

ZOOMINFO TECHNOLOGIES INC.

WHISTLEBLOWER POLICY

The Audit Committee of the Board of Directors of ZoomInfo Technologies Inc. (together with its subsidiaries, the “Company”) has established the following procedures for the receipt, retention, investigation and treatment of complaints and concerns regarding accounting, internal accounting controls, auditing and other legal and regulatory matters regarding the Company and its subsidiaries.

A. Scope of Matters Covered by the Policy

1. The procedures set forth in this policy relate to complaints and concerns of employees and other interested parties, including stockholders, (each referred to in this policy as a “Complainant”) of the Company and its subsidiaries (“Reports”) regarding:

(a) accounting, internal accounting controls or auditing matters (an “Accounting Allegation”), including, without limitation:

1. fraud or deliberate error in the preparation, review or audit of financial statements of the Company;
2. fraud or deliberate error in the recording and maintaining of the Company’s financial records;
3. deficiencies in, or non-compliance with, the Company’s internal control over financial reporting;
4. misrepresentation or false statements regarding a matter contained in the Company’s financial records, financial statements, audit reports or any filings made with the Securities and Exchange Commission (including periodic or current reports);
5. deviation from full and fair reporting of the Company’s financial condition and results;
6. substantial variation in the Company’s financial reporting methodology from prior practice or from generally accepted accounting principles without adequate public disclosure;
7. issues affecting the independence of the Company’s independent registered public accounting firm;
8. falsification, concealment or inappropriate destruction of corporate or financial records; or
9. theft, fraud or other misappropriation of Company assets;

(b) possible non-compliance with applicable legal and regulatory requirements or the Company's Code of Conduct (a "Compliance Allegation"); and

(c) alleged retaliation against employees and other persons who make, in good faith, Accounting Allegations or Compliance Allegations (a "Retaliatory Act").

2. In the discretion of the Audit Committee, responsibilities of the Audit Committee created by these procedures may be delegated to the chairperson of the Audit Committee or to a subcommittee of the Audit Committee.

B. Procedures for Making Complaints

1. In addition to any other avenue available, any employee may, in his or her sole discretion, report to the Audit Committee, General Counsel or any employee responsible for internal audit (the "Internal Auditor"), openly, or confidentially and/or anonymously, any Accounting Allegation, Compliance Allegation, or Retaliatory Act in the following manner:

(a) in writing to ZoomInfo Technologies Inc., Attn: General Counsel, 805 Broadway Street, Suite 900, Vancouver, Washington 98660;

(b) by calling 833-976-2033 at any time; or

(c) by submitting a form at <https://www.whistleblowerservices.com/ZI>.

2. Any other interested party may report to the Audit Committee, General Counsel or Internal Auditor any Accounting Allegation, Compliance Allegation, or Retaliatory Act, as set forth in Section B.1. above. Any such Report must be accompanied by the name of the person submitting the Report.

3. The Reports should be factual rather than speculative or conclusory and should contain as much specific information as possible to allow for proper assessment. In addition, all Reports should contain sufficient corroborating information to support the commencement of an investigation. For example, the names of individuals suspected of violations, the relevant facts of the violations, how the Complainant became aware of the violations, any steps previously taken by the Complainant, who may be harmed or affected by the violations, and, to the extent possible, an estimate of the misreporting or losses to the Company as a result of the violations.

4. The telephone hotline and website are managed by Unison, an outside, independent service provider and allow any employee or other interested party of the Company and its subsidiaries to make a Report. Employees are able to submit a Report on an anonymous and confidential basis and are not required to divulge their name.

5. The telephone hotline and website service provider will explain to each caller procedures for following up on the Report (including the caller's providing additional information at a later date).

C. Treatment of Reports Received by the General Counsel or Internal Auditor

1. The General Counsel or Internal Auditor should, upon receipt of a Report and when possible and appropriate, acknowledge receipt to the Complainant who submitted it.

