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2022

**ENVIRONMENTAL, SOCIAL
& GOVERNANCE REPORT**

Safe Harbor for Forward-looking Statements

The information covered by the report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, including statements regarding our goals, commitments, and strategies and related business and stakeholder impacts. These statements involve risks and uncertainties, and actual results may differ materially from any future results expressed or implied by the forward-looking statements, including any failure to meet stated goals and commitments and any failure to execute our strategies in the time frames expected or at all, including as a result of changing regulations and changes to our products, services, technologies, and the geographic regions in which we operate. Such forward-looking statements are subject to numerous assumptions, risks, and uncertainties that could cause actual results to differ materially from those described in those statements. These forward-looking statements are based on management's expectations or beliefs as of April 19, 2023 as well as those set forth in our Annual Report on Form 10-K filed by us on March 1, 2023 with the Securities and Exchange Commission ("SEC") and the other reports we file from time to time with the SEC. More information on risks, uncertainties, and other potential factors that could affect our business and performance is included in our filings with the SEC, including in the "Risk Factors" section of our most recently filed Form 10-K and Form 10-Q and subsequent filings. We undertake no obligation to revise or publicly release any updates to such statements based on future information or actual results.

All information in this report speaks as of October 5, 2023 and any redistribution or rebroadcast of this report after that date is not intended and will not be construed as updating or confirming such information.

Industry, Market, and Other Data

Certain information contained in this report concerning our industry and the markets in which we operate, including our general expectations and market position, market opportunity, and market size, is based on reports from various sources. Because this information involves a number of assumptions and limitations, you are cautioned not to give undue weight to such information. We have not independently verified market data and industry forecasts provided by any of these or any other third-party sources referred to in this report. In addition, projections, assumptions, and estimates of our future performance and the future performance of the industry in which we operate are necessarily subject to a high degree of uncertainty and risk due to a variety of factors. These and other factors could cause results to differ materially from those expressed in the estimates made by third parties and by us.

Results from Operations Excluding Divested Businesses

Unless otherwise specified, all financial data and operating metrics presented herein for Ziff Davis are presented giving effect to the February 2021 divestiture of the Voice assets in the United Kingdom, as well as the September 2021 sale of Ziff Davis' B2B Backup businesses, together (the "Divested Businesses"), and the separation of Consensus Cloud Solutions, Inc. ("Consensus") as described in the Form 10 filed by Consensus with the SEC, as if they had occurred prior to the periods presented.

Third Party Information

All third-party trademarks, including names, logos, and brands, referenced by the company in this report are property of their respective owners. All references to third-party trademarks are for identification purposes only and shall be considered nominative fair use under trademark law.

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Message from our CEO



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We are proud to share Ziff Davis' 2022 Environmental, Social & Governance (ESG) Report. This report details our actions and accomplishments across our Five Pillars of Purpose – the ESG issues around which we as a company center our efforts: Diversity, Equity, and Inclusion; Environmental Sustainability; Community; Data Privacy and Security; and Governance. As you'll see from our progress, we continue to embody our company mantra that "Doing is Greater than Talking."

We have worked extensively this past year to develop emissions reduction targets for all of our global operations, and have submitted those targets for validation to the Science Based Targets initiative. Our focus is on achieving near-term, tangible results as a result of our sustainability initiatives.

We've leveraged our platforms to help implement change in our communities, such as Humble Bundle raising over \$20 million with its Stand for Ukraine bundle, and Ookla providing its

services free of charge to organizations seeking to improve people's lives through internet accessibility.

Our employees enthusiastically participated in company programs, including our Global Mentorship Program and Employee Resource Groups. Additionally, we have maintained our commitment to leading data privacy and security standards and practices, as well as to our comprehensive corporate governance policies.

We are proud of our continued improvement and look forward to keeping you updated on our efforts and achievements. We once again thank all of our stakeholders for your support as we work together to make a positive societal impact.

Vivek Shah
Chief Executive Officer

Diversity, Equity & Inclusion

Reinforce our diverse workforce, reflect our diverse audiences, and expand upon our inclusive culture

Environmental Sustainability

Reduce our environmental footprint and continue helping customers and users reduce their footprint

Community

Support our employees worldwide and positively impact the communities around us

Data Privacy & Security

Protect our data and customer data, ensure our product security, and respect the data privacy rights of our users

Governance

Represent stockholders' best interests with our rigorous and transparent corporate governance structure

2022 Highlights

Environmental



We submitted our emissions reduction targets to the Science Based Targets initiative (SBTi) for validation.

Our operational square footage has decreased YoY by

20%

130

employees are Sustainability Council members.

Members meet monthly to ideate, collaborate, and innovate with the goal of reducing our environmental footprint.

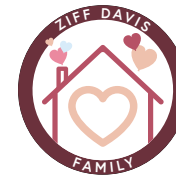
Human Capital Management

82%

of employees would recommend Ziff Davis as an employer.

We completed our second annual employee engagement survey with 72% of global employees participating and 82% saying they would recommend Ziff Davis as an employer.

We expanded the number of Employee Resource Groups (ERGs) to six with the addition of the Family ERG to provide a forum for working parents, caregivers, friends, and family members.



650+

Mentoring Relationships

Our Global Mentorship Program had over 650 mentoring relationships and was awarded one of Mentorloop's 2022 Most Impactful Mentoring Programs.

2022 Highlights

Community Engagement

\$20 million+

raised by Humble Bundle for humanitarian efforts to support Ukraine and several million more dollars were raised for global charities addressing education, food insecurity, mental health, climate change, and disaster relief.

\$200,000+

given in employee donations and Ziff Davis matches in 2022.



ESG Ratings

Our ratings reflect our ESG work and ongoing commitments.



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² Social data last updated July 6, 2022.

Materiality-based Approach to ESG

Overview

To guide our ESG initiatives, in 2021 Ziff Davis completed its first ESG materiality assessment. The assessment incorporated the perspectives of a range of key stakeholders and identified an initial list of 38 potential ESG topics. We then conducted a deeper analysis to prioritize these issues, starting with an assessment of a selection of highly rated ESG industry peers and clients as well as leading ESG investor rating agencies and institutional investors. This analysis resulted in nine non-financial topics that are the focus of our ESG program.

A key result of this process is the materiality matrix to the right, showing the non-financial topics that are most material to the business. These topics align to our Five Pillars of Purpose described on page 3 of this report. How we manage these topics and their impacts is discussed throughout this report.



KEY: ● SOCIAL ● GOVERNANCE ● ENVIRONMENTAL

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Making A Positive Social Impact

Ziff Davis is committed to fostering a work environment in which all people are valued and given equal opportunity and support to help them achieve their career goals. We embrace the business and societal imperative to have a diverse and inclusive organization, and we work to build a culture of diversity and representation within our company, our value chain, and our communities. As a leading digital media and internet company, we are committed to using our platforms and broad reach to combat systemic racism and inequality. Ziff Davis actively supports initiatives focused on developing our communities through financial donations, partnerships with local organizations, and employee volunteerism.

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CH1: Human Capital Management

Ziff Davis recognizes the importance of having engaged employees and helping employees achieve their career goals. Our Board of Directors has oversight of human capital management including our commitment to fair labor practices and supporting employees' personal development through training and education, providing equal opportunity, and fostering a diverse and inclusive workplace.

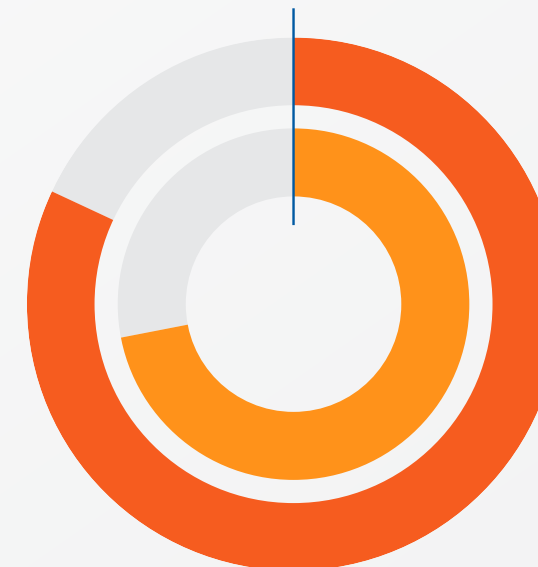
We completed our second annual global employee engagement survey in 2022, with 72% of our global employees participating, and strong representation across our geographic locations and business units. 82% of the respondents said they would recommend Ziff Davis as an employer, demonstrating positive employee engagement and attitudes toward the company's culture and environment. The results of the survey were shared with all employees and the employee feedback has informed planning for current and future initiatives.



Global Employee Engagement Survey in 2022:

72%

of global employees participated, with strong representation across our geographic locations and business units.



82%

of the respondents said they would recommend Ziff Davis as an employer.

Employment and Benefits

Ziff Davis provides equal employment opportunities to all qualified persons, as highlighted in our **Code of Business Conduct and Ethics**. We have an **Anti-Harassment Policy** and Complaint Procedure in compliance with all applicable federal, state, and local anti-discrimination and harassment laws and regulations. It is the policy of the company to recruit, hire, transfer, promote, and compensate employees based on qualifications, ability, and merit and without regard to race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, marital status, citizenship, genetic information, or any other characteristic protected by law.

We are committed to maintaining a safe and professional work environment for all employees, and our general employment and workplace safety policies for full-time employees are managed at the corporate level.

Our **Global Workplace Safety Policy** strictly prohibits any workplace violence, including threatening or abusive conduct by or against employees. We comply with all applicable laws and regulations governing workplace safety, including workers' compensation requirements.

Ziff Davis operates in the competitive digital media and internet sectors and we design our compensation programs to attract and retain talented employees. The Compensation Committee of the Board of Directors has responsibility for evaluating and making recommendations for compensation of executive officers, including equity awards, with the goal of motivating management to achieve the company's business objectives and align with the long-term interests of the company's stockholders. Bonus-eligible employees generally have bonuses based not on individual performance but on group financial performance.

We are committed to maintaining a safe and professional work environment for all employees.



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The management teams of our diversified brands have autonomy to design appropriate compensation and benefits programs to attract, retain, and develop employees in the best way for their business. We also tailor our benefits offerings to meet the needs of our individual business units around the world, with health insurance benefits for U.S.-based employees administered at the corporate level and for non-U.S. employees administered at the local level. Ziff Davis is proud of our benefit offerings and was honored to be recognized by Mogul as one of the top 100 companies with inclusive benefits.



Ziff Davis was honored to be recognized by Mogul as one of the top 100 companies with inclusive benefits.

The company offers comprehensive health insurance coverage with up to four choices in medical plans. In 2022, Ziff Davis paid 83% of health insurance premiums for covered U.S. employees. Our programs also include matching contributions in our Health Savings Accounts, low deductibles on both primary and mental health care, 100% free telemedicine services including mental health for employees who participate in select medical plans, and concierge support for employees' benefits-related questions.

In 2022, Ziff Davis introduced a new travel and lodging reimbursement benefit for employees in the U.S. who cannot access covered health care services in their area.



Ziff Davis paid

83%

of health insurance premiums for covered U.S. employees in 2022.

