4</td><td>8</td></tr></table>	Customer Privacy	2022	2023	2024	Substantiated complaints concerning breaches of customer privacy and losses of customer data	7	4	8
Customer Privacy	2022	2023	2024							
Substantiated complaints concerning breaches of customer privacy and losses of customer data	7	4	8							

SASB

We report to the Sustainability Accounting Standards Board (SASB) standards for the two sectors that are most closely aligned to our businesses: Software & IT and Professional & Commercial Services.

SASB CODE	ACCOUNTING METRIC	CATEGORY	DUN & BRADSTREET'S RESPONSE
TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable electricity	Quantitative: Gigajoules (GJ), Percentage (%)	(1) Total energy consumed: 33,387.3 (2) Percentage grid electricity: 68% (3) Percentage renewable electricity: 32%
TC-SI-130a.2	(1) Total water withdrawn (2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative: Thousand cubic meters (m³), Percentage (%)	These metrics are not currently disclosed.
TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	Discussion and Analysis	Environmental Information - <i>Management Approach (ESRS 2 SBM 3)</i>
TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	Discussion and Analysis	<i>End-Users (S4); Policies (S4-1)</i> For more information and relevant policies, visit our <a href="#">Trust Centre</a> .
TC-SI-220a.2	Number of users whose information is used for secondary purposes	Quantitative: Number	Dun & Bradstreet identifies which users' information is used for secondary purposes in our Records of Processing and associated Impact Assessments, which we continue to build out to cover all data flows across Dun & Bradstreet.
TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Quantitative: Reporting currency	As part of our obligations as a publicly-traded company, all material financial losses as a result of loss of user privacy, including losses due to legal proceedings, are available in our public filings with the U.S. SEC.
TC-SI-220a.4	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	Quantitative: Number, Percentage (%)	Currently we do not disclose the number of law enforcement requests for user information, however, we have processes in place to limit the disclosure of personal information to only what is required under applicable law. Dun & Bradstreet will provide the minimum amount of information permissible when responding to a data request, based on a reasonable interpretation of the request. Any personal information outside the scope of the request will be redacted.

SASB CODE	ACCOUNTING METRIC	CATEGORY	DUN & BRADSTREET’S RESPONSE
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.
TC-SI-230a.1	(1) Number of data breaches (2) Percentage of data breaches involving Personally Identifiable Information (PII) (3) Number of customers affected by data breaches	Quantitative: Number, Percentage (%)	(1) Number of data breaches: 8 (2) Percentage of data breaches involving Personally Identifiable Information (PII): 100% (3) Number of customers affected by data breaches: 1,038 <sup>43</sup>
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	For more information and relevant policies, visit our Trust Centre website. As for third-party, following the selection of vendors, due diligence is performed and any identified risks are scored, assessed, and registered in the appropriate internal repositories. Depending on criticality of the vendor, the vendor will undergo additional scrutiny. All risks, remediation plans, and recommendations are documented as appropriate.
SV-PS-230a.2	Description of policies and practices relating to collection, usage, and retention of customer information	Discussion and Analysis	<i>End-Users (S4); Policies (S4-1)</i> For more information and relevant policies, visit our <a href="#">Trust Centre</a> .
TC-SI-330a.1	Percentage of employees that require a visa	Quantitative: Percentage (%)	This metric is not currently disclosed.
TC-SI-330a.2 SV-PS-330a.3	Employee engagement as a percentage	Quantitative: Percentage (%)	4.2/5 <i>Team Member Engagement (S1-2,S1-4)</i>

<sup>43</sup> Represents an estimate of data subjects affected, not customer.

