

DFIN



2025 ESG Factsheet

Created in
ActiveDisclosureSM
by **DFIN**

Table of Contents

- 3 Message from the CEO**
- 4 About Us**
- 6 2024 ESG Highlights**
- 7 Environmental**
 - 8 Climate**
 - 11 Conserve Natural Resources**
 - 12 Legal Obligations**
- 13 Social**
 - 14 Data Protection and Cybersecurity**
 - 17 Culture**
 - 19 Learning and Leadership Development**
 - 20 Employee Engagement**
 - 24 Human Rights**
 - 25 Safety, Healthy, and Well-being**
- 25 Governance**
 - 28 Data Privacy**
 - 27 Professional Integrity**
 - 28 Board Responsibility and Structure**
- 31 Annex**
 - 32 SASB Table**

About this Report

This report takes a materiality-based approach to disclose our progress from January 1, 2024, to December 31, 2024, unless otherwise stated. This report was generally prepared in accordance with the Sustainability Accounting Standards Board (SASB) standards for two industries which are relevant to our Company — Professional & Commercial Services and Software & IT Services. The International Sustainability Standards Board (ISSB) assumed responsibility for the SASB Standards in 2022.

This report contains forward-looking statements and other statements that are not historical facts. These statements are subject to risks and uncertainties as further set forth in our SEC filings and are not guarantees of future performance. Statements regarding materiality and other terminology used herein may not be comparable to similarly titled measures reported by other companies or by DFIN in other contexts (e.g., SEC filings). All forward-looking statements are based on management's current assumptions, estimates, and projections. We do not intend to update or revise any forward-looking statements, whether as a result of new information, future events, or otherwise.



"As we continue our journey of transformation, I am excited that we are on track for a strong future."

Message from the CEO

We are pleased to present DFIN's fourth annual Factsheet. As a leading global provider of innovative software and technology-enabled financial regulatory and compliance solutions, we are focused on "Winning as One", creating alignment across our clients, shareholders, and employees.

We strive to provide market-leading solutions, allowing clients to confidentially and efficiently comply with regulations. Our strong financial stewardship allows us to maximize returns for our shareholders. And for our employees, we are committed to creating and sustaining a world-class employee experience.

As we continue our journey of transformation, I am excited that we are on track for a strong future. More than ever, we remain focused on creating long-term value for our shareholders, strengthening relationships with our clients, and empowering employees in a pay for performance culture.

We appreciate your confidence and support.

Sincerely,

Dan Leib

President and Chief Executive Officer

About Us

Donnelley Financial Solutions, Inc. (NYSE: DFIN), is a leading global provider of innovative software and technology-enabled financial regulatory and compliance solutions. We provide regulatory filing and deal solutions to public and private companies, mutual funds, and other regulated investment firms. Our business strategy centers around accelerating growth in software solutions and tech-enabled services while we continue to serve our clients, employees, and shareholders well.

To learn about our services and solutions, visit us online at DFINSolutions.com, or follow us on LinkedIn, and X (formerly Twitter) @DFINSolutions.



#1

**SEC Filing Agent
for Corporations**

#1

**SEC Filing Agent for
Fund Companies**

#1

**Content Management
Software (Arc Suite®)**

#2

**Compliance Filing Software
(ActiveDisclosure®)**

#3

**Virtual Data Room
Software (Venue®)**

500+

**Industry Experts
Worldwide**

1,800

**Employees Operating
in 12 Countries**

\$782M

Net Sales

200+

**Fortune 500
Clients**

AA

**MSCI
ESG Rating**

As of December 31, 2024

We partner with our clients to provide a comprehensive suite of offerings.

Capital Markets

Software Solutions	ActiveDisclosure® is a SaaS-based product utilized by corporate clients who wish to manage their own SEC filings using purpose-built financial reporting software. Venue® Virtual Data Room is a secure storage and collaboration platform largely utilized in capital market transactions (IPO, debt, and M&A) by investment banks, law firms, and company deal teams.
Compliance & Communications Management	We assist corporate clients in compiling, formatting, filing, and distributing documents related to ongoing regulatory requirements (10-Ks, 10-Qs, 8-Ks, and Proxies). DFIN also provides these services to private and public companies undergoing IPOs, secondaries, debt issuances, and M&A transactions. Print products are provided to clients on an as-needed basis.

Investment Companies

Software Solutions	Arc Suite® offers a complete end-to-end suite of global software solutions to help our clients manage their front, middle, and back-office functions via integrated workflow tools that simplify the creation, management, and distribution of their financial regulatory compliance. Arc Suite consists of four industry-leading products: ArcReporting®, ArcPro®, ArcRegulatory®, and ArcDigital®.
Compliance & Communications Management	We assist mutual funds, hedge and alternative investment funds, and insurance companies in creating, formatting, and filing SEC required registration forms and subsequent ongoing disclosures. We also assist with the creation and physical/digital distribution of marketing documents. Print products are provided to clients on an as-needed basis.

Our values enable us to provide a positive impact to our employees, clients, and shareholders.



Purposeful Agility

We navigate constantly changing market conditions in order to help our clients succeed.



Collective Genius

We create the best solutions by leveraging diverse perspectives, sharing knowledge, and fostering an inclusive environment in which all voices are heard.



Uncompromising Integrity

We adhere to the highest standards of integrity, quality, and transparency in all that we do.



Bold Action

We are confident and willing to push boundaries to pursue innovative and unconventional solutions.

2024 ESG Highlights

Our ESG strategy is aligned with the transformation of our business and includes three key pillars.



Environmental

Protect our planet

- **7th consecutive year** purchasing wind renewable energy credits to match 100% electricity used in manufacturing.
- **Zero** notices of environmental violations with fines since becoming a publicly traded company in 2016.
- Donated nearly **52% of our end-of-life laptops to Compudopt™**.
- **15% reduction** in greenhouse gas emissions compared to 2023.



Social

The well-being, safety, and equity of people

- Created cross-functional **Artificial Intelligence (AI) Oversight Committee** and developed **AI Responsible Use** policy.
- **Extended Employee Stock Purchase Plan** to Canada and UK employees.
- Published **Global Human Rights Policy**.



Governance

Transparent management and oversight of our Company

- **Evolved information security policies and governance** to reflect new developments in Privacy and Artificial Intelligence regulations.
- Enhanced and published **Insider Trading Policy** to guard against any appearance of misuse of material non-public information.
- **Zero** monetary losses as a result of legal proceedings associated with professional integrity.
- **100%** employee completion rate for compliance training, which includes certifying the Company's Principles of Ethical Business Conduct.