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Ziff Davis provides U.S. employees with additional company-paid insurance coverage, including short-term and long-term disability and group life insurance. In 2022, we improved our company-paid short-term disability coverage for U.S. employees to provide 100% of base pay for the first four weeks of disability.



The company has established an Employee Assistance Fund to help employees cope with unexpected financial hardships.

The company has established an Employee Assistance Fund (EAF) to help employees cope with unexpected financial hardships. The EAF was first launched in India and is now also open to employees in the U.S. and Canada. The EAF provides approved applicants with funds to help them recover more quickly from the impact of federally qualified natural disasters, as well as other disasters and personal hardships.

To support our employees as they plan and save for the future, Ziff Davis provides various financial savings programs including a robust Employee Stock Purchase Plan (ESPP) globally and a 401(k) retirement savings plan in the U.S.

The ESPP is offered to all full-time employees and to part-time employees who regularly work 20 hours per week for at least five months per year based in countries in which the company employs more than ten employees. More than 99% of our employees are eligible to participate in the ESPP. Eligible employees can purchase Ziff Davis stock at a discounted rate of 15% of the lower share price at the start or end of the offering period. As of 2022 year end, there were 1,132 employees enrolled in the program.

Employee Stock Purchase Plan (ESPP)

99%

of employees are eligible to participate in the ESPP.

Stock offered at a discounted rate of

15%

of the lower share price at the start or end of the offering period.

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Ziff Davis' Wellness Your Way program offered U.S.-based employees a choice of multiple wellness programs in 2022, including free memberships to Calm, Noom, and Gympass, as well as a wide variety of free wellness webinars, activities, and challenges. We offer a Fitness Membership Reimbursement program in some segments of the company, which provides up to a \$300 reimbursement per calendar year to employees.

All full-time Ziff Davis employees worldwide have access to generous parental leave policies. The policies include 16 weeks of paid parental leave to parents who give birth, and 10 weeks of paid parental leave for all other expecting parents (via birth, adoption, or foster placement). In the U.S., we partner with Maven to provide employees who are expecting or planning a family with around-the-clock support at every stage of the family planning journey. Maven's services include sending breast milk home to the employee's baby when traveling for work or letting them carry it easily and safely with free breast milk shipping through Maven Milk.



Our Flexible Time Off policy enables all full-time and part-time employees to take time off without designating how it is used.

Ziff Davis encourages our employees to take time off based on their individual needs, through a combination of paid vacation days, sick time, and personal days. Our Flexible Time Off policy enables all full-time and part-time employees to take time off without designating how their time will be used. This benefit is available to all eligible employees based in select countries. We also have a Volunteer Time Off policy discussed in [Chapter 2](#).



Wellness Your Way Program

Up to

\$300

reimbursement per calendar year to employees for fitness membership.

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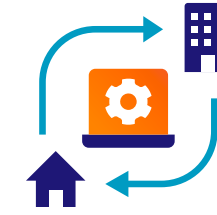
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Following the successful shift to remote work during the COVID-19 pandemic, many Ziff Davis employees have the flexibility to Work From Anywhere and we strive to be “location neutral” for both current employees and new hires. With manager approval, any role can be located almost anywhere, and Ziff Davis does not adjust salaries if an employee relocates to a new location.



Many Ziff Davis employees have the flexibility to Work From Anywhere.



Training and Education

Ziff Davis recognizes the need to develop and maintain a talented and engaged workforce to power our future growth and innovation. We are committed to providing training and educational opportunities to help employees develop skills and leadership abilities to advance within the company and achieve personal career goals.

To provide employees with greater opportunities for advancement within Ziff Davis, we have a Global Internal Mobility Program which enables employees to apply and be considered first for positions across the Ziff Davis family of brands. This global program came about based on feedback from our annual employee engagement survey and has been an

important tool to retain and attract employees. Hiring managers are trained on the philosophy and process of this initiative, including expanding our internal job board and continuing to review internal candidates first when roles open anywhere in the company.

In the same way that our business units have autonomy in setting appropriate compensation and benefits programs to meet their varied needs, Ziff Davis allows our divisions to have autonomy in their performance appraisal processes. In 2022, 77% of employees received annual reviews, based on management estimates.



77%

of employees received annual reviews.

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Ziff Davis provides employees with a wide range of training and leadership development programs. Additional training and leadership development programs are offered at our individual business units.

In 2022, Ziff Davis launched our Global Mentorship Program, a one-to-one program that allows employees to partner with more experienced colleagues on setting goals and collaborate to help the employee achieve their goals. In 2022, 582 employees participated in the program and 662 mentoring relationships were created.

Global Mentorship Program Award

Ziff Davis' Global Mentorship Program received a 2022 Most Impactful Mentoring Program award from Mentorloop.



582

employees participated.

662

mentoring relationships were created.

Developing Leadership Skills at Ziff Davis

- ✓ **Everyday Health Group** offers Manager Toolkit Training, Laser Coaching for Managers, and Executive Coaching.
- ✓ **Humble Bundle** offers the 9 Box Performance Management tool, used twice annually to identify leadership potential and inform succession planning.
- ✓ **Ookla** offers annual manager training on Coaching Through Conflict, Leading Through Challenging Times, and Sharing Responsibility in Career Development.
- ✓ **Ziff Technology Group** offers Inclusive Leadership and Behavioral Interviewing Competency Training to hiring managers.



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Diversity, Equity, and Inclusion

Ziff Davis is committed to having a diverse and inclusive workforce and this commitment is a priority for the company’s Board of Directors and the Board’s Environmental, Social and Governance Committee. Management regularly reports on diversity, equity, and inclusion (DEI) metrics and the Board of Directors regularly reviews DEI performance and progress. We have instituted best practices around DEI accountability by tying incentives to DEI goals for our corporate leadership team. This aspect of the bonus plan includes a hiring, retention, and leadership component that is based on the achievement of DEI targets.



Our DEI Council is made up of a diverse group of employees that develops recommendations for the company.

“Doing is Greater Than Talking” is the call to action that unites our DEI strategy and programs, which are driven by the input and participation of our employees. Our DEI Council, made up of a diverse group of 20 employees, develops recommendations for the company across employee recruiting, mentorship, and advancement.

Ziff Davis has six Employee Resource Groups (ERGs) aimed at increasing opportunities for networking, learning and development, and providing access to senior leadership for these identity groups. The ERGs are also focused on increasing awareness among our employees of DEI initiatives through observances, event sponsorships, and volunteering opportunities in our communities.

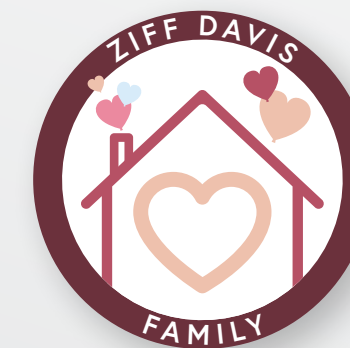
Employee Resource Groups



Black @ ZD



Prism (2SLGBTQIA+)



The Family ERG was launched in 2022 as a forum to share experiences and resources for working parents, caregivers, friends, and family members at Ziff Davis who are involved in any way with caregiving and family life.



Asian ERG



Mezcla (Hispanic and Latinx/é)



Elevate Women+

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The ERGs are led by employee volunteers under mentorship by executive sponsors and oversight from our Global DEI and Human Resources Programs team. Each ERG receives ad space to donate to charities aligned with their goals, which are discussed in [Chapter 2](#). In 2022, approximately \$2.5 million in ad space was pledged.

Ziff Davis is committed to providing our employees with resources and training to help them champion DEI. In addition to mandatory annual training on anti-harassment/anti-discrimination and the Code of Business Conduct and Ethics, all employees participate in required training on both Diversity & Inclusion and Managing Bias. We also provide learning resources centered around prominent cultural milestones and celebrations, including Juneteenth, Black History Month, and 2SLGBTQIA+ Pride Month.



In 2022, approximately \$2.5 million in ad space was pledged via our ERGs to charities aligned with their goals.

Ziff Davis has implemented several programs to meet our commitment to increasing racial diversity across our workforce. Ziff Davis doubles the referral bonus paid to employees when we hire a person of color they recommend. We partner with organizations such as the Professional Diversity Network to proactively seek talent from a variety of backgrounds and identities. In 2022, Ziff Davis and the Black@ZD ERG were sponsors of AFROTECH, the largest Black professional conference for the tech and internet sectors.



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We also post on job boards with diverse organizations including the National Association of Hispanic Journalists, National Association of Black Journalists, the Asian American Journalists Association, the Native American Journalists Association, the Association of LGBTQ Journalists (NLGJA), the South Asian Journalists Association (SAJA), and Writers of Color. Ziff Davis committed \$1 million to hiring freelancers who are people of color, with the full budget activated by the end of 2022 through our IGN and Ziff Technology Group businesses.

Ziff Davis offers internship programs in our local communities to attract a diverse range of candidates and develop an inclusive talent pipeline. In 2022, we launched a summer internship program with the City University of New York (CUNY) Craig Newmark Graduate School of Journalism, and 60% of the program participants transitioned into positions at the company.

We are committed to transparency on this important topic and publish an annual standalone Diversity, Equity & Inclusion Report available on our website.

Diversity Commitment:

\$1 million

went to hiring freelancers who are people of color.



Best Place to Work for LGBTQ+ Employees

In 2022, Ziff Davis earned a 100% score on the Human Rights Campaign Foundation's annual Corporate Equality Index and was named one of the "Best Places to Work for LGBTQ+ Equality."



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Ziff Davis takes action to combat racism and discrimination in the many communities we serve through our digital media and internet platforms and by supporting organizations in our local communities. We promote racial equity and anti-discrimination initiatives through donations of ad space on our platforms and partnerships with organizations working to increase DEI in the digital media and internet sector. We also support organizations focused on developing our local communities through financial donations, partnerships, and employee volunteerism.



Helping Our Communities

\$200,000+

given in employee donations and Ziff Davis matches in 2022.

1,300

hours were volunteered by employees in 2022.

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Racial Equity and Anti-Discrimination Initiatives

Ziff Davis' **Code of Business Conduct and Ethics** expresses our commitment to stand against all discrimination, including on the basis of race and sexual orientation. We are committed to supporting racial equity and promoting our DEI values through our platforms and in our local communities through financial and technological contributions.

Proud Member of the Business Coalition for the Equality Act

Ziff Davis is a member of the Business Coalition for the Equality Act, a coalition of more than 500 U.S.-based companies organized by the Human Rights Campaign (HRC) to support the passage of federal legislation that would provide the same basic protections to 2SLGBTQIA+ people as are provided to other protected groups under federal law.



Among our initiatives in 2022 were:

Ziff Davis joined Don't Ban Equality, a group of companies who advocate for unrestricted access to comprehensive reproductive care.

Don't Ban Equality.

Ziff Davis demonstrated our support for equal rights and protections for 2SLGBTQIA+ people by becoming a signatory to the Human Rights Campaign's (HRC) Business Statement on Anti-LGBTQ State Legislation and its Respect for Marriage Act Letter to the U.S. Senate.



Ziff Davis CEO Vivek Shah joined CEOs for Gun Safety, a coalition of CEOs who believe gun violence in the U.S. is not inevitable and are urging elected officials to help prevent it.