2. All Reports sent to the General Counsel or the Internal Auditor must promptly undergo an initial review by the General Counsel or the Internal Auditor, as the case may be, who must:

- a. promptly forward to the Audit Committee any Report involving a senior official of the Company or having an actual or potential misreporting or loss to the Company that could have a material adverse effect on the Company's reputation or financial statements; and
- b. promptly determine whether to commence an investigation of all other Reports:
 - i. The General Counsel or the Internal Auditor may, in his or her reasonable discretion, determine not to commence an investigation if the Report contains only unspecified or broad allegations of wrongdoing without appropriate informational support or if the Report is not credible. This decision and the reasons for this decision shall be reported to the Audit Committee at its next ordinary meeting and shall, to the extent appropriate, be made known to the Complainant who submitted the Report. The Audit Committee may, however, not accept this decision, in which case it will determine whether the Audit Committee, the General Counsel, or the Internal Auditor will investigate the Report, taking into account the factors described in paragraph D.2.b. below; and
 - ii. If the General Counsel or the Internal Auditor determines that an investigation must be conducted, he or she will promptly commence the investigation. The General Counsel or the Internal Auditor shall also promptly investigate other Reports as requested by the Audit Committee. The General Counsel or the Internal Auditor shall report the findings of the investigations conducted pursuant to this Section to the Audit Committee in accordance with Section C.4.

3. The General Counsel or the Internal Auditor may consult with any member of management who is not the subject of the Accounting Allegation, Compliance Allegation, or Retaliatory Act included in the Report and who may have appropriate expertise to provide assistance in connection with the investigation of the Report. The General Counsel and the Internal Auditor may also engage independent accountants, counsel, or other experts to assist in the investigation of Reports and analysis of results, if necessary or appropriate.

4. The General Counsel and the Internal Auditor shall, at every Audit Committee's ordinary meeting, present a summary of all the Reports received by or forwarded to them (including those Reports that they decided did not warrant further investigation) and all the

material developments, findings, and conclusions of investigations since the previous meeting. The Audit Committee may or may not accept such findings and conclusions. The General Counsel and the Internal Auditor shall provide such additional information regarding any Report or investigation as may be requested by the Audit Committee.

5. The Internal Auditor shall coordinate with the General Counsel in connection with any investigation conducted by the Internal Auditor.

D. Treatment of Reports Received by, or Forwarded to, the Audit Committee

1. The Audit Committee should, upon receipt of a Report directly from a Complainant and when possible and appropriate, acknowledge, or direct the General Counsel, to acknowledge, receipt of the Report to the Complainant who submitted it.

2. All Reports received directly by the Audit Committee or pursuant to Section C.2.a. above must promptly undergo a review by the Audit Committee:

- a. The Audit Committee may, in its reasonable discretion, determine not to commence an investigation if a Report contains only unspecified or broad allegations of wrongdoing without appropriate informational support or the Report is not credible. This decision may, to the extent appropriate, be made known to the Complainant who submitted the Report.
- b. If the Audit Committee determines that an investigation should be conducted, the Audit Committee shall determine whether the Audit Committee, the General Counsel, the Internal Auditor, or another member of management should investigate the Report, taking into account, among other factors that are appropriate under the circumstances, the following:
 - i. Who is the alleged wrongdoer? If an executive officer, senior financial officer or other senior management member of the Company is alleged to have engaged in wrongdoing, that factor alone may weigh in favor of the Audit Committee conducting the investigation.
 - ii. How material is the misreporting or loss? The more material the misreporting or loss to the Company, the more appropriate it may be that the Audit Committee should conduct the investigation.
 - iii. How serious is the alleged wrongdoing? The more serious the alleged wrongdoing, the more appropriate that the Audit Committee should undertake the investigation. If the alleged wrongdoing would constitute a crime involving the integrity of the financial statements of the Company or would have a material adverse effect on the Company's reputation or financial statements, that factor may weigh in favor of the Audit Committee conducting the investigation.
 - iv. How credible is the allegation of wrongdoing? The more credible the allegation, the more appropriate that the Audit Committee should

undertake the investigation. In assessing credibility, the Audit Committee should consider all facts surrounding the allegation, including, but not limited to, whether similar allegations have been made in the press or by analysts.