Environmental

Protect our planet

Climate

Our Carbon Footprint

DFIN has reported the Scope 1 and Scope 2 greenhouse gas (GHG) emissions from its manufacturing operations since 2018 through the annual Carbon Disclosure Project (CDP) Climate Change questionnaires. In 2024 we expanded our GHG inventory to include all global operations and emission sources to align with the GHG Protocol Corporate Accounting and Reporting Standard. This change allows us to measure and report our direct and indirect GHG emissions within an internationally recognized framework across three scopes.

DFIN's GHG Inventory by Scope and Source

Scope	Source	Total emissions in metric tons CO ₂		
		CY2023 (Baseline year) ¹	CY2024	YoY % change
1	Natural Gas Combustion	1,083.8	1,232.5	+13.7
	Stationary Combustion - Generators	15.7	15.6	-0.6
	Mobile Combustion On-Road	0.4	0.3	-25.0
	Mobile Combustion Off-Road	5.3	2.7	-49.1
	Fugitive Emissions - Refrigerants ²	-	-	0.0
2	Purchased Electricity (Location-Based)	3,125.1	2,658.3	-14.9
	Purchased Electricity (Market-Based)	1,288.2	812.6	-36.9
	Subtotal emissions (Scope 1 + 2 Location-Based)	4,230.3	3,909.4	-7.6
	Subtotal emissions (Scope 1 + 2 Market-Based)	2,393.4	2,063.7	-13.8
3 ³	Category 1: Purchased Goods and Services	39,354.0	33,166.9	-15.7
	Category 2: Capital Goods	2,878.9	3,055.1	6.1
	Category 3: Fuel-and energy related activities (not included in Scope 1 or Scope 2)	1,598.1	1,270.5	-20.5
	Category 4: Upstream transportation and distribution	6,869.6	5,152.5	-25.0
	Category 5: Waste generation in operations	23.4	21.4	-8.5
	Category 6: Business travel	730.1	683.8	-6.3
	Category 7: Employee Commuting	1,002.3	947.1	-5.5
	Category 11: Use of sold products	47.4	67.5	42.4
	Subtotal emissions (Scope 3)	52,503.8	44,364.8	-15.5
	Total Emissions (Scope 1 + 2 + 3 Location-Based)	56,734.1	48,274.2	-14.9
	Total Emissions (Scope 1 + 2 + 3 Market-Based)	54,897.2	46,428.5	-15.4

¹ For 2023, we updated the methodology for estimating our GHG emissions.

² There were no known refrigerant leaks from DFIN-controlled sources.

³ Scope 3 categories 8, 9, 10, 12, 13, 14, and 15 are not applicable to DFIN operations.



- **Scope 1** Direct GHG emissions from sources owned or controlled by DFIN.
- **Scope 2** Indirect GHG emissions from the use of purchased heat, cooling, and electricity.
- **Scope 3** All other indirect GHG emissions which are a consequence of the Company's activities but occur from sources not owned and/or controlled by DFIN.

Our GHG Inventory consists primarily of Scope 3 emissions with Purchased Goods and Services as the highest contributor. Our total GHG emissions decreased 15 percent between 2023 and 2024, mostly due to a reduction in goods and services purchased by the Company during the reporting year. We expect Scope 2 emissions from electricity use to continue to decline as we close additional office space upon lease expiration.

For more information on our GHG reporting methodology and emissions, please visit DFIN's website at www.dfinsolutions.com/about/sustainability.

Climate Risks and Opportunities

Our Approach

DFIN completed a Climate Risk Assessment in 2025 to identify and evaluate the Company's actual and potential climate risks and opportunities. We operate a mostly remote organization with few global offices and one print manufacturing facility in the United States. The majority of our employees work remotely with little daily commuting or business travel.

Our risk assessment aligns with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) and the International Sustainability Standards Board (ISSB) S2 Climate-related Disclosures rule (2023). We considered physical and transition risks across different time periods and climate scenarios, and also business opportunities that may result as the world transitions away from fossil fuels and other GHG-emitting activities.

Overview of Climate-related Risks

As part of the Climate Risk Assessment, we identified ten potential physical risks and five transition risks. We also assessed physical climate vulnerabilities to critical suppliers that support our business. None of the risks reached the threshold of being considered material to the Company's financial performance or business strategy.

Physical Risks describe the potential for property damage, loss productivity, or disruptions as a result of increased exposure to extreme temperatures, precipitation events, flooding, severe storms, and/or sea level rise that may occur in the future. We chose to identify DFIN's physical climate risk using a mid-century timeframe (by 2050), which accounts for near-term to mid-term risks and is used to evaluate changes that may occur within the typical lifespan of infrastructure, investments, and policy cycles.

Transition Risks may result as societies adapt to climate change and the world transitions towards a low-carbon economy. Shifting to a low-carbon economy can affect a company's financial and strategic outlook, driven by changes in regulations, technology, and markets. We considered three timeframes during which a transition risk may occur and be relevant to DFIN's business strategy and key stakeholders: (1) Short-term (2025–2030); (2) Medium-term (2030–2050); and (3) Long-term (2050+).

Overview of Climate-related Transition Opportunities

Efforts to mitigate and adapt to climate change may also produce business opportunities across products and services, markets, resource efficiencies, and/or the adoption of low carbon energy sources. We identified and evaluated four potential opportunities for future products and services and talent management.

For more details on our Climate Risks and Opportunities and how we manage them, please visit DFIN's website at www.dfinsolutions.com/about/sustainability.

Climate change impacts can be viewed in two ways:

Physical impacts

Effects of extreme weather and long-term shifts in weather patterns on a company's assets.

Transition impacts

Effects from the shift to a low-carbon economy on a company's financial and strategic outlook, driven by changes in technology, regulations, consumer tastes, and markets.

Conserve Natural Resources

Reuse/Recycle

As part of our partnership with Compudopt™, DFIN donated 51.5% (or 479) of its end-of-life (EOL) laptops. Compudopt™ is the largest and only 501(c)(3) nonprofit in the U.S. that provides technology access and education to under-resourced youth and their communities. The non-profit uses Blancco Disk Erasure, a certified enterprise grade data sanitization tool, to securely erase all donated devices. The data sanitization process follows the NIST 800-88 standard ensuring all company information is permanently destroyed. For the remaining EOL devices, we continue to follow the global Sustainability Electronics Reuse & Recycling (R2) Standard for the responsible management and processing of used electronics. The e-waste standard was created specifically for the electronics recycling industry and is a Company requirement for IT hardware/electronic equipment disposal suppliers who manage the Company's obsolete electronics. Donating EOL laptops and desktops gives the devices a second chance at supporting local communities and also reduces our environmental footprint.