CEOs for Gun Safety

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Group Black Partnership

In 2022, we formed a strategic partnership with Group Black, a first-of-its-kind media collective and accelerator with a mission to transform the face of media ownership and investment. The company is building one of the largest collectives of Black-owned media and diverse creators. We work together with Group Black to promote diverse voices and support Black-owned businesses across the media and advertising industry. As part of this partnership, Ziff Davis CEO Vivek Shah joined the Group Black board.

In addition to investing in Group Black, our partnership has created “Group Black Amplify,” through which Ziff Davis and Group Black will collaborate to create, amplify, and monetize content across our media brands. The partnership funds and provides new exposure for Group Black’s collective of Black-owned content creators on our editorial platforms and provides advertising inventory to Group Black to help support the deployment of advertising investments from Group Black’s brand and advertising partners.



As part of this partnership, Ziff Davis CEO Vivek Shah joined the Group Black board.

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Support Through Philanthropy and Platforms

Ziff Davis businesses and Employee Resource Groups (ERGs) have innovative programs to support charitable organizations and nonprofits focused on important issues affecting our communities, including education, food insecurity, health, and the environment. In addition to financial support, we use our digital media and internet platforms to provide valuable resources and tools to help individuals and organizations improve the lives of vulnerable people.

Humble Bundle, a digital storefront with game, software, and book content, donates a portion of proceeds from a majority of its transactions to charitable organizations. Since the brand's founding in 2010, more than 30,000 charities have received over \$240 million. Last year, Humble Bundle helped raise more than \$33 million in support of over 10,000 charities championing diverse causes ranging from climate change, health, and education to anti-discrimination, disaster relief, and racial equity. Among the impacts of these campaigns in 2022 were:

- **18,000+ people received clean water**
- **75 schools enhanced with mental health education**
- **5 million+ meals provided**
- **533,000 trees planted**
- **890+ tons of medical supplies delivered**
- **31,500 LGBTQ+ crisis center contacts supported**
- **53,200+ students assisted with access to educational resources**



Humble Bundle raised over \$20 million with its Stand With Ukraine bundle. The proceeds supported humanitarian efforts in Ukraine and Europe through the organizations Razom for Ukraine, International Rescue Committee, International Medical Corps, and Direct Relief. In addition, Ziff Davis donated to UNICEF and DataArt to support humanitarian efforts in Ukraine, and Moz Group helped Ukrainian consultants evacuate to Poland and raised funds for financial support. These support efforts aided more than four million Ukrainians.

BLACK GAME DEVELOPER FUND

In 2020, Humble Bundle launched its Black Game Developer Fund, which provides a \$1 million investment each year to elevate diverse voices in the game industry and provide guidance and support to Black game creators. In 2022, Humble funded 13 new projects, bringing the total to over 30 projects since the launch of the Fund. Moreover, Humble will soon be publishing a video game created by one of the first participants.

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Everyday Health Group had several social good-focused campaigns and awards in 2022. **BabyCenter**, part of Everyday Health Group Pregnancy & Parenting, launched its #WeSeeYou campaign to raise awareness of maternal mental health and provide resources for moms struggling with postpartum depression and anxiety. The global campaign kicked off in advance of Maternal Mental Health Month in May. The #WeSeeYou initiative was available with localized content and messaging in five languages to support moms across nine sites (Australia, Brazil, Canada, Germany, India, Latin America, UK, U.S., and Saudi Arabia). The campaign included social media posts, targeted emails, and BabyCenter community posts to reach millions of pregnant women and new moms worldwide.



The #WeSeeYou campaign was named a Shorty Impact Awards finalist in the Mental Health category.

Two Everyday Health Group businesses, **Migraine Again** and **bpHope**, have been recognized with a total of 11 Digital Health Awards across content, email, social, and video this year. The awards included coverage of abortion, the gut microbiome, supplements, melanoma, mental health, migraines, and eco-anxiety.

Ookla, a global leader in network intelligence and connectivity insights, provides its services free of charge through the Ookla for Good initiative to organizations around the world that are seeking to improve people's lives through internet accessibility. Among the organizations that Ookla for Good has partnered with are the Inter-American Development Bank, World Bank, International Monetary Fund, United Nations Development Programme, Organisation for Economic Co-operation and Development, University of California at Santa Barbara, Data Science Institute at the University of Chicago, Mapbox, and University of Oxford.

Ziff Davis partners on a program to help bridge the digital divide with internet service provider Starry, Inc. and technology nonprofit Human-I-T. Through this partnership, Ziff Davis donates gently used devices to Human-I-T for refurbishing, ranging from laptops and monitors to TVs and printers. In 2022, Ziff Davis donated over 250 computers that were no longer in use, which contributed to our e-waste reduction discussed in [Chapter 5](#). Starry provides these devices to subscribers signed up through their Starry Connect program, which works to bridge the digital divide by providing ultra-low-cost, high-quality broadband for public and affordable housing residents in New York City, Los Angeles, Washington, D.C., Denver, Boston, and Columbus, OH.

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Taking Action Through Volunteerism

Ziff Davis and our employees are committed to having a positive impact on the communities where we live and work by volunteering with local organizations making a difference. We have a Volunteer Time Off policy in which full-time employees are given 16 hours of paid time off annually and part-time employees are given eight hours to volunteer with organizations of their choice.

Through the Ziff Davis Cares program, we enable employees to organize their own events and sign up for others — virtual or in-person — to volunteer on their own or with their colleagues. This global program helps amplify events and streamline sign-ups for volunteering initiatives, many of which have been present within some of our business units for years. The program also raises awareness of opportunities for employees to donate their time and talents to organizations that help our local communities.

The Ziff Davis Cares program also enables charitable giving, including an employee matching gift program and the “Dollars for Doers” program, which gives employees donation dollars for every hour they volunteer their time.

16 hours

given to each full-time employee annually for volunteer work.



Ziff Davis

2ND ANNUAL
PURPOSE SUMMIT

In November, Ziff Davis held its 2nd Annual Purpose Summit, a virtual event for employees to learn more about opportunities to get involved with organizations effecting positive change in our communities. Among the topics discussed were Conscious Capitalism, Making an Impact Through Volunteering, and Creating Purposeful Content.

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Examples of charitable activities include:

Castle Connolly team members spent a day at the Afya Foundation sorting and shipping over 1,000 pounds of medical supplies, most of which were sent to aid Puerto Rico in the aftermath of Hurricane Fiona. Many other Castle Connolly team members volunteered with Project Smile AZ to create cards for communities in need of a lift.

Health eCareers employees in Denver and from around the country assembled bikes for Precious Child of Colorado's giveSPORTS Program.

Ookla team members in two locations volunteered in their communities. Ookla employees in Seattle volunteered at the Ballard Food Bank to help pack food bags, stock shelves, and sort donated items to help provide vulnerable neighbors with food security. Ookla employees in Memphis volunteered at the Memphis Union Mission to help serve the less fortunate and also volunteered at the University of Memphis-FedEx Institute of Technology to hold a technology contest, the inaugural U-Mazing Tech Race, for students in grades 6-12.

Employees in Austin, Texas from **Ziff Technology Group** and **Spiceworks** volunteered to help build homes for families in need with the Austin chapter of Habitat for Humanity.

Castle Connolly team members sorted and shipped over

1,000 pounds

of medical supplies to aid Puerto Rico in the aftermath of Hurricane Fiona.



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Ad space donations

In 2022, approximately \$2.5 million in ad space was pledged via our Employee Resource Groups to nonprofit organizations aligned with their mission. Recipient organizations include Stop AAPI Hate, The Trevor Project, NAACP and Sandy Hook Promise, a nonprofit organization supporting programs and policies to prevent individuals from committing gun violence.

NAACP

NAACP
\$50K & BEYOND
STUDENT LOAN CANCELLATION
CAMPAIGN

NAACP is calling for \$50,000 in student loan forgiveness for qualifying loan holders because student loan forbearance is not enough during this unprecedented COVID19 crisis. Take action to urge The Biden Administration to cancel student debt so relief reaches the lowest income, most vulnerable borrowers.

TAKE ACTION

#MeMinusStudentDebt

INSPIRE INITIATIVES
SCHOLARSHIP
OPPORTUNITIES

Funding available for exceptional students interested in STEM, Marketing, Communications, Art, and more!

APPLY: APRIL 11-MAY 20, 2022

* Scholarships available for high school seniors, current college students, and grad students.

NAACP.ORG/SCHOLARSHIPS

THE TREVOR PROJECT

Help prevent suicide in your everyday life and explore diverse LGBTQ identities. **LEARN MORE →**

THE TREVOR PROJECT

Help prevent suicide in your everyday life and explore diverse LGBTQ identities.

LEARN MORE →

THE TREVOR PROJECT

Know the Signs. Save Lives.

Bullying — especially if targeted towards differences in race, religion, gender or sexual orientation — can be a sign of potential violence.

Sandy Hook PROMISE | www.sandyhookpromise.org /warningsigns

Know the Signs. Save Lives.

Bullying — especially if targeted towards differences in race, religion, gender or sexual orientation — can be a sign of potential violence.

Sandy Hook PROMISE

Learn More

STOP AAPI HATE

If you see or experience a hate incident, report it at **stopaapihate.org**

@StopAAPIHate

Ad space donated by Ziff Davis

Ensuring a Culture of Ethics

Ziff Davis maintains accountability to all stakeholders and creates long-term value for our stockholders through responsible corporate governance practices and management of enterprise risks. Our risk management programs are focused on ensuring that we operate our business, including our supply chain, with strong principles of ethics and integrity. As a leading digital media and internet company, we maintain high standards of data privacy and security to protect the data of our readers and customers. Our corporate governance structure, policies, and procedures are designed to promote transparency, proper oversight, and compliance with all applicable laws and regulations.

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The company’s long-term strategies and enterprise risk management processes are overseen by the Board of Directors, both as a whole and at the committee level. The Board regularly reviews information regarding Ziff Davis’ operations, financial performance, and liquidity, including risks associated with each. Beginning in early 2020, the Board was involved in overseeing the company’s response to the COVID-19 pandemic and remains focused on managing potential impacts of the pandemic on employee health and well-being, as well as business continuity and resilience.

The entire Board of Directors is regularly informed about enterprise risks and assigns each committee responsibility for evaluating certain risks and overseeing their management. More information on the role of the Board and its committees is available in [Chapter 4](#).

The **Audit Committee** oversees the process by which senior management and the relevant departments assess and manage the company’s exposure to, and management of, financial risks. The Audit Committee also has oversight of Ziff Davis’ organization-wide approach to identifying and mitigating data security and privacy risks, including operational measures the Information Security team has in place to monitor and respond to cyberattacks.

The **Compensation Committee** oversees the management of risks relating to the company’s executive compensation strategy and plans.

The **Environmental, Social and Governance Committee** oversees the management of risks associated with governance issues including the independence of the Board of Directors and potential conflicts of interest. This committee also oversees the company’s management of environmental risks such as potential impacts from climate change, which is described in detail in [Chapter 5](#).



CH3: Risk Management

Risk Management Processes

Ziff Davis Corporate Audit Services (CAS) provides risk-based and objective assurance, advice, and insight across all Ziff Davis business units. CAS reports to the Audit Committee of the Board and is responsible for providing independent assessments to the committee, management, and outside parties on the adequacy and effectiveness of governance, risk management, and control processes for Ziff Davis. CAS is staffed by a team of auditors from across the organization with deep experience in information technology, data privacy, finance, and operations.