3. If the Audit Committee determines that the General Counsel, Internal Auditor, or another member of management should investigate the Report, the Audit Committee will notify the General Counsel, Internal Auditor, or such member of management, as the case may be, of that conclusion. The General Counsel, Internal Auditor, or such member of management, as the case may be, shall thereafter promptly investigate the Report and shall report the results of the investigation to the Audit Committee in accordance with Section C.4. In the other cases, the Audit Committee shall promptly investigate the Report. In any event, the General Counsel shall participate in each such investigation, unless the General Counsel is a subject of such investigation.

4. The Audit Committee may consult with any member of management who is not the subject of the Accounting Allegation, Compliance Allegation, or Retaliatory Act included in the Report and who may have appropriate expertise to provide assistance. The Audit Committee may also engage independent accountants, counsel, or other experts to assist in the investigation of Reports and analysis of results.

E. Results of Investigation

1. Upon completion of the investigation of a Report:
 - a. the Audit Committee, the General Counsel, Internal Auditor, or such other member of management, as the case may be, will take, or will direct the taking of, such prompt and appropriate corrective action, if any, as in its/his/her judgment is deemed warranted, including, if applicable, referral for criminal prosecution; and
 - b. the telephone hotline and website service provider, the Audit Committee, the General Counsel or the Internal Auditor, as the case may be, may contact, to the extent appropriate, each Complainant who files a Report to inform him or her of the results of the investigation and what, if any, corrective action was taken.
2. Where alleged facts disclosed pursuant to this policy are not substantiated, the conclusions of the investigation may, to the extent appropriate, be made known to the Complainant who made the Report.
3. No action will be taken against any Complainant who makes a Report in good faith, even if the facts alleged are not confirmed by subsequent investigation. However, if, after investigation, a Report is found to be without substance and to have been made for malicious or frivolous reasons, the employees who made the Report could be subject to disciplinary action, up to, and including, termination of employment.

F. Communication to Employees and Other Interested Parties

1. The Company will disclose to employees in the Company's Code of Conduct that employees may, in their discretion, report to the Audit Committee, General Counsel, or Internal Auditor, openly or confidentially and/or anonymously, an Accounting Allegation, Compliance Allegation, or Retaliatory Act in the manner set forth in Sections B.1. and B.3. The Company will also publicly disclose that interested parties may report to the Audit Committee, General Counsel, or Internal Auditor an Accounting Allegation, Compliance Allegation, or Retaliatory Act in the manner set forth in Section B.2 and B.3.

G. Protection of Whistleblowers

1. Neither the Company, the Audit Committee nor any director, officer, employee, contractor, subcontractor, or agent of the Company will discharge, demote, suspend, threaten, harass or in any other manner discriminate or retaliate, directly or indirectly, against any person who, in good faith, makes a Report to or otherwise assists the Audit Committee, management, or any other person or group, including any governmental, regulatory, or law enforcement body, in investigating a Report. These prohibitions also apply to the Company's subsidiaries and affiliates whose financial information is included in the consolidated financial statements of the Company.

2. Unless necessary to conduct an adequate investigation or compelled by judicial or other legal process, neither the Company, the Audit Committee nor any director, officer or employee of the Company shall (i) reveal the identity of any person who makes a Report and asks that his or her identity remain confidential, or (ii) make any effort or tolerate any effort made by any other person or group to ascertain the identity of any person who makes a Report anonymously.

3. This policy is intended to create an environment where employees can act without fear of reprisal or retaliation. Any employee who is found to have engaged in retaliation against any employee who has exercised his or her rights under this policy or under applicable laws will be subject to appropriate remedial action, including possible termination. In addition, those individuals who violate applicable law may also be subject to civil and criminal penalties.

H. Records

The General Counsel shall maintain a log of all records relating to any Reports of Accounting Allegation, Compliance Allegation, or Retaliatory Act, tracking their receipt, investigation and resolution and the response to the person making the Report. The Company shall retain copies of the reports and the General Counsel's log for a period of seven years, unless notified by the General Counsel of an extended retention period.

Effective Date: May 27, 2020