



2022 ESG Factsheet



Our Values

Our values enable us to make a positive impact on 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.

About Us

DFIN is a leading global risk and compliance solutions company. We provide regulatory filing and deal solutions via software, technology-enabled services, and print and distribution solutions to public and private companies, mutual funds, and other regulated investment firms. DFIN serves our clients' regulatory and compliance needs by providing tailored solutions that work in a digital world.



DFIN is organized into four business segments for management reporting purposes:

- Capital Markets – Software Solutions (CM-SS)
- Capital Markets – Compliance and Communications Management (CM-CCM)
- Investment Companies – Software Solutions (IC-SS)
- Investment Companies – Compliance and Communications Management (IC-CCM)

The Company's headquarters is in Chicago, Illinois, and its common shares trade on The New York Stock Exchange (NYSE) under the symbol DFIN.

We are dedicated to incorporating Environmental, Social, and Governance (ESG) as part of everything we do; our ESG strategy is aligned with the broader transformation of our business. Our executive management team and the Board of Directors recognizes the importance of embedding ESG priorities within our operations. In 2021, we approved a strategy to drive additional progress on initiatives that promote sustainability, diversity, equity and inclusion, and increase transparency.

The pillars of our ESG strategy are:



ENVIRONMENTAL

Protect our Planet



SOCIAL

The wellbeing, rights, and interests of people



GOVERNANCE

Transparent management and oversight of our company

Our Corporate Responsibility & Governance (CRG) Committee of the Board of Directors is charged with ESG oversight. As part of this responsibility, we have performed an assessment of key industry-specific indicators to help further inform our future direction and commitments.

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Report Introduction

At DFIN, our foundation is built on delivering trusted solutions to our clients through responsible and sustainable business practices. We're committed to upholding ESG standards in all that we do, and we believe a dedication to sustainability is critical for all global citizens. We prioritize the development and wellbeing of our employees, the communities where we live and work, and protection of the natural world, while holding ourselves to high standards.

Our objective is to provide continued transparency as we further enhance our ESG program. To communicate our progress on sustainability, we have implemented the investor-focused disclosure standards developed by the Sustainability Accounting Standards Board (SASB). SASB has developed a standardized disclosure on the industry-specific issues most important to investors.

This report takes a materiality-based approach to disclosure and covers data through December 31, 2021, unless otherwise noted. This report was prepared in accordance with the SASB frameworks for two industries which are relevant to our company – Professional & Commercial Services and Software & IT Services.



This report contains forward-looking statements, including our commitments, targets, and other statements that are not historical facts. These statements are subject to risks and uncertainties and are not guarantees of future performance. Factors that could cause actual results to differ materially from those expressed or implied by such statements are set forth in our SEC filings. All forward-looking statements are based on management's current assumptions, estimates, and projections.

Letter from the CEO



“The way we develop the best solutions for our clients and deliver value to our shareholders is by leveraging the creativity, talent, and perspectives of all our employees. We believe there is power in our collective genius.”

I am pleased to share our first global ESG Factsheet. Since DFIN's inception, we have been devoted to delivering market-leading solutions to our clients. In 2021, we delivered improved results and experience for each of our three main constituents: employees, clients and shareholders.

We finished the year with strong financial performance, improved our balance sheet and made significant progress building an organization and culture fit for our digital future. In 2021, sales from software solutions totaled \$270 million and for the first time in the company's history, exceeded sales from print and distribution. This was a significant milestone in the company's transformation. In 2022, we expect additional progress in our transformational journey, driven in part, by our ongoing focus on our three ESG tenets: (1) protecting our planet, (2) respecting the wellbeing, rights and interests of people, and (3) embracing transparent management and oversight of our company — all of which we believe deliver tangible business value.

This report formalizes our commitment to regularly communicate our ESG actions and performance. Building on our strong governance foundation detailed on our website and in our regulatory filings, we have adopted the industry-based SASB framework for disclosure to further enhance transparency.

The combination of our leading market position, unmatched regulatory and compliance solutions, ESG focus, financial profile, and most importantly, our people, will allow us to create value for each of our three constituents. In the coming years, we will remain vigilant to maintain rigorous ESG standards and enhance our sustainability efforts. We are excited to share our sustainability story with you in this report.

We appreciate your confidence and support.