Business Continuity

Ziff Davis maintains a comprehensive internal Information Security Policy that details company-wide requirements for business continuity, including backup and recovery of information systems and data. All business units are required to comply with the policy. However, because of the diverse nature of our companies and the products they offer, the policy identifies the necessary components of business continuity measures but not the specifics of how each business unit should fulfill this requirement.

The majority of the company's product infrastructure is supported by cloud platforms like AWS and Google Cloud, which perform regular backups, snapshots of environment images, and multi-region hosting to ensure compliance. In physical environments, we use more traditional methods such as tape backups and offsite storage. Ziff Davis verifies compliance with the Information Security Policy through regular reviews by CAS and our Information Security team.

Among the assessments that CAS performs are:

- ✓ Whether risks relating to the achievement of the company's strategic objectives are appropriately identified and managed;
- ✓ Whether the actions of the company's officers, directors, employees, and contractors are in compliance with Ziff Davis' policies and all applicable laws, regulations, and governance standards;
- ✓ Whether the company's established processes and systems are enabling compliance with Ziff Davis' policies, procedures, and applicable laws and regulations; and
- ✓ Whether the company's resources and assets are acquired economically, used efficiently, and protected adequately.



CH3: Risk Management

Customer Privacy

Protecting the privacy and security of customer data is fundamental to maintaining the trust of our readers, subscribers, clients, suppliers, and employees. Ziff Davis is committed to implementing leading data privacy and security standards and practices. We accomplish this through comprehensive governance measures, corporate policies, and operating procedures. The Audit Committee of the Board provides oversight of customer privacy matters.



Our policies and practices are based on the core principles of “privacy by default” and “privacy by design.”

Ziff Davis has data protection policies for all relevant business lines/subsidiaries. We have a corporate **Privacy Policy** and each business unit builds on it with a **separate privacy policy** with clear terms regarding data collection, use, retention, and sharing. Our policies and practices are based on the core principles of “privacy by default” and “privacy by design,”

and we conduct privacy impact assessments for major new products, services, and other offerings as needed prior to public launch. All business units have tailored their privacy policies to their specific needs and all cover data protection requirements.

When we rely on consent as the legal basis for data collection, our privacy policies ensure that user consent is affirmative, specific, informed, and freely given, and that user consent can be withdrawn at any time. Our policies provide all users, regardless of location, with subject access rights and controls to allow them to manage their data and exercise their subject access rights. We notify data subjects as legally required in cases of data sharing. We are committed to notifying data subjects in a timely manner if there is a material adverse change in our privacy policies or practices, and we notify data subjects of data breaches as required by law. Our services are not intended for use by children, especially those under the age of 13, and we seek to avoid the processing of personal data of minors including prohibiting purchases by minors under the age of 18.



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We leverage organization-wide tools to help document our data flows and manage the subject access rights to our data. We also use these tools to help regularly review our data collection and processing activities to ensure data is collected lawfully and transparently. Access controls are also used to protect personal and sensitive data.

Our Code of Business Conduct and Ethics and privacy policies are designed to comply with all applicable laws and regulations concerning the use and protection of customer information. These include the European Union's General Data Protection Regulation and the California Consumer Privacy Act.



We comply with the European Union's General Data Protection Regulation and the California Consumer Privacy Act.

Ziff Davis and our businesses receive requests for information on users from time to time, and we evaluate these requests and respond to valid requests when legally required to do so, or when the user has consented. We are not aware of any countries where our core products or services are available and subject to government-required monitoring, blocking, content filtering, or censoring, and we are not aware of any government requests to remove content. In 2022, we did not have any material financial loss as a result of payment of claims in legal proceedings related to user data privacy, nor were we fined by a court of competent jurisdiction for breach of any protective measures surrounding user data privacy.



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Data Security

Data security and cybersecurity are top priorities for Ziff Davis given an increase in cybersecurity threats, phishing attacks, and other targeted attacks on information technology (IT) systems. Our Board is briefed regularly on cybersecurity risks. Under our Board’s oversight we implement cybersecurity risk management measures, including the use of outside vendors. Ziff Davis’ [Information and Data Security Practices](#) apply to the entire company, including all business units and subsidiaries.



We perform internal and external audits of information security standards at least annually.

Data security and cybersecurity programs at Ziff Davis are implemented by our external Data Protection Officer, Chief Technology Officer, Chief Information Security Officer, Chief Auditor, General Counsel, Chief Financial Officer, Chief Accounting Officer, and senior management, with oversight from the Audit Committee of the Board. Regular updates on information security are presented to the Audit Committee, and

our Legal team and Information Security team regularly update business executives on new privacy regulations, policy, and procedure changes and requirements.

We maintain an information security program that is aligned with the National Institute of Standards and Technology (NIST) framework and standards as well as applicable industry regulatory requirements. The company’s Information Security Policy applies to all our businesses/subsidiaries. It is authored and implemented by our Information Security team, which conducts tabletop exercises, random “phishing tests,” and other organization-wide measures to regularly monitor core systems, sites, and applications for potential vulnerabilities. We perform internal and external audits of information security standards at least annually, and our policies and program are continuously reviewed and strengthened as necessary to ensure responsiveness to, and protection against, actual and emerging threats. In 2022, our IT systems did not experience performance issues or service disruptions that materially impacted our business as a whole.

Our Board is briefed regularly on cybersecurity risks.

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We encourage responsible reporting of vulnerabilities that may be found in our sites or our applications, and we review such reports and respond as appropriate. If a data security incident does arise, we implement our Information Security Incident Response Plan, which operates under the principles of timely detection, management, and response. We notify applicable regulators and any affected data subjects as required by applicable law. Ziff Davis businesses use hosting facilities that are SSAE16 SOC 2 certified.

Ziff Davis carries cybersecurity insurance as a precaution, but in the past three years we have not incurred any expenses material to the company as a whole in connection with a data security incident or incurred any payments from penalties in connection with a data security incident. To protect Ziff Davis and our customers, we do not broadly disclose specifics regarding cybersecurity threats other than in instances where we are legally required to do so.

Ziff Davis conducts mandatory annual training on data protection, global privacy, and security awareness for employees and contractors, and employees and contractors must acknowledge compliance with the Information Security Policy and Information Security Response Plan every year. We also conduct vendor security reviews and require key vendors to implement data security standards that meet or exceed our own.

To enhance payment account data security, certain of our businesses comply with Payment Card Industry (PCI) data security standards. Certain of our business units and sites are also TrustArc certified.



Ziff Davis conducts mandatory annual training on data protection, global privacy, and security awareness.

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Responsible Supply Chains

Ziff Davis is committed to maintaining high standards of ethical and sustainable business practices throughout all aspects of our supply chain. We take a proactive approach to vendor selection and onboarding to identify partners, vendors, and suppliers who support our values and practices. To manage a responsible supply chain, we also implement a process to assess supply chain risks and to mitigate any potential supply chain disruptions.



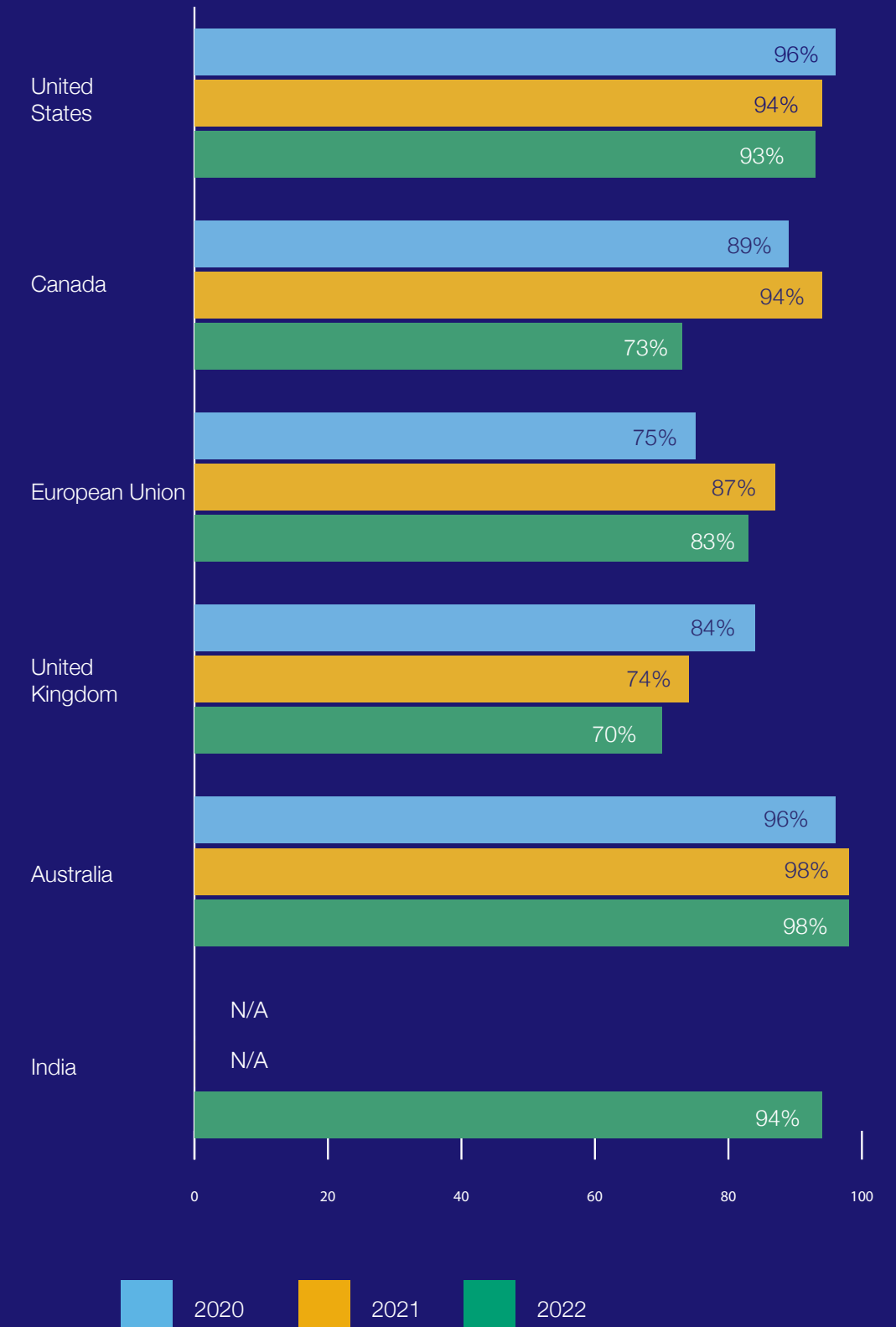
We implement a process to assess supply chain risks and mitigate any potential supply chain disruptions.

We ask certain partners, vendors, and suppliers that we do business with to comply with our [Vendor Policy](#) and [Code of Business Conduct and Ethics](#), which both detail the employment practices we expect them to follow including anti-discrimination, health and safety standards, human rights, and rights to collective bargaining and organization. Our policies also require vendors to comply with all applicable laws and regulations where we do business, including those related to data security and customer privacy.

