



# Equal Employment Opportunity

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Policy Owner: Human Resources

Supersedes: August 2023

Last Reviewed Date: August 2025

## Purpose

To reaffirm Donnelley Financial Solutions' commitment to afford continuing equal employment opportunities for all qualified employment applicants and current employees.

## Applicability

This policy applies to all US Donnelley Financial Solutions ("DFIN") employees.

## Policy

DFIN's policy is to provide equal employment opportunities to employees or applicants without regard to race, color, religion, sex, sexual orientation, parental status, gender identity, national origin, physical or mental disability, protected Veteran status, or any other characteristic protected by federal, state or local law. This policy applies to any employment practice, including hiring, training, promotion, compensation, job assignments, benefits, or other aspects of employment. Employment decisions are based only upon valid job requirements.

In addition, applicants and employees will not be discriminated against based on inquiring about, disclosing, or discussing their compensation or the compensation of other applicants or employees.

This policy also prohibits harassment or retaliation against employees or applicants for filing a complaint, reporting possible violations of law to any governmental agency or entity or assisting or participating in an investigation, compliance review or hearing, or any other activity related to the administration of any federal, state, or local law regarding equal opportunity.

## References

1. HR Policy: Open Door
2. HR Policy: Harassment