Dan Leib

President and Chief Executive Officer

DFIN



Environmental

Climate

DFIN is committed to responsible environmental practices that include the conservation of natural resources, pollution prevention, and waste reduction. As climate change concerns become more prevalent, we recognize the need to act by reducing the electricity-based carbon footprint from our manufacturing operations. Each year since 2018, we have purchased wind renewable energy credits (RECs) to match 100% of the electricity used by our manufacturing facilities. We also disclose the Scope 1 and Scope 2 emissions from manufacturing through the annual Carbon Disclosure Project (CDP) Climate Change Questionnaire.

In 2021, DFIN adopted a fully flex work environment which allows the majority of our employees to work remotely and no longer commute on a daily basis. By the end of 2021, DFIN had 43 locations in Asia, Canada, Europe, and the United States compared to 50 at the end of 2020. Our workspaces are used primarily for team and client meetings. The reduction in workspace (0.4 million square feet) since 2020 and the adoption of telework have resulted in the company having a smaller physical footprint, consuming less building energy, and contributing fewer emissions from commuter travel.

Conserve Natural Resources

Protecting our Planet is an important pillar of our ESG Strategy as we look to do our part in safeguarding the world's natural resources. As a tech-enabled financial services company, we follow the global Sustainability Electronics Reuse & Recycling (R2) Standard for the responsible management and processing of used electronics. For printed products, we offer our clients the ability to select recycled paper and paper sourced from well-managed forests that provide ESG benefits.

Our commitment is further demonstrated by participating in the certified chain of custody (COC) programs for the Forestry Stewardship Council® (FSC), Sustainable Forestry Initiative® (SFI) and the Program for the Endorsement of Forestry Certification™ (PEFC). Compliance with these rigorous international standards assures our clients that their print orders originate from trees that are harvested from forest products grown in ecologically and ethically sound ways that benefit local communities and biodiversity. We also use eco-friendly inks that are easier to remove during recycling.

These important actions complement the purchase of wind RECs for our manufacturing operations.



Legal Obligations

We conduct our business responsibly and we do so in a manner that contributes to a sustainable future. Our [Global Sustainability Policy](#) commits us to fully comply with the applicable legal obligations in all countries in which we operate. We strive to maintain zero environmental incidents from operations that result in fines.

ZERO NOTICES OF ENVIRONMENTAL VIOLATIONS WITH FINES SINCE BECOMING A PUBLICLY TRADED COMPANY IN 2016



DFIN



Social

Data Privacy and Cybersecurity

At DFIN, we are committed to ensuring that client, employee, and user data is kept securely. We collect only what is required to provide our services effectively and efficiently. We also practice “least privileged access” whereby users who have access to confidential data only have access to the data required for their job function. Information technology governance and advanced security technologies combine to ensure cybersecurity protection to our global community of clients, which is further evidenced through our SOC2 certification, which is annually verified by Deloitte per the American Institute of Certified Public Accountants (AICPA) Trust Service Principles and Criteria (TSP).



“Our experienced cybersecurity team ensures our secure software development, advanced threat intelligence capabilities, robust governance & compliance program, and industry thought leadership provide confidence that DFIN is always committed to protecting the data entrusted to us by our clients. Simply put, at DFIN cybersecurity is in our DNA.”

Dannie Combs
SVP, CISO

Under our governance structure and applicable law, the Board of Directors is ultimately responsible for overseeing DFIN’s risk management processes, which includes cybersecurity risk and the Company’s cybersecurity practices. DFIN’s Cybersecurity Program is based upon industry-leading frameworks, including:



Our cybersecurity teams endeavor to ensure compliance with applicable laws and regulations and coordinate with subject-matter experts throughout the business to identify, monitor, and mitigate material risks. We apply rigorous security controls such as endpoint threat detection and response, data encryption, and perimeter security to ensure proper information security safeguards are maintained. We extend this rigor to our suppliers as well via our Supplier Compliance Audits.



Our risk cybersecurity team strives to ensure compliance with applicable laws and regulations and coordinate with subject-matter experts throughout the business to identify, monitor and mitigate material risks.

Data Privacy and Cybersecurity cont.

Our IT team works 24/7 and uses a combination of industry-leading tools and in-house innovative technologies to help protect our stakeholders against cyber threats. Our employees are responsible for complying with the company's cybersecurity controls and complete mandatory annual training to understand the behaviors and technical requirements necessary to keep information secure, including monthly employee phishing exercises. We also offer ongoing education for employees to recognize and report suspicious activity because everyone serves as an added layer of security to mitigate cyber risks.

Diversity, Equity, and Inclusion

We value collective genius as a way to develop the best solutions for our clients, deliver value to our shareholders, and engage our employees. We believe there is power in understanding diverse perspectives and fostering an environment in which all voices are represented and heard.