Ziff Davis seeks to engage minority-owned vendors and suppliers in the U.S. where possible and to procure products and services from local companies in the communities where we operate whenever possible.

* Based on vendor data. Excludes countries with less than \$1 million in overall supplier spend. 2022 data includes all supplier spend while prior year data only included tech spend, which is a majority of our overall supply chain spend. Data for India was added in 2022 and prior year data is not available.

Proportion of Spend on Local Suppliers, by Region*



CH4: Corporate Governance

Ziff Davis operates our business with high standards of ethics and integrity and complies with all applicable laws and regulations including those covering anti-corruption, anti-bribery, antitrust, and human rights. The corporate governance policies and structures in place for our Board of Directors and management team promote accountability and provide transparency for our stakeholders.



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Social data last updated July 6, 2022.

Bringing Diverse Perspectives

1/3

of Board Directors are women.

1/3

of Board Directors are people of color.

CH4: Corporate Governance

Governance Oversight

Our Board of Directors has adopted **Corporate Governance Principles** that provide guidelines governing the qualifications, conduct, and oversight roles of the Board and its committees. The Corporate Governance Principles, which are consistent with the requirements of Nasdaq and the U.S. Securities and Exchange Commission, address governance and oversight issues including:

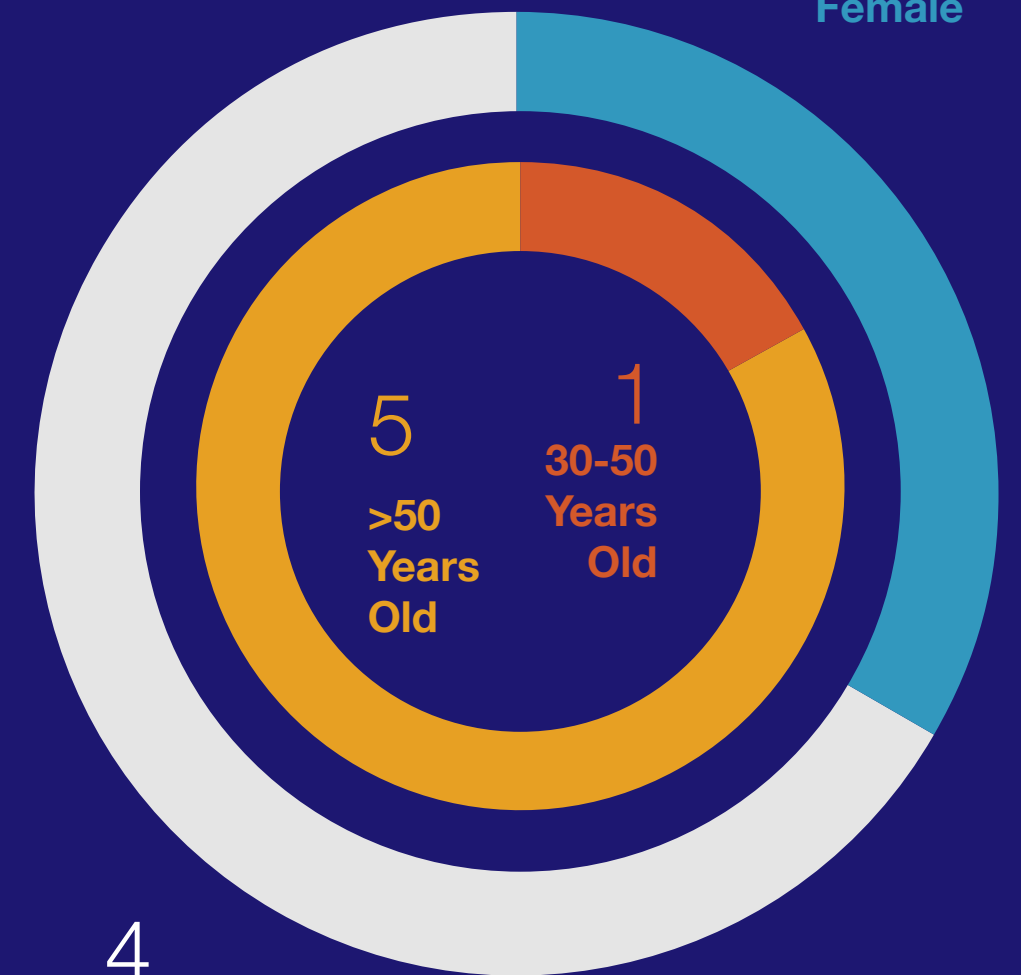
- **The independence and other qualifications of Board and committee members**
- **The functions of the Board with respect to oversight of the company**
- **The organization and function of the Board committees**
- **The selection, evaluation, and approval of compensation of the company's executive officers**
- **The authority of the Board and committees to engage outside advisors**

The Corporate Governance Principles highlight Ziff Davis' commitment to having a diverse Board of Directors taking into consideration numerous factors including gender, race, age, knowledge, experience, and geography. Our current Board of Directors has six members including two women and two who identify as people of color. Our directors also bring a diversity of thought and experience to their roles, based on their extensive backgrounds in executive leadership, corporate strategy, venture capital, finance, media, and technology.

2022 Board Diversity

6 Board Members

2 Female



Average Board Tenure:

5.5 YEARS

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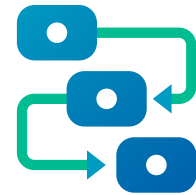
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Our corporate governance policies and practices include annual election and majority voting for directors; limits for our directors in serving on other public company boards; annual self-assessments of the Board and its committees; and proxy access and stock ownership guidelines for all directors and named executive officers.

Ziff Davis separates the roles of Board Chair and Chief Executive Officer to align the Board Chair role with our independent directors and in recognition of the different responsibilities fulfilled by the Chief Executive Officer and the Board Chair. In 2022, Ziff Davis named Sarah Fay as the new Chair of the Board of Directors.



Ziff Davis separates the roles of Board Chair and Chief Executive Officer.

The Chief Executive Officer is responsible for setting the strategic direction for Ziff Davis and for the day-to-day leadership and performance of Ziff Davis, while the Board Chair provides guidance to the Chief Executive Officer and sets the agenda for, and presides over, meetings of the Board of Directors.

Our corporate governance policies and practices include annual election and majority voting for directors.

Our Board of Directors includes three standing committees:

- **the Audit Committee**
- **the Compensation Committee**
- **the Environmental, Social and Governance Committee**

The membership of these standing committees is composed entirely of independent directors.

The Audit Committee is responsible for assisting the Board in its oversight of the integrity of the company's financial statements, including Corporate Audit Services and evaluating the independence of the company's outside auditors. The committee discusses with the General Counsel significant legal, compliance, and regulatory requirements. The committee is also responsible for reviewing the company's policies and processes with respect to risk management. This includes assessing enterprise risks such as major financial risk exposures and reviewing the steps management has taken to monitor and control these risks. The committee has oversight for privacy and data security matters.

The Compensation Committee is responsible for setting the company's compensation philosophy and strategy, and overseeing compensation programs for executive officers and directors, including incentive compensation and equity-based plans. The committee engages with stockholders and third-party compensation advisors to ensure that Ziff Davis' compensation philosophy is consistent with the company's strategic goals and is properly implemented.

The Environmental, Social and Governance Committee has direct oversight of the company's policies, procedures, reporting, and disclosure supporting Ziff Davis' environmental, social, and governance initiatives, including the company's commitments to diversity, equity, inclusion, and environmental sustainability. The committee reviews and evaluates ESG plans and practices, oversees the development and use of future ESG metrics, and reviews ESG reports. As the highest governing body that oversees ESG issues within the company, the committee receives updates and information on ESG issues at least quarterly from the Head of Sustainability. Environmental and social programs are also managed by a cross-functional Ziff Davis Sustainability Council with oversight by the Head of Sustainability.

The committee develops and recommends to the Board the Corporate Governance Principles adopted by the Board and reviews these principles at least annually. The committee is responsible for identifying and making recommendations to the Board regarding individuals qualified to become Board members, taking into consideration numerous factors including diversity. The committee is also responsible for making recommendations to the Board concerning members of the standing committees.

CH4: Corporate Governance

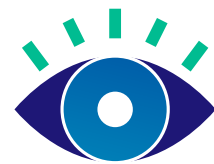
Stakeholder Engagement

Ziff Davis engages with our key stakeholders to gather input and feedback to further the development of our ESG strategies and initiatives. In addition to our annual employee engagement survey, which is discussed in [Chapter 1](#), we engage regularly with other stakeholders including investors. For example, Ziff Davis management held a non-deal investor roadshow in March 2022 focused specifically on ESG issues and this included individual meetings with seven institutional investors.



Ethics and Integrity

Ziff Davis' commitment to operating our business with high ethical standards is demonstrated by the guidelines in our Code of Business Conduct and Ethics and other policies and procedures, which include maintaining compliance with all applicable laws, rules, and regulations.



Compliance is managed throughout the company by Ziff Davis Corporate Audit Services.

Our commitment to ethics and compliance is managed throughout the company by Ziff Davis Corporate Audit Services (CAS), which is overseen by our Chief Auditor, who has an independent reporting line to the Board's Audit Committee. CAS conducts an annual Sarbanes-Oxley audit and is governed in conformance with the Institute of Internal Auditors' (IIA)

International Professional Practices to ensure that principles of integrity, objectivity, confidentiality, and competency are applied and upheld company-wide.

Ziff Davis requires that all Board members and executives complete and sign a Conflict of Interest Policy Statement and Acknowledgement on at least an annual basis. This procedure is designed to ensure that conflicts of interest are identified, avoided, and managed, including any potential conflict related to a decision or transaction in which the individual may receive a benefit or gain. All conflict of interest disclosures are filed with and reviewed by Ziff Davis CAS.

The company's Ethics Officers – our President and Chief Executive Officer, Chief Financial Officer, General Counsel, Chief Accounting Officer, and Chief Auditor – serve as the focal point for compliance activities. The Ethics Officers are charged with developing, operating, and monitoring the company's ethics compliance.

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Ziff Davis' ethics compliance practices include mandatory annual training for all full-time and part-time employees regarding the Code of Business Conduct and Ethics and its application to daily activities. This includes employees' legal and ethical obligations under applicable laws, regulations, and policies.

As part of the annual training on the Code of Business Conduct and Ethics, employees and directors are made aware of the company's policies and procedures for reporting ethical concerns. The Code requires any employee or director who becomes aware of any existing or potential violation of the Code to promptly notify an appropriate Ethics Officer.

The Audit Committee has established additional procedures to promote a culture of ethics and integrity and to quickly identify potential ethics and compliance issues. These procedures include a confidential 24/7 toll-free line and website, managed by an independent third party, to report potential compliance and ethics issues, which includes local phone numbers and

language support in six countries outside the U.S. The toll-free line and website are not limited to our employees. The **Whistleblower Policy** is also proactively communicated to employees and directors.



The company has a zero tolerance non-retaliation policy.

The company has a zero tolerance non-retaliation policy, as stated in our Whistleblower Policy to protect whistleblowers who report good faith complaints or concerns or cooperate in an investigation. All reports are investigated and anyone found to have violated the Code of Business Conduct and Ethics is subject to disciplinary action, which may include demotion or termination of employment. The procedures and structures to investigate reports are laid out in the Whistleblower Policy.