SASB CODE	ACCOUNTING METRIC	CATEGORY	DUN & BRADSTREET’S RESPONSE																																																	
<div>TC-SI-330a.3</div> <div>SV-PS-330a.1</div>	Percentage of (1) gender and (2) diversity group representation for: (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees	Quantitative: Percentage (%)	<table><tr><th rowspan="2">Global Gender Diversity by Job Level</th><th colspan="3">2024</th></tr><tr><th>Female</th><th>Male</th><th>Undisclosed<sup>44</sup></th></tr><tr><td>Individual contributor</td><td>45.9%</td><td>53.2%</td><td>1.0%</td></tr><tr><td>Entry, mid &amp; senior leadership</td><td>37.1%</td><td>62.5%</td><td>0.3%</td></tr><tr><td>Executive leadership</td><td>33.3%</td><td>66.7%</td><td>—</td></tr><tr><td>Total</td><td>44.2%</td><td>54.9%</td><td>0.9%</td></tr></table>	Global Gender Diversity by Job Level	2024			Female	Male	Undisclosed <sup>44</sup>	Individual contributor	45.9%	53.2%	1.0%	Entry, mid & senior leadership	37.1%	62.5%	0.3%	Executive leadership	33.3%	66.7%	—	Total	44.2%	54.9%	0.9%																										
			Global Gender Diversity by Job Level		2024																																															
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			Total	44.2%	54.9%	0.9%																																														
			<table><tr><th rowspan="2">U.S. Racial/Ethnic Diversity by Job Category</th><th colspan="4">2024</th></tr><tr><th>Individual Contributor</th><th>Entry, Mid &amp; Senior-Leadership</th><th>Executives</th><th>Total</th></tr><tr><td>American Indian or Alaska Native</td><td>0.1%</td><td>0.4%</td><td>—</td><td>0.1%</td></tr><tr><td>Asian</td><td>9.2%</td><td>14.0%</td><td>14.3%</td><td>10.2%</td></tr><tr><td>Black or African American</td><td>7.4%</td><td>2.0%</td><td>—</td><td>6.2%</td></tr><tr><td>Hispanic or Latino</td><td>6.2%</td><td>5.5%</td><td>—</td><td>6.0%</td></tr><tr><td>Native Hawaiian or Other Pacific Islander</td><td>0.2%</td><td>0.9%</td><td>—</td><td>0.4%</td></tr><tr><td>Two or More Races</td><td>1.3%</td><td>1.1%</td><td>—</td><td>1.3%</td></tr><tr><td>White</td><td>72.9%</td><td>73.5%</td><td>78.6%</td><td>73.0%</td></tr><tr><td>Undisclosed</td><td>2.8%</td><td>2.6%</td><td>7.1%</td><td>2.8%</td></tr></table>	U.S. Racial/Ethnic Diversity by Job Category	2024				Individual Contributor	Entry, Mid & Senior-Leadership	Executives	Total	American Indian or Alaska Native	0.1%	0.4%	—	0.1%	Asian	9.2%	14.0%	14.3%	10.2%	Black or African American	7.4%	2.0%	—	6.2%	Hispanic or Latino	6.2%	5.5%	—	6.0%	Native Hawaiian or Other Pacific Islander	0.2%	0.9%	—	0.4%	Two or More Races	1.3%	1.1%	—	1.3%	White	72.9%	73.5%	78.6%	73.0%	Undisclosed	2.8%	2.6%	7.1%	2.8%
			U.S. Racial/Ethnic Diversity by Job Category		2024																																															
				Individual Contributor	Entry, Mid & Senior-Leadership	Executives	Total																																													
			American Indian or Alaska Native	0.1%	0.4%	—	0.1%																																													
			Asian	9.2%	14.0%	14.3%	10.2%																																													
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			Hispanic or Latino	6.2%	5.5%	—	6.0%																																													
			Native Hawaiian or Other Pacific Islander	0.2%	0.9%	—	0.4%																																													
			Two or More Races	1.3%	1.1%	—	1.3%																																													
			White	72.9%	73.5%	78.6%	73.0%																																													
			Undisclosed	2.8%	2.6%	7.1%	2.8%																																													

<sup>44</sup> 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.



SASB CODE	ACCOUNTING METRIC	CATEGORY	DUN & BRADSTREET'S RESPONSE
SV-PS-330a.2	(1) Voluntary and (2) involuntary turnover rate for employees	Quantitative: Percentage (%)	(1) Voluntary turnover: 8.7% (2) Involuntary turnover: 7.6%
TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative: Reporting currency	As part of our obligations as a publicly traded company, all material financial losses as a result of legal proceedings associated with anticompetitive behavior regulations are available in our public filings with the U.S. SEC.
TC-SI-550a.1	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Quantitative: Number, Days	(1) Number of performance issues in 2024: 113 (2) Number of service disruption in 2024: 25 (3) Total customer downtime (in days) in 2024: 131.5 days <sup>45</sup>
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	Discussion and Analysis	General Information - <i>General Disclosures (ESRS 2)</i>
SV-PS-510a.1	Description of approach to ensuring professional integrity	Discussion and Analysis	<i>Responsible Business Conduct (G1)</i>
SV-PS-510a.2	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	Quantitative: Reporting currency	As part of our obligations as a publicly traded company, all material financial losses as a result of legal proceedings associated with professional integrity, including losses due to legal proceedings, are available in our public filings with the U.S. SEC.
TC-SI-000.A	(1) Number of licenses or subscriptions (2) percentage cloud-based	Quantitative: Number, Percentage (%)	These metrics are not currently disclosed.
TC-SI-000.B	(1) Data processing capacity (2) percentage outsourced	Quantitative: (i.e. MSUs, MIPS, MFLOPS, etc.)	These metrics are not currently disclosed.
TC-SI-000.C	(1) Amount of data storage (2) percentage outsourced	Quantitative: Petabytes, Percentage (%)	These metrics are not currently disclosed.
SV-PS-000.A	Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	Quantitative: Number	(1) Number of full-time and part-time employees: 6,247 (2) and (3) Number of workers who are not employees (temporary and contractors): 3,425
SV-PS-000.B	Employee hours worked, percentage billable	Quantitative: Number (Hours), Percentage (%)	These metrics are not currently disclosed.