There is no room at DFIN for hate, bias, or prejudice of any kind — whether it is based on race, color, religion, national origin, gender identity, sexual orientation, age, or physical ability. Our commitment to diversity, equity, and inclusion (DEI) starts with our goal of developing a workforce that is diverse in background, knowledge, skill, and experience.

49%

in Leadership
Roles in the U.S.
are Women and
People of Color

39%

of the
Global Workforce
are Women

32%

of the
U.S. Workforce
are People
of Color

13%

Increase in the
Percentage Points
of Diverse Leaders
in the U.S. Over
Three Years

As of May 2022.

While we have made progress in bringing more diverse perspectives to leadership, there is still work to do.

In 2021, DFIN

- Implemented a DEI Council comprised of employees with various backgrounds and experience across the company
- Included DEI in the Management Annual Incentive Plan
- Introduced voluntary self-identification for gender identity and sexual orientation
- Deployed first DEI survey to employees
- Introduced module on “Bias in Hiring and Promotion Decisions” to interview training program

In 2022, a portion of executive performance incentive pay is tied to increasing gender and racial diversity at all levels of the Company through recruiting, training, and promotion opportunities, especially at the management level. This year, employees also formed a resource group, the Women's Impact Network (WIN), which is focused on cultivating a culture of inclusivity, creating collaborative bonds across departments, sharing individual experiences, and learning from the experiences of others.

Employee Engagement

DFIN is a great place to work. We know because our employees have told us so. This year, The Great Place to Work Institute and the Best Practice Institute surveyed our employees and certified us as a "Great Place to Work" and a "Most Loved Workplace" respectively. For three years in a row, DFIN has been named one of the best places to work in Chicago by BuiltIn, an online community for startups.



Great Place to Work™

DFIN earned certification as a Great Place to Work (GPTW), the only recognition based entirely on what employees report about their workplace experience. It specifically measures employees' level of trust at work.

98% People believe DFIN is a physically safe place to work.

90% People here are treated fairly regardless of their race.

93% People here are treated fairly regardless of their sexual orientation.

83% Management trusts people to do a good job without watching over their shoulders.

86% People here are given a lot of responsibility.



Most Loved Workplace™

DFIN was named to Newsweek's list of THE TOP 100 MOST LOVED WORKPLACES® for 2022. DFIN ranked #59 among U.S. companies for putting respect, caring, and appreciation for its employees at the center of its business model and earning the loyalty and respect of the people who work for them. According to scores on Best Practice Institute's Love of Workplace Index™, DFIN is "most loved" in the following areas:

(4.6/5) Trust

(4.5/5) Team Work

(4.5/5) Competence

(4.4/5) Perseverance

(4.4/5) Honesty



Built In™

The online community for startups and tech companies selected DFIN as one of the Best Places to Work for 3 years in a row. The award recognizes companies, nationally and in the eight largest tech markets, who go above and beyond in terms of compensation, benefits, and cultural programs. DFIN was recognized as one of the best in the following categories:

100 Chicago Best Places to Work

100 Best Large Companies to Work (National)

50 Chicago Companies with the Best Benefits

50 Chicago Best Paying Companies

Safety, Health, and Wellbeing

We believe that our employees are our greatest asset and are critical to our ability to execute our transformational strategy. As such, we invest in our people and are committed to providing a healthy and safe culture in which they can thrive.

In 2021, DFIN launched its “My Total Wellbeing” strategy that provides market-driven predictable pay and employee benefit programs.

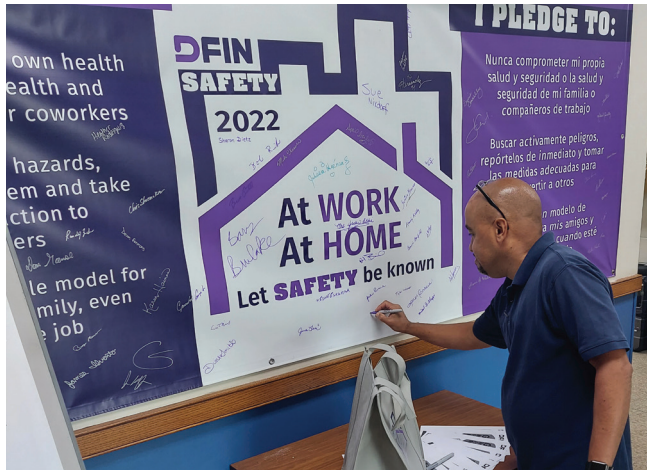
 <p>My TIME</p> <ul style="list-style-type: none"> • Fully Flex Work Arrangement • Paid Time Off • Paid Holidays • Paid Sick Leave • Paid Parental Leave 	 <p>My CAREER</p> <ul style="list-style-type: none"> • Career Map • Learning and Development • Leadership Programs • Recognition Platform
 <p>My HEALTH</p> <ul style="list-style-type: none"> • Medical, Dental, and Vision Benefits • Programs That Focus on Emotional/ Mental Health • Employee Assistance Programs 	 <p>My MONEY</p> <ul style="list-style-type: none"> • Base pay • Bonuses • 401(k) Contributions • HSA Contributions