A confidential 24/7 toll-free line and website, managed by an independent third party, are available to report potential compliance and ethics issues.



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Anti-Corruption, Anti-Bribery, Antitrust, and Human Rights

Ziff Davis’ deep commitment to ethics and integrity is demonstrated by our policies and procedures that meet or exceed all applicable anti-corruption, anti-bribery, and antitrust laws and regulations, along with laws and regulations that protect human rights in the workplace.

Ziff Davis’ employees, directors, consultants, representatives, and agents, including non-U.S. employees, are prohibited from paying or offering to pay money or anything of value to secure an improper advantage, as stated in our Code of Business Conduct and Ethics and our Foreign Corrupt Practices Act and UK Bribery Policy. These policies also state that all employees, including non-UK employees, must comply with the UK Bribery Act prohibiting the giving or receiving of bribes, facilitation payments, or kickbacks to foreign officials.



Ziff Davis conforms with the UN Declaration on Human Rights, OECD Guidelines for Multinational Enterprises, and UN Guiding Principles on Human Rights.

Ziff Davis is committed to succeeding through honest business competition and our Code of Business Conduct and Ethics prohibits seeking competitive advantages through illegal or unethical business practices, including manipulation or concealment, abuse of privileged information, misrepresentation of material facts, or any unfair business practice. In 2022, we did not have any monetary losses as a result of penalties associated with alleged violations of anti-competitive behavior regulations.

We are committed to upholding the principles of human rights in the workplace by ensuring worker safety and fair labor practices both in our organization and throughout our supply chain. Our [Human Rights Policy](#) states our aim to conform with the UN Declaration on Human Rights, OECD Guidelines for Multinational Enterprises, and UN Guiding Principles on Human Rights. Ziff Davis complies with all applicable laws and regulations governing the prohibition of child labor, forced or indentured labor, involuntary prison, bonded labor, modern slavery, and human trafficking. To raise awareness and ensure employee compliance with our human rights policies, these policies are reviewed in the onboarding process and regular training.

Protecting the Environment

Ziff Davis made progress in 2022 on our climate change and waste reduction initiatives. We also maintained a hybrid working model that reduced the environmental footprint of our workforce.

CH5: Environmental Management

Our Board of Directors and senior management are charged with maintaining Ziff Davis' environmental commitments across all the company's business units and subsidiaries. These commitments include assessment and management of climate-related risks to our operations, such as physical risks to our offices from extreme disruptions or transition risks from regulatory changes. As the highest governing body that oversees climate-related issues within the company, the Board's Environmental, Social and Governance Committee receives updates and information on climate and other environmental issues quarterly from the Head of Sustainability.

Reducing our environmental footprint is the goal of the cross-functional Ziff Davis Sustainability Council with oversight by the Head of Sustainability. Our facilities managers are tasked with identifying opportunities to change our systems and processes to become more sustainable and with creating awareness among our staff of environmental initiatives related to energy, waste, and water.

Ziff Davis Sustainability Council

Employees are invited to engage in sustainability efforts via a cross-functional council overseen by the Head of Sustainability.



CH5: Environmental Management

Our commitment to operating our business sustainably and complying with all applicable environmental laws and regulations is highlighted in Ziff Davis' **Environmental Policy**. The policy includes our commitment to communicate our environmental goals openly and clearly, including our emissions, energy, and waste reduction targets, and to regular monitoring and reporting of our progress. We seek to continuously improve our environmental performance through the technology we use and the practices we employ.

Our Environmental Policy also expresses our desire to extend our environmental commitments to our vendors, whom we expect to share our beliefs and aspire to the same standards and practices. Our vendors are generally asked to abide by our **Vendor Policy** and Code of Business Conduct and Ethics, which requires them to comply with our Environmental Policy or adopt substantially similar policies.



Climate Change

As a digital media and internet company, the direct operations of our businesses do not generate substantial greenhouse gas (GHG) emissions. However, Ziff Davis has a **Climate Change Policy** to demonstrate our commitment to operate in a sustainable manner and limit any damaging impacts our operations may have on climate change.

These include many of the actions detailed in our Environmental Policy, such as reducing the energy used in our operations and the emissions generated relative to the size of our company. We



Ziff Davis has a Climate Change Policy.

are committed to using alternative or renewable energy sources where practical and to proactively evaluating new opportunities in our business model and operations to reduce our climate change risks. Environmental risk evaluation criteria, including climate change, are integrated into the due diligence process for mergers and acquisitions.

Emissions

Ziff Davis is committed to measuring the company’s carbon footprint through internal and external audits. Beginning in 2021, we initiated an annual GHG inventory process using an independent third-party expert, Agendi, to measure our company-wide energy usage (including energy derived from renewable sources) and GHG emissions.

Through our GHG inventory process, we have determined that the primary sources of GHG emissions associated with Ziff Davis’ operations are:

- **Energy usage at our office locations and co-located data centers**
- **Upstream emissions associated with our suppliers**
- **Our employee commuting and remote working activities**

The company’s business units are taking action to shift the development and production environments of our IT operations,

including the customer data we store on behalf of clients and customers, from co-located data centers to cloud platforms. At the end of 2022, 85% of our data storage was cloud based. This figure excludes data storage capacity that Ziff Davis uses to store data on behalf of customers that the company cannot access. In 2022, Ziff Davis developed a more robust calculation methodology which means the 2022 figure is not comparable to that of the prior year. Ziff Davis works with cloud platform providers who have a demonstrated commitment to zero-carbon footprints.

In 2022, Ziff Davis submitted an emissions reduction target for validation to the Science Based Targets initiative (SBTi), a partnership between CDP, the United Nations Global Compact, World Resources Institute, and the World Wide Fund for Nature. The SBTi is the lead partner of the Business Ambition for 1.5°C campaign, an urgent call to action from a global coalition of UN agencies, business, and industry leaders who are mobilizing companies to set net-zero-based emissions targets in line with the 2015 Paris Agreement.

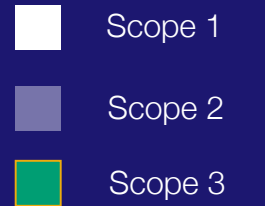
In 2022, Ziff Davis submitted an emissions reduction target to the Science Based Targets initiative (SBTi).



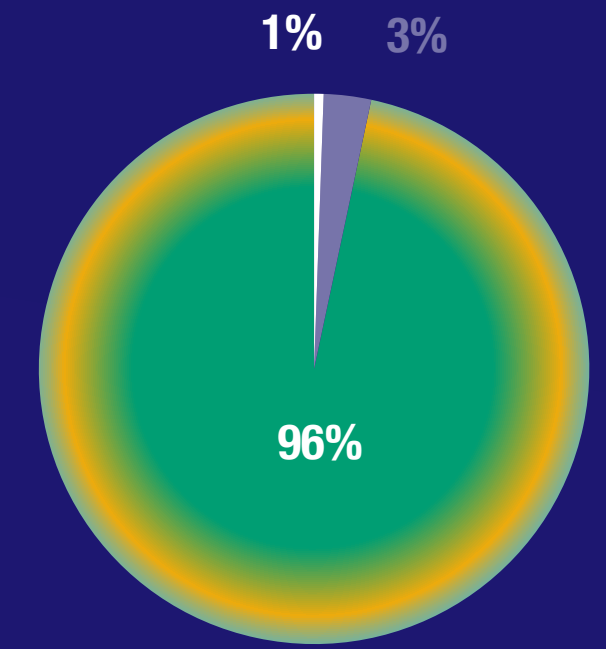
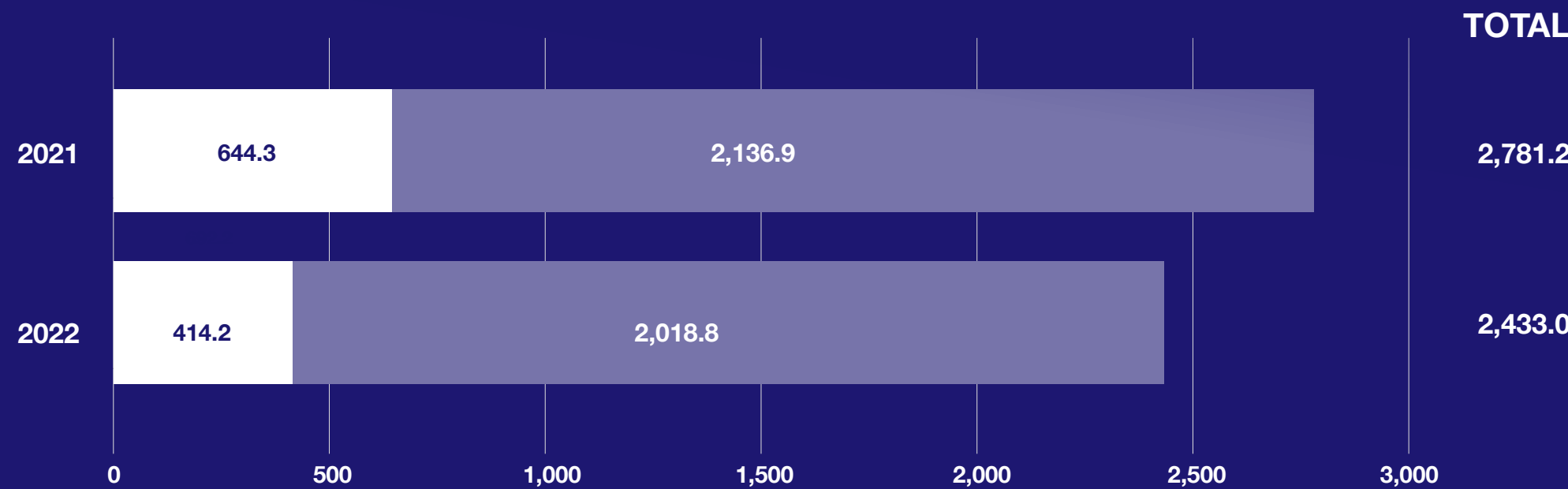
CH5: Environmental Management

Scope 1, 2, and 3 GHG Emissions *

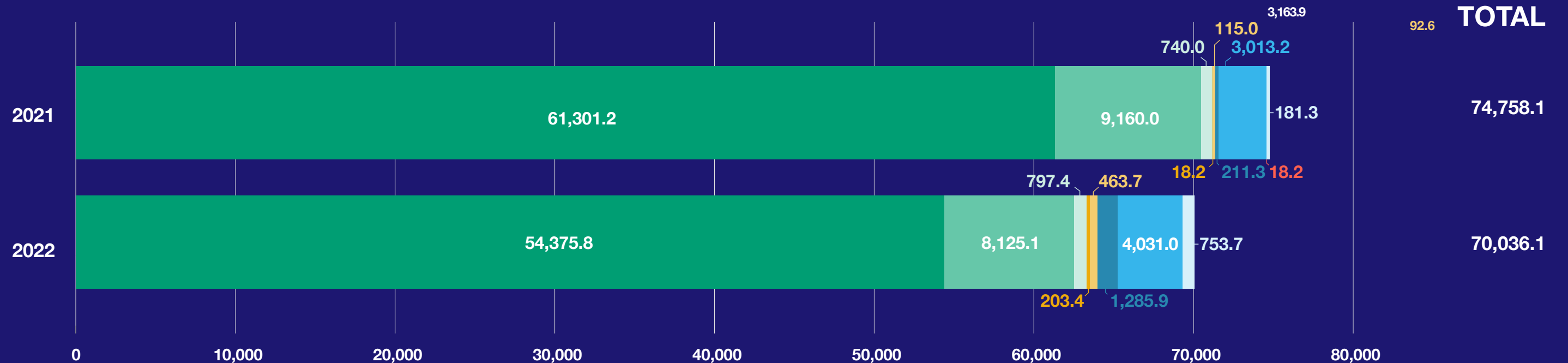
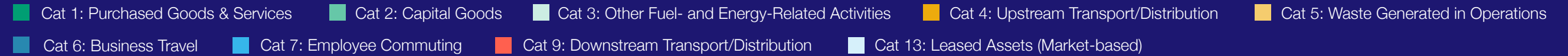
2022 BREAKDOWN BY SCOPE



SCOPE 1 & 2



SCOPE 3



* Please see footnote in the Environmental Data tables for additional explanations

CH5: Environmental Management

Energy

As part of our commitment to limiting GHG emissions, we are focused on reducing the energy used in our operations relative to the size of our company. We seek to use alternative or renewable energy technologies and sources where practical.