Water Use

(in thousand cubic meters)



Water Use

DFIN has no operations in countries designated by the World Resources Institute as High or Extremely High Baseline Water Stress. Due to the nature of our business with a mostly remote workforce, the Company's global water consumption from operations is not material. DFIN's only manufacturing facility is located in a low water stress area. Water used at the 200,000 sq. ft. facility has continued to decline in 2024 with a 1.1% decrease in consumption compared to 2023.

Forests

For printed products, we offer our clients the ability to select FSC®-certified products. The Forest Stewardship Council® (FSC®) is a global, not-for-profit organization dedicated to the promotion of responsible forest management worldwide. FSC defines standards based on agreed principles for responsible forest stewardship that are supported by environmental, social, and economic stakeholders. To learn more, visit www.fsc.org.



The mark of
responsible forestry

Renewable Energy

Wind power is a clean and renewable energy source. Our 7-year commitment to purchase renewable energy credits produced from wind power helps DFIN reduce its electricity-based GHG emissions from manufacturing. In 2024, renewable energy represented nearly 43% of the Company's electricity use and 29 percent of DFIN's total energy consumption.

43%
of the Company's
electricity is derived
from renewable energy

Legal Obligations

Our [Global Sustainability Policy](#) commits us to fully comply with the applicable legal obligations in all countries in which we operate. We expect our suppliers and their employees, agents, representatives, and subcontractors to do the same in accordance with the Company's [Supplier Code of Conduct](#).

Zero
notices of environmental
violations with fines since
becoming a publicly traded
Company in 2016



Social

The well-being, safety,
and equity of people

Data Protection and Cybersecurity

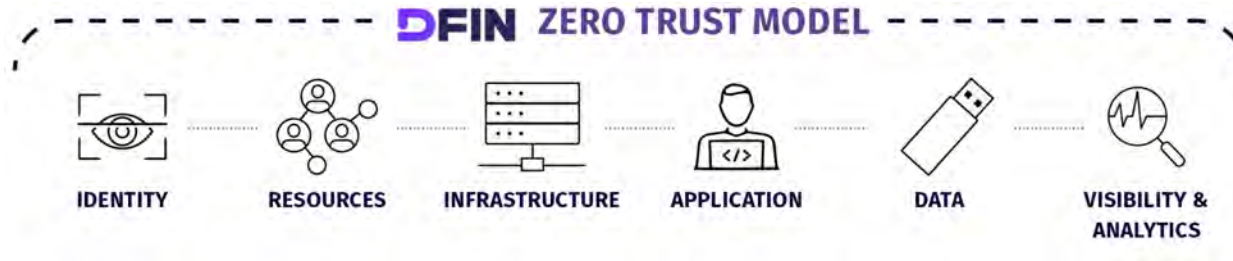
Maintaining the confidentiality, integrity, and availability of our systems is an issue of critical importance for us and our clients who rely on DFIN to store and exchange large volumes of information, much of which is confidential. Ransomware remains the #1 cyber threat, especially in the United States. To safeguard against cyber risks, we continue to invest in technology that improves the reliability and quality of our IT infrastructure. We also invest in our people who are the first line of defense. All employees and contractors are assigned IT training quarterly. We also deploy phishing exercises regularly and assign supplemental training to those who fall victim to phishing simulations.

2025 IT Training

Audience	Course
All Employees & Contractors	Q1 Common Threats
	Q2 Your Role: Internet Security & You
	Q3 Social Engineering Red Flags
	Q4 Data Privacy



Dannie Combs, Senior Vice President & Chief Information Security Officer



As a best practice, various DFIN teams participated in numerous cybersecurity tabletop exercises in 2024 simulating real-world attack scenarios. We also achieved ISO 27001 certification of the Company's Information Security Management System.

Our data protection governance evolves to adapt to changing technologies and regulations relevant to DFIN's business. For example, in the area of Artificial Intelligence (AI), we have developed a cross-functional committee, reporting to the Executive Team and the Board of Directors (the Board), to guide use of AI in our internal tools and customer products. We maintain an AI Responsible Use policy, which reinforces our values such as transparency, accuracy, and security and promotes use cases that improve our clients' effectiveness.

Our Cybersecurity program is based on industry-leading frameworks, which include ISO 27001, Control Objectives for Information Technology (COBIT), and the National Institute of Standards and Technology Cybersecurity Framework (NIST CSF 2.0). Key cybersecurity controls include:

- **Multi Factor Authentication (MFA)** for remote access and privileged access helps minimize the likelihood of ransomware attacks. MFA validates a user's request to access an asset on the DFIN network, by requiring the user provide two or more pieces of evidence to be authenticated.
- **Endpoint Detection and Response technology** allows DFIN to continuously monitor end-user devices, such as services and workstations, to remotely respond to cyberthreats and prevent data leakage.
- **Secured, encrypted, and tested backups.** DFIN conducts secure backups through encryption and isolation from the network and regularly tests backups and recovery plans.
- **Privileged Account Management.** We limit the number of privileged accounts and mandate that employees use strong password security practices.



Our adherence to global cybersecurity certifications and frameworks demonstrates a commitment to data privacy and responsible business conduct.



- **Email filtering and web security.** We filter incoming emails, block malicious sites or downloads, and test suspicious content in a secure environment.
- **Patch management and vulnerability management.** When technology environments are not patched in a timely fashion, attackers may seek to exploit their vulnerabilities. DFIN completes regular scans and annual penetration tests to simulate cyber attacks on the network. Such actions allow us to uncover vulnerabilities and address them before they can be exploited.
- **Cyber incident response planning and testing.** We maintain a cybersecurity incident response plan with a trained team that provides efficiency, speed, and quality in response to cyber incidents.
- **Cybersecurity awareness training and phishing training.** Our employees have quarterly cybersecurity training and we conduct monthly phishing campaigns to increase vigilance and reduce cyber risks.
- **Hardening techniques, including Remote Desktop Protocol mitigation.** DFIN is continuously managing the secure configurations and change control processes of its enterprise assets and software to prevent cyberattacks.
- **Logging & Monitoring/Network Protections.** Logging and monitoring network activities allow us to detect potential incidents or anomalous user behavior at an early stage.
- **End-of-life (EOL) systems replaced or protected.** DFIN continuously invests in our technology portfolio which results in EOL hardware and software being prioritized for replacement.
- **Vendor/Digital Supply Chain Risk Management.** We manage our cyber supply chain by monitoring risks and dependencies, performing routine supplier risk assessments, and maintaining business continuity/disaster recovery plans to lessen our cyber risk exposure.
- **Responsible use of AI Technologies.** Careful consideration is given to the use of AI technologies and its use is closely governed.