We also cultivate a “pay for performance” culture in which when we do well, we share those rewards with employees. For example, based on the company's strong annual results, in March 2021 and 2022, we paid a performance bonus to all employees who were not eligible for another variable compensation program.

Our commitment to employee health and safety is enacted through protective policies and a shared culture of personal responsibility. DFIN’s Environmental Health and Safety Management System aligns with ISO 14001 and ISO 45001. We set annual targets for leading and lagging indicators to improve our safety performance and achieved, in 2021, a workforce total recordable incident rate of 0.32 (per 200,000 hours worked).



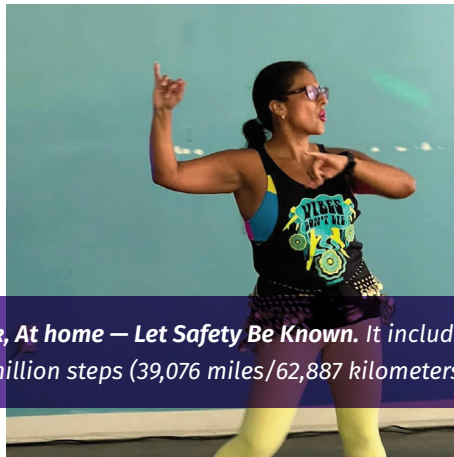
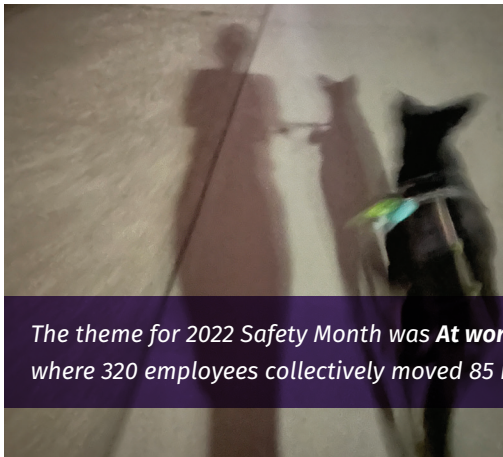
Safety, Health, and Wellbeing cont.



Hector Rivera, Manufacturing Supervisor at the Steel Way Manufacturing Facility, signs the annual Safety Pledge during Safety Month, which was implemented to raise employee awareness regarding safety.

Since 2019, DFIN has observed Safety Month among its global workforce to raise employee awareness regarding physical safety, emotional health, and cyber safety. The theme for 2022 was **At Work, At Home — Let Safety Be Known** and included a 28-day Activity Challenge where 320 employees collectively moved nearly 85 million steps (39,076 miles/62,887 kilometers).

As the pandemic persists, DFIN continues to focus on safety and health, especially among its manufacturing employees who continue to work on site. We implemented a company-wide COVID-19 Protocol for reporting suspected and/or positive cases, contact tracing, communications, and employee testing to help prevent workplace exposure. Looking ahead to an endemic stage, we will remain agile and follow the latest guidelines to keep our people healthy.



The theme for 2022 Safety Month was **At work, At home — Let Safety Be Known**. It included a 28-day Activity Challenge where 320 employees collectively moved 85 million steps (39,076 miles/62,887 kilometers).



Governance

Professional Integrity

Transparent management and oversight of our company is another pillar of our ESG Strategy. To maintain the trust of our clients, employees, and shareholders, we have adopted the governance practices outlined below and also found at <http://investor.dfinsolutions.com/governance>.

DFIN's business integrity is guided by the company's executive team and the Board of Directors. The Board of Directors consists of three standing committees with the CRG Committee having oversight of ESG matters. Except for the CEO, board directors are independent with significant experience in board governance and disciplines that are key to operating a leading provider of software and technology-enabled financial regulatory and compliance solutions. The diversity of our Board of Directors increased to 44% in 2022 with four out of nine directors having diverse gender identities and/or ethnicities.