<sup>45</sup> The definition of this metric was updated to include customer downtime due to performance issues (127.5 days in 2024), in addition to customer downtime due to service disruptions (4.0 days in 2024). Service disruptions include technical failures, programming errors, cyber attacks, weather events, or natural disasters at hosting facilities.

# Dun & Bradstreet Task Force on Climate-related Financial Disclosure (TCFD) Response

Dun & Bradstreet has developed this disclosure based on the recommendations set forth by the TCFD. This report highlights our progress as of fiscal year 2024 and encompasses our global operations.

## Governance

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

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

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

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

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

In addition, we have established a Sustainability Working Group led by our Chief Sustainability Officer. This cross-functional group develops and executes Dun & Bradstreet’s ESG program, assessing the ESG landscape, and communicating our progress to stakeholders. The Sustainability Working Group includes the following members of the leadership team: Chief Ethics & Compliance Officer, Corporate Secretary, Chief People Officer, Chief Financial Officer, Chief

Risk Officer, Chief Legal Officer, and Vice President, Internal Audit. This group ensures alignment on ESG strategy, including governance of issues, identifying and managing risks, and determining goals. This group meets at least quarterly.

The Chief Sustainability Officer also oversees our Corporate ESG team, which coordinates all ESG-related activities day-to-day and develops all ESG-related disclosures, including our annual ESG Report. Functional teams, including Finance, People, Product, and Technology, have designated leads to collaborate with the ESG team as required.

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

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

Strategy

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

The Board and management assess enterprise risk annually. Dun & Bradstreet measures both Risk Appetite – the level of exposure Dun & Bradstreet is willing to accept in pursuit of its financial and strategic goals — and Risk Tolerance — the maximum amount of risk Dun & Bradstreet is willing to take on in the pursuit of value. The Board reviews Dun & Bradstreet’s Risk Appetite and regularly monitors adherence to Risk Tolerance levels. We manage Risk Appetite by ensuring the Company

maintains a significant level of operational controls to mitigate material impacts to the business and that we continue to comply with regulatory and legal requirements. Climate-specific risks are part of our overall risk universe and are integrated into our Company-wide risk management process. The below outlines the climate-related risks assessed by Dun & Bradstreet and considered by our Board and Sustainability Working Group.

RISK DESCRIPTION	CATEGORY/TYPE	POTENTIAL IMPACT
Current and emerging regulation	Transition — regulatory	Dun & Bradstreet is subject to various governmental regulations, laws, and orders, compliance with which may cause us to incur significant expenses or reduce the availability or effectiveness of our solutions. We are committed to complying with all current and emerging climate-related regulations, such as the E.U.’s Corporate Sustainability Reporting Directive (CSRD), and are aware of the risks associated with failing to adhere to these regulations. There may be compliance costs associated with collecting and reporting the data in line with new climate reporting requirements.
Extreme weather events	Physical — acute	We house our data systems and servers at multiple locations and consider the risk of catastrophic weather events on our technology centers to be material and relevant. If we are unable to protect our computer systems, software, networks, data, and other technology assets, it could have a material adverse effect on our business or financial condition and results of operations. This includes any system failure due to climate-related risks, such as flooding, hurricanes, and tornadoes.
Introduction of carbon price or emissions limit	Transition — regulatory	The introduction of carbon pricing or an emissions limit could result in increased costs associated with reducing emissions or compliance costs for GHG emissions from our facilities along with potential price increases in purchased energy.

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

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

We analyzed risks along short, medium, and long-term time horizons, generally assessed as <1, 1-5, and 5+ years, respectively. Environmental-specific risks are part of our overall risk universe and are integrated into our Company-wide risk management process and are considered under the same time horizon as the rest of our strategic planning. This ensures we maintain the appropriate level of oversight to mitigate material impacts to the business.