For more information about DFIN's data security practices, please visit the **Trust Center** at www.dfinsolutions.com/trust-center.

Culture

Workplace culture matters at DFIN. It is shaped by our [Core Values](#), [Leadership Behaviors](#), and the innovation of our talented employees who are empowered to do their best work each day.

Workforce

We are committed to building and sustaining a positive workplace culture where our employees feel valued, respected, and heard. Many generations work collaboratively at DFIN, bringing a range of skills, life experience, and perspectives. The Company's largest age demographic is between 44-59 years old and the average tenure at DFIN in 2024 was approximately 13.6 years. None of the Company's employees are represented by a labor union or covered by a collective bargaining agreement.

As of December 31, 2024, DFIN had approximately 1,800 employees in 12 countries. Nearly 84% of our employees reside in the U.S. We have continued to embrace a flexible work model in which employees work remotely (with the exception of essential employees whose roles require them to be on site).

Employees by Country

United States	1533	Hong Kong	109
United Kingdom	53	Canada	42
Poland	40	China	17
Singapore	17	Ireland	7
Luxembourg	7	France	3
Germany	3	Korea, Republic of	1



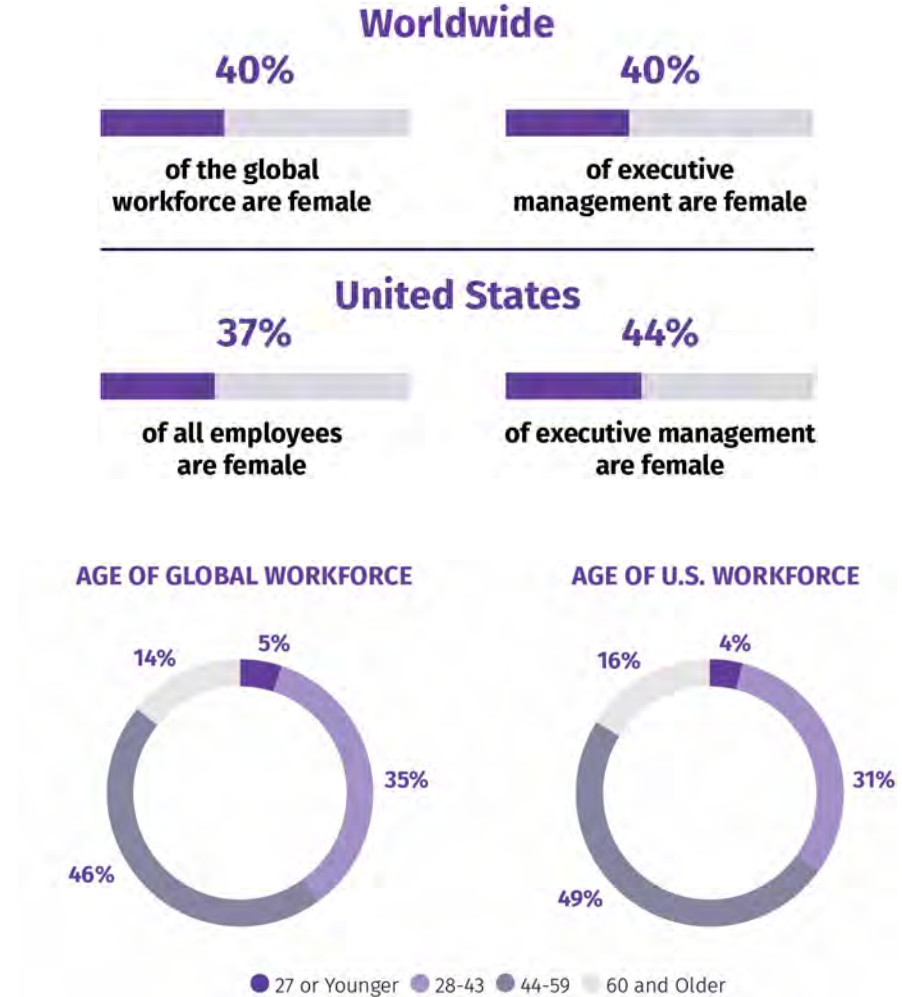
Top to bottom: DPEK 2025, Activate 2024, and 2024 Veteran's Day Wheelchair for Warriors

The Company's voluntary turnover rate is 5.95% globally and 5.92% in the U.S., while the involuntary turnover rate is 6.11% globally and 5.34% in the U.S. Turnover rates provide insight into the health of our culture and the effectiveness of our management practices. While rates vary across industries, in general a rate below 10% is desirable.

We continue to welcome new employees, managers and directors to DFIN and value the variety of experience and expertise that these individuals bring to our work.

Supply Chain Management

We continue to evolve our sourcing strategy to expand our competitive sourcing options and improve the resilience of the Company's supply chain. To gain more visibility into the composition of our supplier network, in 2023, we issued assessments to 31 percent of our supply base and in 2024, we issued assessments to the remaining 69 percent. These questionnaires collected data on the supplier's certifications as well as other information to ensure these firms were well-suited to meet DFIN's needs.



We use the SASB definition for Executive Management which includes Executives/Senior Level Officials and Managers who plan, direct, and formulate policies, set strategy, and provide the overall direction of DFIN.

Learning and Leadership Development

We aim to elevate employee potential at all levels to build a capable pipeline of leaders that drives our organization forward. We do this by adopting a philosophy of continuous performance management and fostering a culture of leadership. In partnership with the organization’s leadership, our approach emphasizes relevance, agility, and practical application ensuring investments are aligned with strategic priorities.

Employee Learning

Using continuous feedback and accessible eLearning platforms that host over 216,000 courses and 800 learning pathways, employees have the support to perform at their best and reach their career goals. In 2024, we invested more than \$600k in enterprise learning programs with 55% of employees engaged in self-directed learning and development activities, completing approximately 5,900 hours of self-directed learning through our on-demand e-Learning platforms.