In addition to our corporate governance practices, our clients rely on the unique skills and knowledge of our employees, and we are entrusted to carefully handle sensitive information. Each year, employees are required to complete a series of compliance training courses aimed at reducing the risk of unethical business practices and cyberthreats such as Anti-Corruption, Data Protection, Anti-Trust, IT Security, and Anti-Harassment & Discrimination. In 2021, our global workforce achieved a 99% completion rate of these courses which also included certifying their agreement with the Principles of Ethical Business Conduct.

The Audit Committee of the Board of Directors established DFIN's Whistleblower Policy. We encourage all employees to promptly report any violations of the Company's policies and offer an independent Ethics Hotline where concerns can be reported confidentially and anonymously without retaliation. The hotline is available 24 hours per day year-round. The Chief Compliance Officer supervises the handling of any complaints by an internal Whistleblower Committee. The Committee is comprised of the Chief Compliance Officer, Chief Financial Officer, Chief Human Resources Officer, and the Head of Internal Audit.

- [Code of Ethics for Chief Executive Officer and Senior Financial Officials](#)
- [Principles of Corporate Governance](#)
- [Principles of Ethical Business Conduct](#)

Suppliers

We believe that strong corporate governance also includes increased transparency and accountability within our supply chain. We expect our suppliers to adhere to ethical, environmental, and socially acceptable practices just as we do. Our expectations are included in this [Supplier Code of Conduct](#) and are included in the Company's contractual agreements for long-term success.

Annex

This annex expands transparency through key quantitative data compiled in accordance with the SASB frameworks and standards, along with additional details on our workforce. Report data covers all global operations unless otherwise noted. In developing our Factsheet Report, we have compiled metrics organized by key ESG themes incorporated within our tables and throughout our organization.

These risks, uncertainties, and other factors include but are not limited to those set forth under Part I, Item 1A — Risk Factors in our annual report filed on Form 10-K for the year ended December 31, 2021, which is available on our website or at SEC.gov. Given these risks and uncertainties, readers are cautioned not to place undue reliance on our forward-looking statements. All subsequent written and oral forward-looking statements attributable to DFIN or to persons acting on our behalf are expressly qualified in their entirety by these cautionary statements. We do not intend to update or revise any forward-looking statements, whether as a result of new information, future events, or otherwise.

DFIN



SASB Table

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, and efficiently improve performance, and employs 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 International Standardization Organization ISO 27001, Control Objectives for Information Technology (COBIT), and the National Institute of Standards and Technology Framework for Improving Critical Infrastructure Cybersecurity (commonly known as 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 DFIN collects, shares, uses, and protects personal information.</p> <p>Our policy and practices align with the U.S. Office of Management and Budget (OMB) Guidance for Implementing the Privacy Provisions of the E-Government Act of 2002 (M-03-22), including use of Privacy Impact Assessments (PIAs).</p> <p>For more information, see DFIN's Privacy Notice.</p>

SASB Table

PROFESSIONAL & COMMERCIAL SERVICES STANDARD CONT.

SASB Metric	SASB Code	DFIN Disclosure
Workforce Diversity & Engagement		
Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees.	SV-PS-330a.1	<p>U.S.-based Executives:</p> <p>Gender: Male: 65%; Female: 35%</p> <p>Race: Hispanic or Latino: 1.5% White: 80% Black or African American: 4.6% Native Hawaiian or Pacific Islander: 0% Asian: 9.2% American Indian or Alaskan Native: 1.5% Two or more races: 3.1%</p> <p>All other U.S.-based employees:</p> <p>Gender: Male: 63%; Female: 37%</p> <p>Race: Hispanic or Latino: 9.4% White: 67.4% Black or African American: 10.5% Native Hawaiian or Pacific Islander: 0.3% Asian: 10.1% American Indian or Alaskan Native: 0.5% Two or more races: 1.8%</p> <p>With nearly 2,200 employees across the globe in 13 countries, DFIN recognizes the value of a diverse workforce, and promotes a culture of equality and inclusion within our organization and in the communities where we live and work. During 2021, approximately 59% of all U.S. hires and promotions at the manager level and above have been women or people of color.</p>
Voluntary turnover rate for employees.	SV-PS-330a.2	8.5% per year for DFIN's U.S.-based workforce.
Employee engagement as a percentage.	SV-PS-330a.3	<p>84% of employees who responded to DFIN's annual Safety Month Survey believe their safety, health, and wellbeing is a priority at DFIN.</p> <p>A majority of employees who responded to a 2021 survey sponsored by DFIN's newly created DEI Council to gauge employee sentiment said they feel comfortable being their authentic, whole selves at work, and that DFIN cultivates a culture where people of all backgrounds are welcome and valued.</p> <p>DFIN did not issue an employee engagement survey in 2021, but the Company consistently tracked whether employees felt treated with dignity and respect and whether employees felt proud to work at DFIN. Over three separate surveys issued throughout the year, employees consistently reported that they "almost always" felt treated with dignity and respect by their managers and leaders and "almost always" felt proud to work at DFIN.</p> <p>Results of Survey 1 (DEI Pulse Survey): I feel satisfied with the recognition I receive when doing a good job: Almost always. I feel proud to work at DFIN: Almost always.</p> <p>Results of Survey 2 (Town Hall Survey): How would you rate the quality of communications you receive from DFIN?: Very good. I feel proud to work at DFIN: Almost always.</p> <p>Results of Survey 3 (2021 Workplace Survey): I feel proud to work at DFIN: Almost always.</p>