Ziff Davis leases office space in buildings certified through the U.S. Green Building Council's LEED program.

To reduce the energy usage of our office locations, Ziff Davis leases office space in buildings certified through the U.S. Green Building Council's Leadership in Energy and Environmental Design (LEED) program, the world's most widely recognized and applied benchmark for green buildings. Ziff Davis' New York headquarters and one of our largest sites in Austin, Texas are located in LEED-certified buildings. Our New York headquarters building is located near numerous public transportation options and our office location in Austin has electric vehicle charging stations.

Ziff Davis is reducing the amount of office space we use by offering more remote work flexibility to both current employees and new hires. The shift to remote work enabled Ziff Davis to shrink our operational square footage by 20% in 2022 over 2021.



Our operational square footage has decreased YoY by

20%

CH5: Environmental Management

Waste and Water

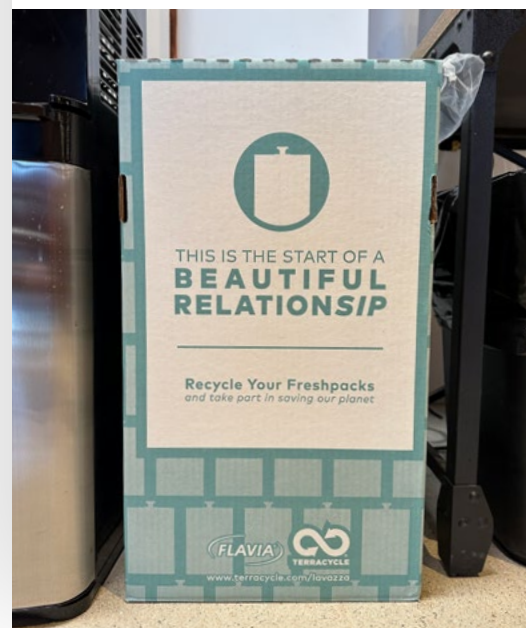
Ziff Davis protects the environment by reducing the amount of waste sent to landfills from our offices by implementing recycling and composting programs where possible. Our Environmental Policy highlights our commitment to complying with all applicable laws and regulations on disposal or recycling of electronic waste (e-waste) and hazardous materials. The policy also recognizes the fundamental human right of access to water, which we recognize is a scarce resource, and we conserve water through our use of high-efficiency dishwashers and water-conserving bathrooms in our LEED-certified buildings.

Ziff Davis educates our employees about recycling and composting through awareness programs using posters, signage, and clearly marked disposal containers. We work with recycling company TerraCycle in our New York and Los Angeles offices to provide Zero Waste Boxes to collect and recycle items not collected by the local municipality such as potato chip bags and candy bar wrappers.



Los Angeles Office Recycling Initiatives

Our Los Angeles office implemented several new programs in 2022 to reduce waste sent to landfills and promote recycling, including adding signage for all waste receptacles with visual guides to help with sorting. We started a new program with TerraCycle to separate plastic waste and recycle coffee fresh packs. We replaced the use of bottled water and canned seltzer by installing a Bevi beverage dispensing machine. To reduce plastic waste, we eliminated single-use cups, introduced straws made of vegetable fibers, greatly reduced single-use cutlery, and ordered cleaning products from Blueland, an eco-friendly company. Working with a recycling company, Athens Services, we also launched a program to collect organic food waste for use in composting.



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CH5: Environmental Management

We use PaperCut print management software to reduce the amount of paper used in our offices. We purchase recycled materials and recycle toner cartridges and electronic equipment when feasible, with the goal of reducing e-waste sent to landfills.

Ziff Davis also reduces e-waste by partnering on a program to refurbish used devices with internet service provider Starry, Inc. and technology nonprofit Human-I-T. Through this partnership, which is discussed in [Chapter 2](#), Ziff Davis donated in 2022 over 250 used computers for refurbishing. Starry provides these devices to subscribers signed up through their Starry Connect program, working to provide ultra-low-cost, high-quality broadband for public and affordable housing residents in New York City, Los Angeles, Washington, D.C., Denver, Boston, and Columbus, OH.

When we are unable to refurbish used devices, we work with e-waste recycling partners to responsibly recycle our e-waste with environmental sustainability in mind, including partners such as IT Asset Management Group in New York, FITS Computer Recycling in Texas, All Green Electronics Recycling in Los Angeles, 3R Technology in the Pacific Northwest, and Mahalaxmi Metalloys in India.

250+

gently used computers were donated to Human I-T for refurbishing to bring internet access to Starry Connect communities.



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About this Report

Our 2022 ESG Report primarily covers data and metrics from January 1 to December 31, 2022, unless otherwise noted, with three years of data generally provided for context. The ESG Report includes our subsidiaries unless otherwise noted.

This report was prepared in accordance with the Global Reporting Initiative (GRI) Core option and the Sustainability Accounting Standards Board (SASB) Software & IT Services 2018 Standard and the Internet Media & Services 2018 Standard. The report also aligns with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations. Content indexes are available from page 69.

Ziff Davis is committed to transparency, engagement, and consistent communication of our ESG strategies and programs to all stakeholders. In this report we are restating our 2021 Scope 1, Scope 2, and Scope 3 GHG emissions due to refinements in our methodology discussed in note 14 on page 66. We have also improved our method for calculating our data storage capacity and so prior year data has not been included for that disclosure on page 65 because it is not comparable.

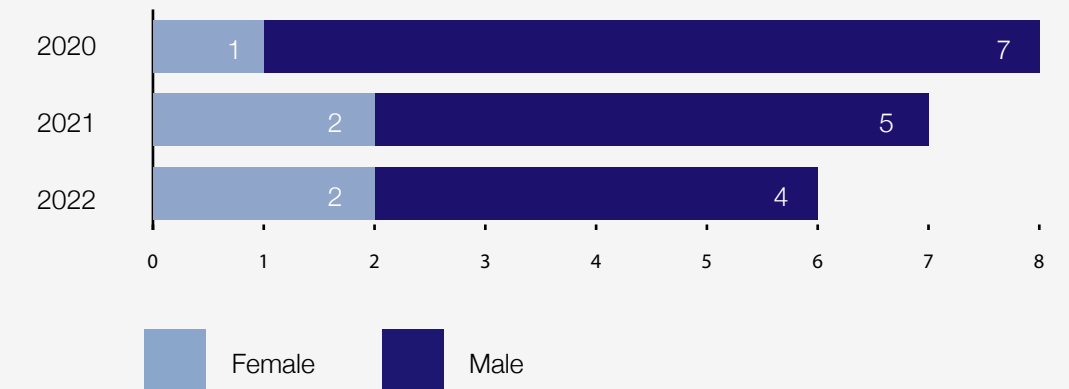
Data Tables

Global Governance Data

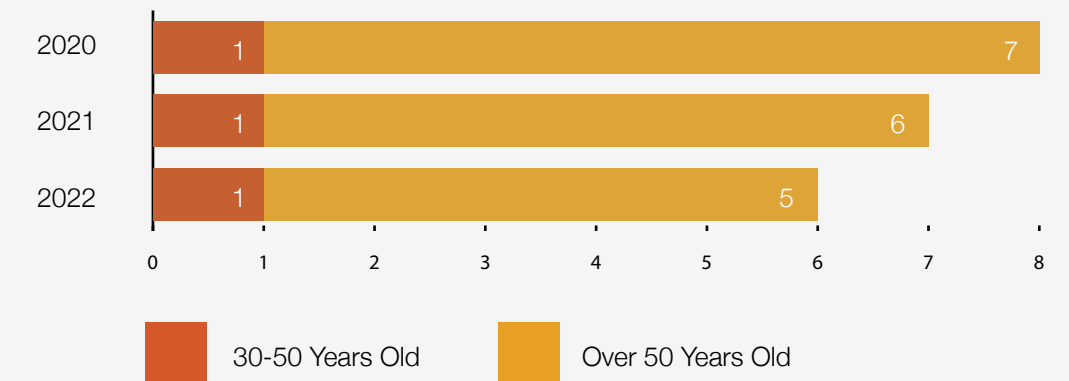
Metric	2020	2021	2022
Board Members			
Number of Board Members	8	7	6
Board Diversity ¹			
Gender			
Female	12.5%	28.6%	33.3%
Male	87.5%	71.4%	66.7%
Age			
Under 30 Years Old	0%	0%	0.0%
30-50 Years Old	12.5%	14.3%	16.7%
Over 50 Years Old	87.5%	85.7%	83.3%
Ethnicity			
People of Color	12.5%	28.6%	33.3%
White	87.5%	71.4%	66.7%
Board Independence			
Number of Independent Directors	7	6	5

¹ 2020 and 2022 data aligns with our Proxy Statement while 2021 is updated to reflect the Consensus spinoff.