Leadership Development:

We foster a culture of leadership with formal development programs that balance learning with practical application. As of 2024, 54% of eligible leaders completed our foundational leadership development program that builds DFIN’s [Leadership Behaviors](#), as well as the coaching and feedback skills needed to fuel continuous performance management. Our agile approach to leadership development enabled 50% of eligible senior leaders to join our executive coaching program, which targets situational development needs identified through formal assessments.

Enhancements to Remote Learner Experience: In 2024, we piloted a new tool that leverages career path-aligned guides and artificial intelligence (AI) to generate personalized learning plans in line with an employee’s goals. We will continue to integrate career paths with this tool as needed.	Manager Development Program: This program builds core management skills, including topics that enable inclusive talent practices. As of 2024, over 50% of first-time and front-line managers, who are new to remote work, have completed this program.	Foundational Leader Program: This course builds DFIN's Leadership Behaviors, as well as the coaching and feedback skills to enable employees’ continuous learning and sustained performance. As of 2024, 54% of experienced, mid-level leaders have completed this program.	Accelerated Development Program: These targeted offerings ensure that our exceptional talent receives development relevant to their individual needs, while also supporting succession planning and our commitment to representation in leadership. As of 2024, 56% of senior leaders completed these programs.	
DFIN Leadership Behaviors	Grow Self & Others	Drive Collaboration	Deliver Results	Embrace Change
Rewards & Recognition				
Compliance Training				

These figures exclude function specific training such as sales, EHS, product training, and other certifications.

Employee Engagement

At DFIN, we appreciate the recognition we have received year after year for our efforts to create a thriving and inclusive community. Recognized by *Newsweek* as one of AMERICA'S MOST LOVED WORKPLACES® for three consecutive years and a Built In Best Place to Work for six years, we are committed to our employees' total well-being.

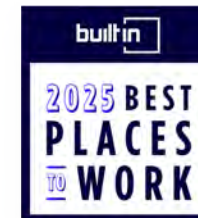


Most Loved Workplace

DFIN received additional recognition based on employee feedback in the Love of Workplace Index. Backed by the research and analysis of Best Practice Institute, the survey measures the level of respect, collaboration, support, and sense of belonging employees feel inside the Company.



Newsweek award recognizes companies that have created a workplace where employees feel respected, inspired, and appreciated and are at the center of their company's business model.



Built In recognizes companies that offer the best compensation packages, total rewards, and culture programs among their peers. DFIN was recognized in 2025 as one of the best in the following categories:

Chicago Best Large Places to Work, Chicago Best Places to Work, U.S. Best Companies to Work, and U.S. Best Large Places to Work.



Employees participated in the 2024 Poland Business Run in Krakow



Vincent's on Camelback Event



Product Engineering Event

In 2024 we hosted several in-person events to enhance employee connections. We know these events are vital to maintaining a healthy workplace culture where our employees are exposed to the Company's achievements and their contributions are recognized.

We also maintain a peer-to-peer recognition platform that allows employees to be recognized for their impact and expertise by others across the organization. With this tool, we amplify the connection between employees' impact and expertise making it visible for all to see and celebrate. In 2024, 60% of employees and 75% of managers sent others recognition through our recognition platform.

DFIN continues to celebrate Company culture with the annual Pinnacle Awards, which launched in 2020. In 2024, 29 employees were recognized for their contributions in several categories including community service; data privacy & security; and safety, health and well-being.



From top clockwise: Hong Kong Employees Town Hall Meeting, Activate 2024, 2024 Pinnacle Award winner for Community Service, Laura Hui

Human Rights

Human Rights are universal to all people regardless of their culture or background. In 2024, we established the Company's [Global Human Rights Policy](#) to express our commitment to respect the right to dignity, fairness, equality, freedom, and safety for everyone. As a multinational Company it is our responsibility to have programs and practices in place to prevent human rights abuses and address those that may inadvertently occur. The Policy is part of DFIN's Ethics and Compliance Program, which is overseen by the cross-functional Ethics and Compliance Committee.

Our Policy is guided by the standards of several global frameworks such as:

- United Nations Guiding Principles on Business and Human Rights
- International Bill of Human Rights, which consists of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights
- International Covenant on Economic, Social and Cultural Rights
- International Labour Organization Declaration on Fundamental Principles and Rights at Work
- Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises on Responsible Business Conduct



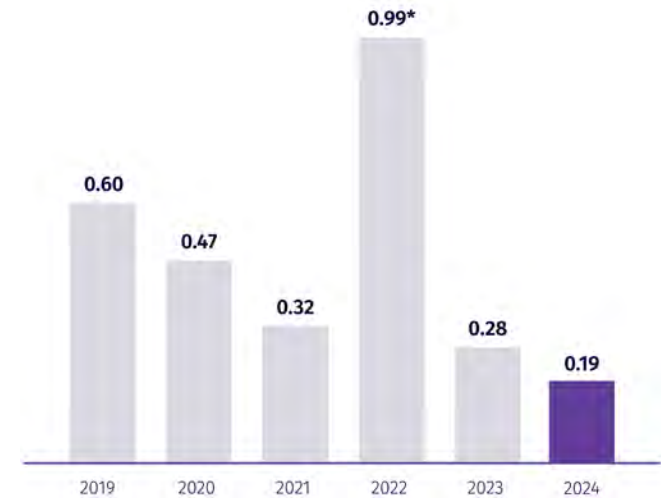
Safety, Health and Well-being

Health and Safety

The health and safety of our employees continues to be the highest priority at DFIN. With a global workforce that works across time zones, onsite, and remotely, we focus on their physical safety and emotional health. Our Environmental, Health and Safety (EHS) Management System aligns with ISO 14001 and 45001. Each year the Company sets leading and lagging indicators to monitor its health and safety performance and in 2024, our manufacturing employees achieved a 100% completion rate for job-specific safety training for the third year in a row. In 2024, DFIN achieved a workforce total recordable incident rate (TRIR) of 0.19 (per 200,000 hours worked). There have been no occupational fatalities since the Company's inception in October 2016.

2024 marked the sixth year DFIN observed the importance of employee health and safety among its global workforce through its annual **Safety Week** event, which included blood pressure screenings, stress management exercises, and virtual ergonomic sessions. Employees also participated in a 5-day "Win as One" activity challenge and collectively achieved approximately 6.9 million steps.