SASB Table

PROFESSIONAL & COMMERCIAL SERVICES STANDARD CONT.

SASB Metric	SASB Code	DFIN Disclosure
Professional Integrity		
Description of approach to ensuring professional integrity.	SV-PS-510a.1	<p>As a leading global risk and compliance company, DFIN thrives by setting forward-thinking initiatives, while remaining vigilant and responsive to new challenges. Guided by our executive leadership team, we balance a drive for ambitious, and innovative products and services with a fidelity to ethical professionalism. This unmatched integrity is the core of our client satisfaction and the reason we earn high ratings each year for Corporate Governance and Business Ethics from Institutional Shareholder Services (ISS).</p> <p>For more information, see DFIN's Principles of Ethical Business Conduct, which captures our worldwide code of conduct.</p>
Total amount of monetary losses as a result of legal proceedings associated with professional integrity.	SV-PS-510a.2	\$0
Activity Metrics		
Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract.	SV-PS-000.A	<p>1) 2,162 (full-time) and 4 (part-time).</p> <p>2) DFIN does not employ a large percentage of temporary employees.</p> <p>3) DFIN does not employ a large percentage of contract employees.</p>
Employee hours worked, percentage billable.	SV-PS-000.B	4.9 million employee hours worked in calendar year 2021.

SASB Table

SOFTWARE & IT SERVICES STANDARD

SASB Metric	SASB Code	DFIN Disclosure
Environmental Footprint of Hardware Infrastructure		
Total energy consumed, percentage grid electricity, percentage renewable.	TC-SI-130a.1	In 2021, DFIN purchased wind renewable energy credits (RECs) to match 100% of the electricity used by our manufacturing facilities. We have purchased wind RECs annually since 2018 to reduce the electricity-based carbon footprint of our manufacturing operations.
(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	As of December 31, 2021, DFIN maintains 41 leased offices in 13 countries and operates two U.S.-based manufacturing facilities. We have no operations in locations designated as Extremely High Baseline Water Stress. Our Madrid, Spain, office is located in a region defined as High Baseline Water Stress; however, employees work remotely, rendering related water use negligible.
Discussion of the integration of environmental considerations into strategic planning for data center needs.	TC-SI-130a.3	DFIN believes in the protection and responsible use of the world's natural resources to ensure a sustainable future. Each year we participate in the Carbon Disclosure Project (CDP) which helps us measure, manage, and disclose our Scope 1 and 2 greenhouse gas emissions from manufacturing. We own one data center where renewable wind energy is used to match 100% of the facility's electricity. Incoming power and stability are monitored as part of an uninterruptible power supply (UPS) system. Temperature and humidity are measured and controlled by a main HVAC system for cooling and heating.
Data Privacy & Freedom of Expression		
Description of policies and practices relating to behavioral advertising and user privacy.	TC-SI-220a.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.

SASB Table

SOFTWARE & IT SERVICES STANDARD CONT.

SASB Metric	SASB Code	DFIN Disclosure
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 products 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, DFIN's Business Continuity Management (BCM) Program adheres to ISO 22301, ISO 22313, and ISO 22317 as well as guidelines from the Federal Financial Institutions Examination Council. Our program focuses on the loss and recovery of people, workplace, equipment, and technology.



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