



DOW JONES & COMPANY, INC.

Equal Employment Opportunity Policy

August 2, 2023

DOW JONES

Dow Jones & Company, Inc. is firmly committed to Equal Employment Opportunity (EEO) and to compliance with all Federal, State and local laws that prohibit employment discrimination on the basis of race, color, religion, sex, sexual orientation, gender identity or expression, pregnancy, age, national origin, disability status, genetic information, protected veteran status, or any other characteristic protected by law. The policy of equal employment opportunity (EEO) and anti-discrimination applies to all aspects of the relationship between Dow Jones & Company, Inc. and its employees, including: Recruitment, Employment, Promotion, Transfer, Training, Working conditions, Wages and salary administration, Employee benefits and application of policies.

As a government contractor, Dow Jones & Company, Inc. is also committed to taking affirmative action to hire and advance minorities and women as well as qualified individuals with disabilities and covered veterans. We invite employees who are disabled or protected veterans and who wish to be included under our Affirmative Action Program to self-identify as such with our HR Compliance Manager. The self-identification is strictly voluntary and confidential and will not result in retaliation of any sort.

Employees of and applicants to Dow Jones & Company, Inc. will not be subject to harassment, intimidation, threats, coercion, or discrimination because they have engaged or may engage in filing a complaint, assisting in a review, investigation, hearing or to have otherwise sought to obtain their legal rights related to any Federal, State or local law regarding EEO for qualified individuals with disabilities or qualified protected veterans.

As Head of Human Resources of Dow Jones & Company, Inc. I am committed to the principles of Affirmative Action and Equal Employment Opportunity.

In order to ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the company, I have selected Stephanie Tabares as the HR Compliance Manager for Dow Jones & Company, Inc. One of the HR Compliance Manager's duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of the company's programs.

In furtherance of Dow Jones & Company, Inc.'s policy regarding Affirmative Action and Equal Employment Opportunity, Dow Jones & Company, Inc. has developed a written Affirmative Action Program which sets forth the policies, practices and procedures which the company is committed to applying in order to ensure that its policy of non-discrimination and affirmative action for qualified individuals with disabilities and qualified protected veterans is available for inspection by any employee or applicant for employment request, between 9:00 AM – 5:00 PM at the Human Resources department.

**Any questions should be directed to me, Dianne DeSevo, Head of Human Resources
your supervisor, or Stephanie Tabares, HR Compliance Manager
[stephanie.tabares@dowjones.com]**