Total Recordable Incident Rate (TRIR)



* 2022 TRIR increase resulted from employees testing positive for COVID-19 after attending onsite meetings. At the time, DFIN had safety protocols in place that included the requirement for employees to be fully vaccinated



Safety Week 2024



Well-being

In 2024, the Company continued its strategy to reward and incentivize employees through the “My Total Well-being” program that was established in 2021.

My Money

DFIN offers competitive base salaries and compensation programs to reward performance relative to key strategic and financial metrics. In our pay-for-performance culture, we encourage employees to take ownership of business outcomes and accountability for their efforts to clients and one another. In 2023, the Company launched an Employee Stock Purchase Plan, which allowed eligible employees based in the U.S. to purchase DFIN stock at a 10% discount through payroll deductions. In 2024, the plan was expanded to eligible employees based in the U.K. and Canada. The program continues to gain popularity, with 21% of eligible employees participating.

My Time

DFIN continues to embrace a fully flexible environment in which employees work remotely. Office space or other facilities are made available for team meetings and collaboration, and we foster strong relationships through in-person gatherings to connect leaders and employees. DFIN also maintains a Flexible Paid Time Off policy in which U.S. salaried employees can take as much time as needed (with manager approval) for vacation or personal issues not covered by other sick or disability policies.

My Health

DFIN offers comprehensive health benefits including medical insurance, prescription drug benefits, dental insurance, and vision insurance. We strive to offer a market competitive benefits package and, in 2024, made improvements to prescription drug coverage and introduced a new offering for long-term care insurance. The Company's programs focus on physical as well as mental and emotional health.

My Career

DFIN supports employees in growing their skills and making informed choices about their career through tools and resources designed to identify how their role fits into the Company's structure and potential pathways for advancement.



My MONEY

- Base Pay
- Bonuses
- 401(k) Contributions
- HSA Contributions



My TIME

- Fully Flex Work Arrangement
- Paid Time Off
- Paid Holidays
- Paid Sick Leave
- Paid Parental Leave



My HEALTH

- Medical, Dental, and Vision Benefits
- Programs That Focus on Emotional/ Mental Health
- Employee Assistance Programs



My CAREER

- Career Map
- Learning and Development
- Leadership Programs
- Recognition Platform



Governance

Transparent management
and oversight of our Company

Data Privacy



At DFIN, Data Privacy principles and controls are incorporated throughout the entire data life cycle, informing how we approach, process, and manage personal information responsibly throughout our organization. New applications, both those we purchase and those we build ourselves, are vetted in advance to ensure personal information is processed and retained only as necessary and that individuals' rights are honored.

- **Data Minimization.** All personal information is processed and retained only for what is relevant and necessary to fulfill the specific task for which the data is collected.
- **Purpose Limitation.** DFIN limits its collection and use of personal information to the minimum identifiers that are necessary for performing the specific task related to the purpose for which the personal information is collected.
- **Fairness and Transparency.** Personal information collected and processed by DFIN is done in a concise, transparent, intelligible, and fair manner. We monitor our data and systems to avoid harmful consequences or disparate impacts.

Protecting the personal information of our employees, clients, and stakeholders is the responsibility of all employees. DFIN's Global Privacy team monitors regulatory developments, oversees operational compliance activities, and establishes data privacy practices to remain compliant with applicable privacy legislation.

For further information regarding the Company's Data Privacy practices, please refer to our [Privacy Notice](#). We regularly review our compliance with the Notice and adhere to several self-regulatory frameworks in addition to complying with applicable laws. If we receive a formal written complaint, we will follow up with the individual or appropriate regulatory authority to resolve.

Professional Integrity

As we grow the business, we remain steadfast in our commitment to adhering to the highest standards of integrity and transparency. In support of this commitment, DFIN maintains several policies to guide decision making and outline our expectations of appropriate conduct. Foremost among these is DFIN's [Principles of Ethical Business Conduct](#) (PEBC), which apply to all directors, officers, and employees worldwide and covers many areas of professional conduct, including, but not limited to, conflicts of interest, anti-corruption, disclosure obligations, and confidential information, as well as compliance with applicable laws. This foundational policy is supported by other policies on specific topics such as political activities, information security, and anti-harassment. In 2024, DFIN enhanced and published its Insider Trading Policy to guard against any appearance of misuse of material non-public information. The Board’s CRG Committee oversees the Company’s Ethics and Compliance Program and any material violations of DFIN's policies are escalated to the Board.

Ethics and Compliance Training

DFIN's compliance training supports our commitment to protecting the organization's information, reinforcing its values, and adhering to laws and regulatory requirements. Annually employees are required to complete a series of compliance courses tailored to their role and responsibilities. In 2024, the employee completion rate for these courses was 100% and required 11,399 total hours.

Audience	Course
All Employees & Contractors	Anti-Harassment & Discrimination
	Data Protection (including EU General Data Protection Regulation)
	IT Security Awareness
	Principles of Ethical Business Conduct
	Records Management
Applicable Employees	Anti-Corruption
	Americans with Disabilities Act
	Modern Slavery Act

Ethics Hotline

Should anyone become aware of an illegal practice or a violation of Company policy, we encourage employees to promptly report the information. Concerns can be reported confidentially and anonymously using the Company’s independent Ethics Reporting platform. The hotline is available globally 24 hours per day year-round. Reports submitted to the hotline are thoroughly investigated, and if appropriate, corrective action is taken. No person will be penalized for making a good-faith report of misconduct and DFIN does not tolerate retaliation against an employee who makes such a report and/or participates in an investigation.

Board Responsibility and Structure

Board of Directors

Members of our Board have guided the Company based on their significant experience in relevant industries and disciplines that are key to operating a leading provider of software and technology-enabled financial regulatory and compliance solutions. Board governance encompasses an ever-expanding array of risks and topics, including sustainability, human capital, cybersecurity, and artificial intelligence.

DFIN's Board currently consists of 8 members who bring a unique set of skills, experience, and cultural backgrounds to promote the sustainability of the Company. The Company supports regular continuing education programs to enhance the skills and knowledge of our directors. The Board has recently undergone a period of refreshment with the departure of Jeff Jacobowitz and Charles Drucker and appointment of Ayman Sayed.