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

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

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

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

Recently, we have looked to address the need for climate solutions in the market by developing our own climate

risk product. This will allow our customers to assess their exposure to physical and transition climate-related risks across their operations and supply chain and integrate it with Dun & Bradstreet’s business risk profile to assess potential impact. More information on our climate risk solution can be found in [Strategy, Business Model & Value Chain \(SBM-1\)](#) of our 2024 ESG Report.

We are also committed to reducing the climate impact of our data centers due to their high energy intensity. We are reducing our own impact and overall carbon footprint by utilizing third-party data center providers and prioritizing energy efficiency. We amplified that approach in 2024 by successfully completing a substantial multi-year migration of nearly 1,800 servers and mainframes — about 10% of our total technology footprint. After decommissioning 700 servers that were nearing end-of-life or no longer needed, we moved 70% of the remaining 1,100 servers to the cloud. The other 30% of the migrated servers now reside in a more environmentally-friendly, energy-efficient data center featuring redundant components for power and cooling. We will continue to look for innovative opportunities to conduct our business in a way that fully supports the needs of our planet and our clients. The 2024 ESG Report’s Data Center and Product Sustainability section of [Climate Change \(E1\)](#) provides more information regarding our data center sustainability efforts.

We plan to set longer-term greenhouse gas (GHG) reduction targets and will establish a reduction strategy accordingly.

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

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

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

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

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



# Risk Management

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

Dun & Bradstreet has a systematic measurement process in place to measure inherent risk across the organization. We assess risk according to the likelihood of the risk and the impact of the risk on the Company using a five-level scale with multiple risk drivers, such as: earnings materiality and effect on reputation, compliance, operations, and people. We include

climate-related risks in our risk universe and evaluate them as part of this process.

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

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

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

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

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

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

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

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

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

Metrics and Targets

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

As part of our climate strategy, we monitor scopes 1, 2, and 3 GHG emissions across our operations. In our 2024 ESG Report, we have disclosed material scope 3 emissions for the first time. We will continue to refine the completeness and accuracy of our scope 3 calculations.

We also monitor additional environmental metrics as part of our efforts to manage our environmental and climate impact. We track energy consumption, including renewable energy usage in certain locations, and the waste generated in operations. Additional information can be found in *Our Employees (S1)* of our 2024 ESG Report.

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

**SCOPE 1:**  
634.4 tCO<sub>2</sub>e

**SCOPE 2 - LOCATION-BASED:**  
2,484.6 tCO<sub>2</sub>e

**SCOPE 2 - MARKET-BASED:**  
2,204.8 tCO<sub>2</sub>e

**SCOPE 3:**  
268,877.4 tCO<sub>2</sub>e

Dun & Bradstreet considers the principles and guidance of the World Resources Institute (WRI) and the World Business Council for Sustainable Development’s (WBCSD), The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised, and GHG Protocol Scope 2 Guidance: An amendment to the GHG Protocol Corporate Standard (collectively, the GHG Protocol), recognized external standards, to guide the criteria to assess, calculate, and report GHG emissions, including energy consumption. For additional information, please see *Gross Scopes 1, 2, 3 and Total GHG Emissions (E1-6)* of our 2024 ESG Report.

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

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

# Appendix



## Section Includes

Glossary  
Policies & Resources

# Glossary

- **AI system:** A machine-based system that, for explicit or implicit objectives, infers, from the input it receives, how to generate outputs such as predictions, content, recommendations, or decisions that [can] influence physical or virtual environments. This definition of AI system is used by the Organisation for Economic Co-operation and Development (OECD).
- **Corporate culture:** Corporate culture refers to the shared values, beliefs, attitudes, and behaviors that characterize how an organization operates, makes decisions, and interacts with its stakeholders, particularly its workforce. It guides the undertaking’s activities through shared assumptions and group norms, such as values, mission statements, and/or a code of conduct. It also helps establish guidelines for team member conduct and acceptable behavior.
- **Downstream:** Activities involving the application and distribution of a company's products and services following their sale. This encompasses the end-user’s use of the services provided by Dun & Bradstreet.
- **End-Users:** Individuals who ultimately use or are intended to ultimately use a particular product or service.
- **Equal treatment and opportunities:** Equal treatment and opportunities for all include the Company’s offering of equal pay, training, and development opportunities, regardless of gender, disability, or other forms of identity.
- **Governance bodies:** Governance bodies are the highest decision-making authority, such as the administrative, management or supervisory bodies. These bodies ensure effective leadership, risk management, and alignment with the organization’s corporate culture and goals. Dun & Bradstreet’s Board of Directors serves as the highest form of governance and oversees all business operations.
- **Own workforce:** Our workforce encompasses all individuals engaged in work on behalf of our organization, including regular, fixed-term, and internship employees. Our workforce

is made up of individuals from across the globe, covering all geographic areas in which we conduct business or where we operate.

