

## **ZOOMINFO TECHNOLOGIES INC.**

### **HUMAN RIGHTS POLICY STATEMENT**

ZoomInfo Technologies Inc. (together with its subsidiaries, the “Company” or “we”) is committed to business practices that are ethical and responsible and standards of conduct that respect and uphold global human rights. We respect and support international principles aimed at protecting and promoting human rights, as described in the United Nations’ Universal Declaration on Human Rights and the International Labor Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work. This policy statement reinforces the Company’s commitment to operate in compliance with all applicable laws wherever in the world that we do business and to respect and uphold human rights in all business dealings anywhere in the world. This standard applies to the Company’s employees, contractors, subcontractors, agents, and other authorized representatives and third parties acting on the Company’s behalf (“Company Representatives”).

#### **A. Scope of Matters Covered by the Policy**

While governments have the primary responsibility for protecting and upholding the human rights of their citizens, the Company recognizes its responsibility to respect human rights in its business operations. In addition, we recognize that we have an opportunity to promote human rights where we can make a positive contribution. This policy statement applies to all Company Representatives and reflects the Company’s global operations and relates to the Company’s commitment to: prohibit unfair, forced or other illegal labor practices; provide a safe, healthy and secure workplace and prevent violence, harassment and intimidation; respect employees’ rights to free association and to hold their own political viewpoints without fear of reprisal; and promote internal diversity, equity and inclusion.

#### **B. No Forced Labor, Human Trafficking or Other Modern Forms of Slavery**

The Company strictly prohibits all forms of forced labor, including illegal child labor, modern forms of slavery and any form of human trafficking and expects observance of this same strict prohibition by all Company Representatives and Company suppliers.

#### **C. Wage and Hour Compliance**

The Company compensates its employees fairly and in accordance with applicable labor and employment laws. We are committed to compliance with all applicable laws regarding wages, work hours, overtime, benefits, and other compensation matters.

#### **D. Safe, Healthy and Secure Workplace**

The Company is committed to the safety, health, security, and overall wellbeing of its workforce. The Company provides, and expects Company Representatives to contribute to, a safe, healthy, secure, and productive workplace in compliance with all applicable laws regarding occupational health and safety and free from violence, harassment, and other forms of intimidation.

**E. Freedom of Association and Political Activities**

The Company respects its employees' freedom of association and collective bargaining, without fear of reprisal, intimidation, or harassment. Similarly, the Company respects the rights of individual employees to hold their own political viewpoints. The Company believes that a diversity in political viewpoints creates a more sustainable and inclusive work environment. Accordingly, Company employees may individually and freely choose and support their political party affiliation and preferred political candidates and vote in local, state, and federal elections. The political views of individual Company Representatives must not be held out as the political views of the Company.

**F. Diversity, Equity and Inclusion**

The Company values diversity and is committed to promoting diversity, equity, and inclusion among its global workforce, and to providing equal opportunities for its employees. The Company has a zero-tolerance policy regarding any discrimination or harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion, or any other status protected by applicable law. We strive to foster safe, inclusive, and respectful workplaces wherever we do business. ZoomInfo's workplace policies and practices include commitments to non-discrimination and freedom from harassment and require that the Company refrain from knowingly entering into relationships that, directly or indirectly, expose employees to undue health and safety risks, or that use child or forced labor, or any other exploitative practices. These policies are detailed in our Code of Business Conduct and Ethics. ZoomInfo provides its Code of Business Conduct and Ethics to employees and periodically provides training to employees on topics covered within the Code.

**G. Questions and Concerns**

Any questions or concerns regarding this policy should be directed to local management, Human Resources, or a member of the Legal Department. Suspected violations of this policy should be directed to the General Counsel in accordance with the procedures set forth in the Company's Code of Business Conduct and Ethics.

**Effective Date: May 12, 2022**