Governance Highlights

- No stockholders rights plan (poison pill)
- Annual election of directors
- No super majority voting
- All independent directors except for the CEO
- Non-executive chairperson
- Clawback policy
- Stock ownership guidelines for senior officers and directors

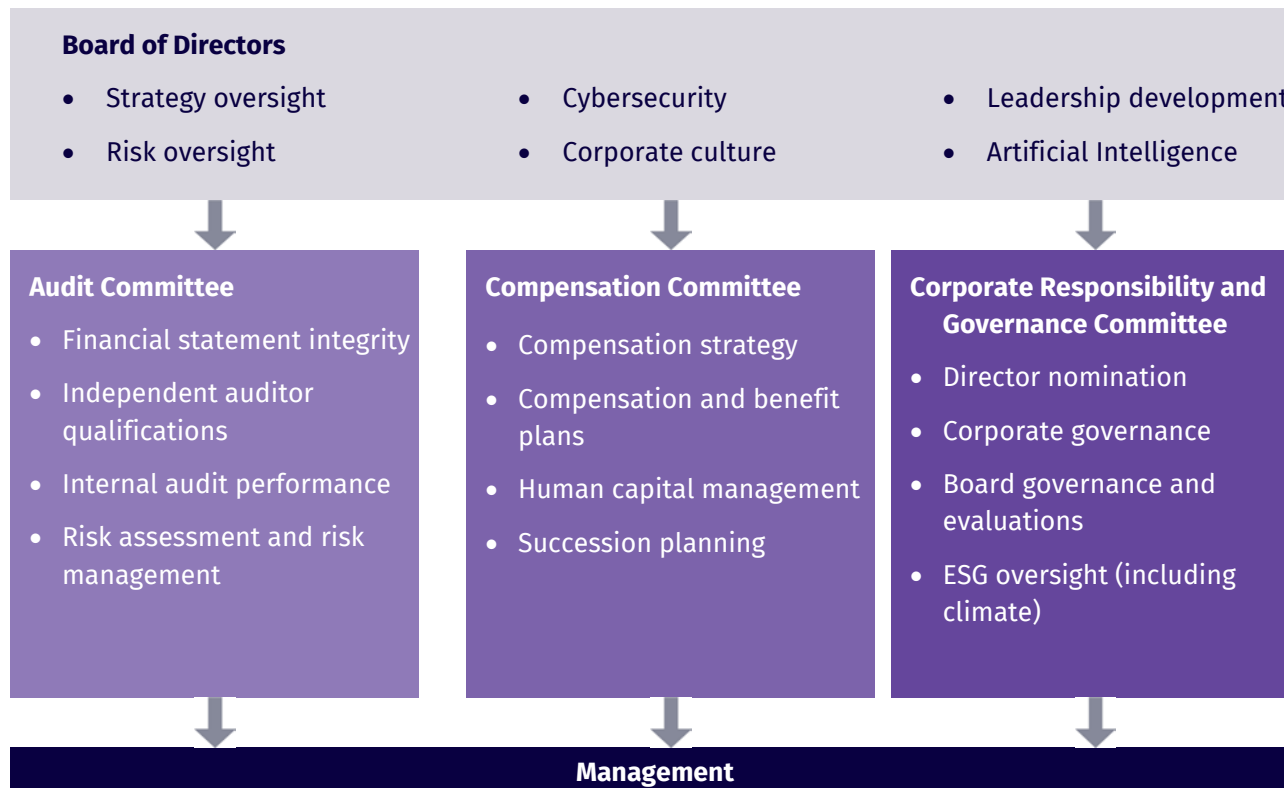
The Board has identified specific business characteristics that it believes should be represented among its members and outlines its director nomination process in our Proxy Statement. The following table is a summary of the 2025 director nominees' primary qualifications, relevant skills, or experience. The biography for each director is available on DFIN's Investor Relations website and notes the specific attributes for each director.

2025 BOARD MEMBERS	Richard L. Crandall (Chair)	Luis A. Aguilar	Juliet S. Ellis	Gary G. Greenfield	Daniel N. Leib	Lois M. Martin	Chandar Pattabhiram	Ayman Sayed
BOARD OVERVIEW								
Years on Board	8	8	5	8	8	8	2	<1
Independent	✓	✓	✓	✓		✓	✓	✓
Age	81	71	66	70	58	62	55	62
Gender								
Male	✓	✓		✓	✓		✓	✓
Female			✓			✓		
Race								
Asian Pacific							✓	
Hispanic/Latino		✓						
Middle Eastern								✓
Caucasian/White	✓		✓	✓	✓	✓		
Area of Expertise	(The lack of a mark for a particular item does not mean that the director does not possess that qualification, characteristic, skill, or experience.)							
Accounting & Corporate Finance			✓	✓	✓	✓		
Software Industry Knowledge	✓			✓			✓	✓
Transformation Experience	✓				✓		✓	✓
Strategy and Management	✓	✓	✓	✓	✓	✓	✓	✓
Technology Expertise				✓		✓	✓	✓
Corporate Governance		✓	✓					
Risk Management (including Cybersecurity Expertise)	✓	✓				✓		
Regulatory Industry Knowledge		✓	✓		✓			

ESG Oversight

The Board is actively involved in the oversight of risks inherent in the operation of the Company's business and strategic planning. For topics related to ESG matters, we employ a mix of full Board and committee oversight. For example, topics such as cybersecurity, AI, culture, and leadership development are overseen by the full Board. The Board has three independent standing committees each of which play a role in certain topics, as shown below, among their other areas of responsibility. Of the three committees, ESG oversight resides with the CRG Committee. Written charters describe the responsibilities of each committee and can be found [here](#) along with DFIN's [Principles of Corporate Governance](#).