- **Officers:** Officers refers to named officers as defined by Section 16 of the Securities Exchange Act of 1934.
- **Team members:** Team members refers to individuals who are in a direct employment relationship with Dun & Bradstreet, including full-time, temporary, and fixed-term employees. This definition excludes contingent workers, contractors, and subcontractors.
- **Upstream:** Entities involved prior to the undertaking’s operations, such as third-party products or services necessary for developing the undertaking’s offerings. This includes activities related to the production and procurement of goods and services that support Dun & Bradstreet’s operations, covering both the manufacturing of purchased goods and the services provided by third parties used by the Company.
- **Working conditions:** Working conditions are the overall environment under which our workforce operates, including health and safety, remuneration, and work-life balance. Some indicators include fair pay, the ability to collectively bargain, and equal treatment of team members.

Additional ESRS terms and definitions may be found [here](#).

# Policies & Resources

## Policies

- [Anti-Bribery and Anti-Corruption Policy](#)
- [Code of Conduct and Ethics](#)
- [Code of Conduct and Ethics for Third Parties](#)
- [Code of Ethics for Senior Financial Officers](#)
- [Conflict of Interest Policy Statement](#)
- [Cookie Policy](#)
- [Data Compliance and Ethics Policy Statement](#)
- [Data Processing and Privacy Notices List](#)
- [Dun & Bradstreet Information Security Control Environment](#)
- [Global AI Ethics Policy Statement](#)
- [Global Cross Border Privacy Management System Policy Statement](#)
- [Global Data Subject Rights Policy Statement](#)
- [Global Environmental Policy Statement](#)
- [Global Modern Slavery and Human Trafficking Policy](#)
- [Global Workplace Health & Safety Policy](#)
- [Human Capital & Diversity, Equity and Inclusion Policy Statement](#)
- [Incident and Breach Response Policy Statement](#)
- [Internal Audit Policy Statement](#)
- [Modern Slavery and Human Trafficking Statement – U.K.](#)
- [Privacy and Personal Data Protection Policy Statement](#)
- [Privacy Notice](#)

- [Privacy, Data and AI Transparency Statement – U.S.](#)
- [Product Governance & Sustainability Policy Statement](#)
- [Records Management and Data Retention Policy Statement](#)
- [Speak Up and Non-Retaliation Policy Statement](#)
- [Supplemental Global Personal Data Processing Statement for Employees, Beneficiaries and Dependents](#)

## Reports & Other Disclosures

- [2024 Form 10-K](#)
- [2024 Gender Pay Gap Report – Ireland](#)
- [2024 Gender Pay Gap Report – U.K.](#)

## Other Resources

- [Dun & Bradstreet Benefits Page](#)
- [Dun & Bradstreet Certified Management Systems Webpage](#)
- [Dun & Bradstreet ESG Website](#)
- [Information Security Control Environment](#)
- [Privacy, Data Transparency, and AI Trust Centre](#)
- [Regulatory, Compliance & Ethics Helpline](#)



This Report includes forward-looking statements. These statements are not historical facts, but instead represent only our beliefs regarding future events, many of which, by their nature, are inherently uncertain and outside of our control. Forward-looking statements include statements about our business and future performance. These statements can be identified by words such as “anticipates,” “intends,” “plans,” “seeks,” “believes,” “estimates,” “expects” and similar references to future periods, or by the inclusion of forecasts or projections. For a discussion of some of the risks and important factors that could affect our future results and financial condition, see “Risk Factors” on our [2024 Form 10-K](#) for the year ended December 31, 2024.

For purposes of this report, we report against our material social responsibility topics identified through our internal materiality assessments and our stakeholder engagement. We use the European Union’s Corporate Sustainability Reporting Directive’s materiality perspective, which is different from the definition used for the U.S. Securities and Exchange Commission (SEC) filings. The inclusion of information in this report should not be construed as a characterization regarding the materiality or financial impact of that information for SEC reporting purposes. For additional information that is material to Dun & Bradstreet, including information on the factors that could impact our ability to execute our strategy and other material risks to our business, please see our filings with the SEC, including our [2024 Form 10-K](#) and Quarterly Reports on Form 10-Q.

None of the information or data included on our websites will be deemed to be a part of this 2024 Environmental, Social & Governance Report or any of our other filings with the SEC.

## ABOUT DUN & BRADSTREET®

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

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