

Win as One

Employees

Deliver a World-Class Employee Experience

Culture of Respect: Respect, inclusion, honesty, humility, service, and accountability govern our interactions with one another.

Pay-for-Performance Mindset: We offer market-driven pay, comprehensive benefit programs and a flexible work environment. We encourage employees at every level to take ownership of business outcomes by being accountable for their efforts to clients and one another. Performance matters. When the company does well, employees also do well.

Growth: We provide challenging and rewarding work and growth opportunities.

Clear Expectations: We provide feedback on a continuous basis as part of the regular process, not as an annual event.

Collaboration: We approach problem-solving with the mindset of "how can I help you succeed?" After healthy, data-driven debate, we align around the best ideas and are prepared to lead or to serve in a support role.

Shareholders

Maximize Financial Returns

Disciplined Stewardship: We are financially rigorous in operating the company, pursuing growth, and deploying capital; we make data-driven decisions, analyzing trends rather than single data-points or anecdotes.

Maximize Growth: We defend market share, use market intelligence and capture the value our solutions provide. We retain and grow existing client relationships, identifying opportunities to expand clients' use of DFIN products and services. We focus on profitable subscription solutions, compliance recurring offerings, and contracted revenue opportunities.

Governance: Our disciplined investment decisions are determined by those that provide the best long-term financial return, and we are willing to invest, cut losses, or double down. We constantly measure performance to deliver long-term value to investors.

Transparency: We communicate a clear, compelling, organization-wide strategy and measure and report against that plan.

Clients

Confidently Comply with Regulations

Market Leading Solutions: Our products, training and service surpass market expectations and feature cutting-edge data and technology security.

Solution Integration: Our solutions allow clients to work efficiently, collaborate seamlessly, and meet regulatory requirements confidently.

Domain Expertise: We understand regulatory requirements and clients' underlying business processes to advise on industry best practices that help clients get the most value from DFIN solutions.

Superior Service: Clients can count on an excellent service and support experience with predictable 24/7 support.