Board Structure and Responsibilities



Annex



SASB Table

Professional & Commercial Services Standard

SASB Metric	SASB Code	DFIN Disclosure
Data Security		
Description of approach to identifying and addressing data security risks.	SV-PS-230a.1	<p>DFIN incorporates various technologies into our applications to streamline data-gathering and reporting processes, protect and secure data, enhance user experience, efficiently improve performance, and employ stringent data security and privacy practices to provide that information is encrypted. The Company also engages third parties to perform annual SOC2 Type II compliance audits and penetration/vulnerability testing.</p> <p>The DFIN Cybersecurity Program is based upon industry-leading frameworks, which include ISO 27001, Control Objectives for Information Technology (COBIT), and the National Institute of Standards and Technology Framework for Improving Critical Infrastructure Cybersecurity (NIST). The Company's technologies and software must also comply with domestic and international regulatory and legal requirements.</p> <p>The Company leverages cybersecurity technologies designed to provide for the security of client, employee, and business confidential data. The Company's cybersecurity portfolio is inclusive of, but not limited to, data encryption, data masking, leading secure software development methodologies, application and network penetration testing, incident response, digital forensics, least-privileged access controls, anti-malware, end-point detection and response, virtual private networks, and cyber threat intelligence. Additionally, the Company manages a 24x7 Security Operations capability that monitors and responds to cyber threats in real time.</p> <p>To demonstrate transparency, in pursuit of continuous improvement, the Company undergoes a series of third-party security reviews, including third-party penetration tests.</p>
Description of policies and practices relating to collection usage, and retention of customer information.	SV-PS-230a.2	<p>DFIN respects customer privacy. Our Privacy Notice describes how the Company collects, shares, uses, and protects personal information in accordance with the requirements of privacy laws in the jurisdictions that we operate in, including but not limited to, the EU and UK General Data Protection Regulation (GDPR) and California Consumer Privacy Act (CCPA) as amended by the California Privacy Rights Act (CPRA).</p> <p>For more information, see DFIN's Privacy Notice.</p>

Professional & Commercial Services Standard (cont.)

SASB Metric	SASB Code	DFIN Disclosure					
Workforce Composition & Engagement							
Percentage of gender and racial ethnic group representation for (1) executive management and (2) all other employees.	SV-PS-330a.1	Gender Representation of Global Employees (%)					
		Executive Management		40% Female	60% Male	0% NA	
		All Other Employees (non-contingent)		39% Female	60% Male	1% NA	
		Gender Representation of U.S. Employees (%)					
		Executive Management		44% Female	56% Male	0% NA	
		All Other Employees (non-contingent)		37% Female	62% Male	1% NA	
		Racial/Ethnic Representation of U.S. Employees (%)					
		Executive Management					
		8% Asian	3% Black or African American	1% Hispanic or Latino	79% White	5% Other	3% NA
		All Other Employees (non-contingent)					
11% Asian	10% Black or African American	9% Hispanic or Latino	66% White	3% Other	2% NA		
Other includes the racial/ethnic classifications of Native American or Alaska Native, Native Hawaiian or Pacific Islander, and Two or More Races. NA represents information not available or disclosed by our employees.							
Voluntary turnover rate for employees.	SV-PS-330a.2	Global Workforce		5.95%			
		U.S. Workforce		5.92%			
Involuntary turnover rate for employees.		Global Workforce		6.11%			
		U.S. Workforce		5.34%			
Employee engagement as a percentage.	SV-PS-330a.3	Newsweek's 2024 Most Loved Workplace Love of Workplace Index™ Company Report 2024: Average of Love Score 89.3% and Average of Spark Score 86.5%					
Professional Integrity							
Description of approach to ensuring professional integrity.	SV-PS-510a.1	See page 27.					
Total amount of monetary losses as a result of legal proceedings associated with professional integrity.	SV-PS-510a.2	\$0					

Professional & Commercial Services Standard (cont.)

SASB Metric	SASB Code	DFIN Disclosure
Activity Metrics		
Number of employees by: (1) full-time and part-time, (2) temporary and, (3) contract.	SV-PS-000.A	1) 1,821 (full-time); 1 (part-time); 11 (seasonal-project) 2) DFIN does not employ a large percentage of temporary employees. 3) DFIN does not employ a large percentage of contract employees.
Employee hours worked, percentage billable.	SV-PS-000.B	4.13 million employee hours worked in calendar year 2024

Software & IT Services Standard

SASB Metric	SASB Code	DFIN Disclosure
Environmental Footprint of Hardware Infrastructure		
(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable.	TC-SI-130a.1	(1) Total energy consumed: 77,808 gigajoules (2) Percentage grid electricity: 68 percent (3) Percentage renewable: 29 percent
(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress.	TC-SI-130a.2	(1) Due to the nature of our business with a mostly remote workforce, we do not monitor office water consumption. Water use in 2024 at the Company's only manufacturing facility was 13.14 thousand cubic meters (3.47 million gallons), representing a 1.1% reduction in consumption compared to 2023. (2) We have no operations in regions designated as High or Extremely High Baseline Water Stress.
Discussion of the integration of environmental considerations into strategic planning for data center needs.	TC-SI-130a.3	DFIN outsources the majority of its data center needs using third party on-demand providers. The providers we partner with are committed to preserving environmental quality by efficiently managing their energy consumption, water use, and waste disposal practices. We own one 2,256 sq. ft. data center where renewable wind energy is used to match 100% of the facility's electricity. The onsite data center contains 25 racks and has 0.5 petabytes of data storage. Incoming power and stability are monitored as part of an uninterrupted power supply (UPS) system. Temperature and humidity are measured and controlled by a main HVAC system for cooling and heating.

Software & IT Services Standard (cont.)

SASB Metric	SASB Code	DFIN Disclosure
Data Privacy & Freedom of Expression		
Description of policies and practices relating to behavioral advertising and user privacy.	TC-SI-230a.1	See SV-PS-230a.2 for a description
Data Security		
Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards.	TC-SI-230a.2	See SV-PS-230a.1 for a description
Recruiting & Managing a Global, Diverse & Skilled Workforce		
Employee engagement as a percentage.	TC-SI-230a.2	See SV-PS-230a.1 for a description
Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff and (3) all other employees.	TC-SI-330a.3	See SV-PS-330a.1 for workforce data
Intellectual Property Protection & Competitive Behavior		
Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations.	TC-SI-520a.1	\$0
Managing Systemic Risks from Technology Disruptions		
Description of business continuity risks related to disruptions of operations.	TC-SI-550a.2	Maintaining the confidentiality, integrity, and availability of DFIN's systems, software, and solutions is an issue of critical importance for the Company and its clients and users. A number of core processes, such as software development, sales and marketing, client services, and financial transactions, rely on DFIN's IT infrastructure and applications. Defects or malfunctions in the Company's IT infrastructure and applications can cause DFIN's services and product offerings not to perform as clients expect. In addition, malicious software, sabotage, ransomware, and other cybersecurity breaches could cause an outage in DFIN's infrastructure. In consideration of these risks, the Company has business continuity and disaster recovery plans in place in the event of system failures and these plans are tested regularly. DFIN's Business Continuity Management Program adheres to ISO 22301, ISO 22313, and ISO 22317, as well as guidelines from the Federal Financial Institutions Examination Council.



DFIN

(800) 823-5304

www.dfinsolutions.com