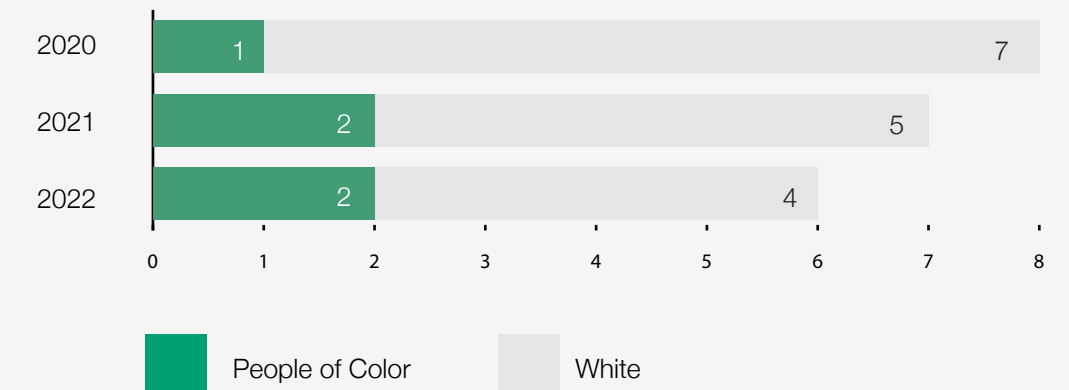
Board Gender Breakdown



Board Age Breakdown



Board Ethnicity Breakdown

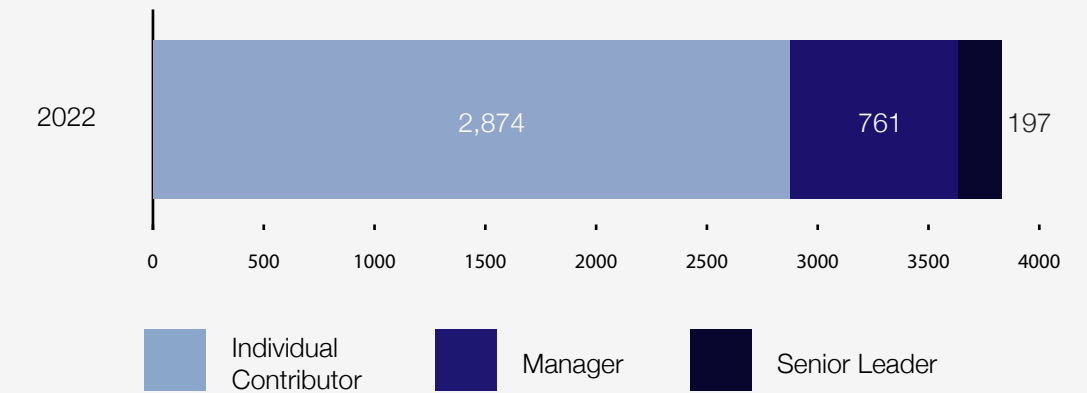


Data Tables

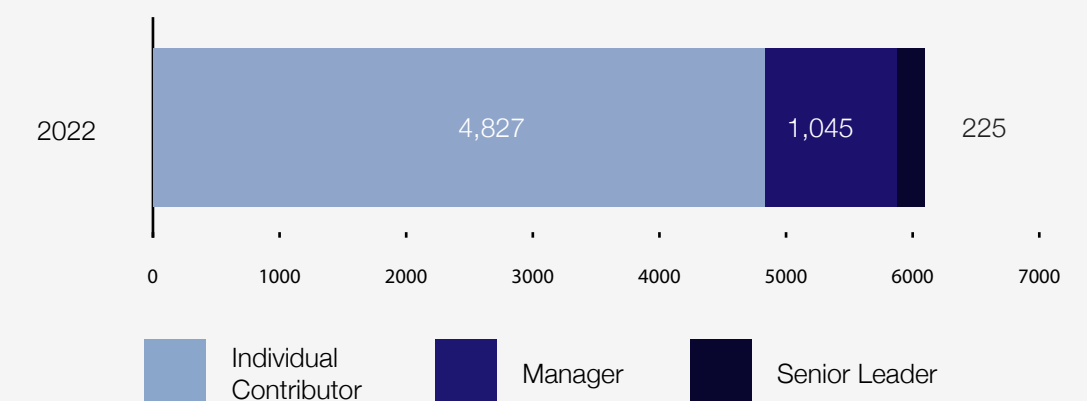
Metric	2022
Anti-corruption Training, by Employee Category ²	
Number of Training Hours	
Individual Contributor	2,874
Manager	761
Senior Leader	197
Number of Employees	
Individual Contributor	4,827
Manager	1,045
Senior Leader	225
Percentage of Employees	
Individual Contributor	100%
Manager	100%
Senior Leader	100%

² Training courses include the Code of Conduct, Anti-Corruption and Bribery, and Export and Trade Compliance. The number of employees who received training does not match the overall number of employees due to hiring and turnover throughout the year.

Anti-corruption Training Hours



Employees Receiving Anti-corruption Training



Appendix

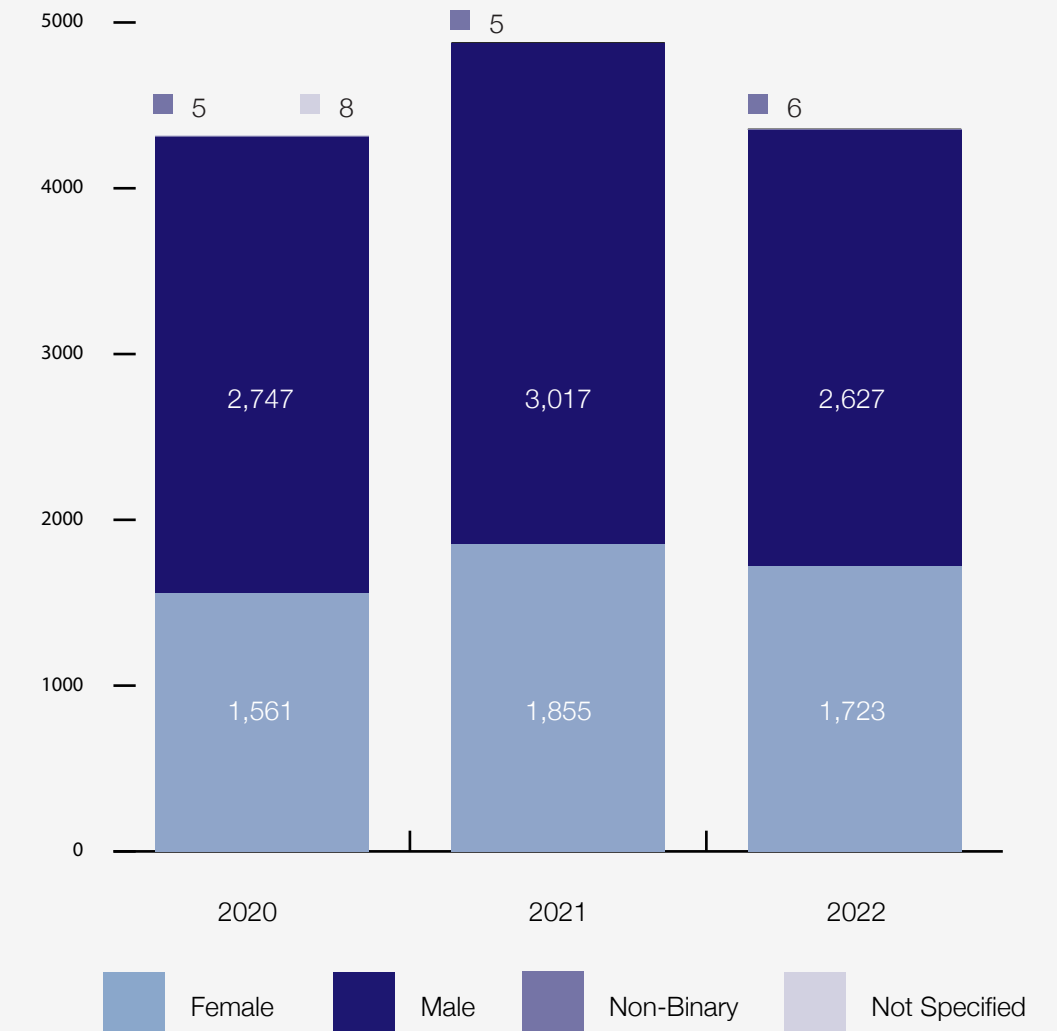
Global Social Data ³

Metric	2020	2021	2022
Workforce			
Employee Headcount ⁴	4,321	4,877	4,356
Percentage of Employees Located Offshore	48.8%	50.7%	51.1%
Workforce by Gender			
Female	1,561	1,855	1,723
Male	2,747	3,017	2,627
Non-Binary	5	5	6
Not Specified	8	0	0
Workforce by Employee Category			
Individual Contributor	3,386	3,912	3,384
Manager	791	833	833
Senior Leader	144	132	139

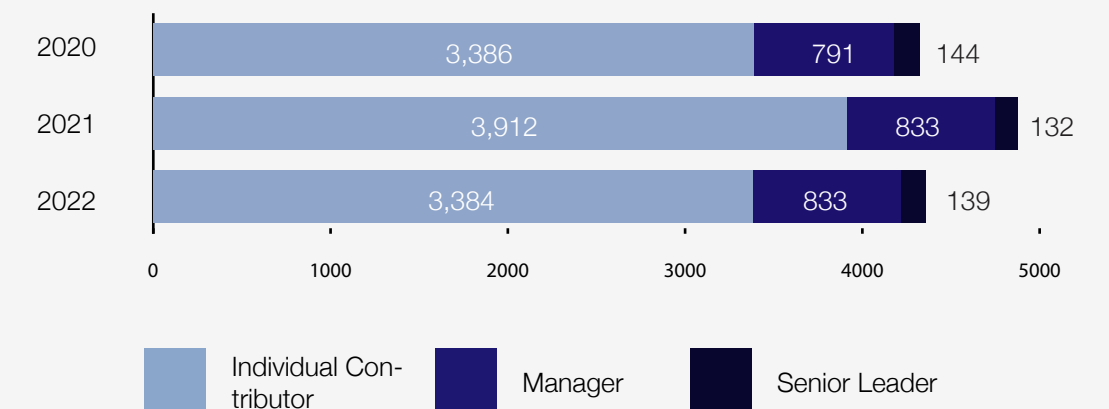
³ Global social data does not include contractors. The year to year changes in total headcount may not reconcile to each year's workforce, hiring, and turnover numbers due to certain changes in employment type or status during these periods. Hiring, turnover, and promotion rates are calculated by dividing the total number of employees in each subcategory by the total hiring, turnover, and promotion figures at the end of the reporting year.

⁴ 2020 and 2021 employee headcount data excludes those employees who were part of the Consensus spinoff, but does include employees up through the date of divestiture for other divested businesses.

Workforce, by Gender



Workforce, by Employee Category



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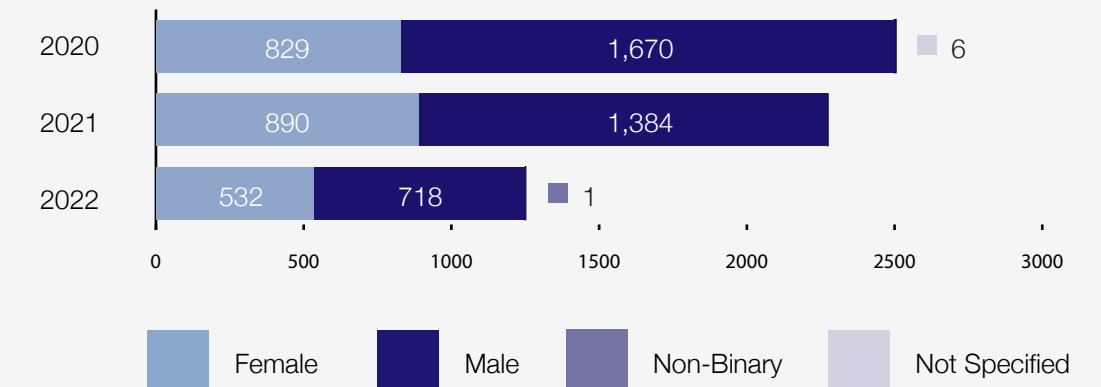
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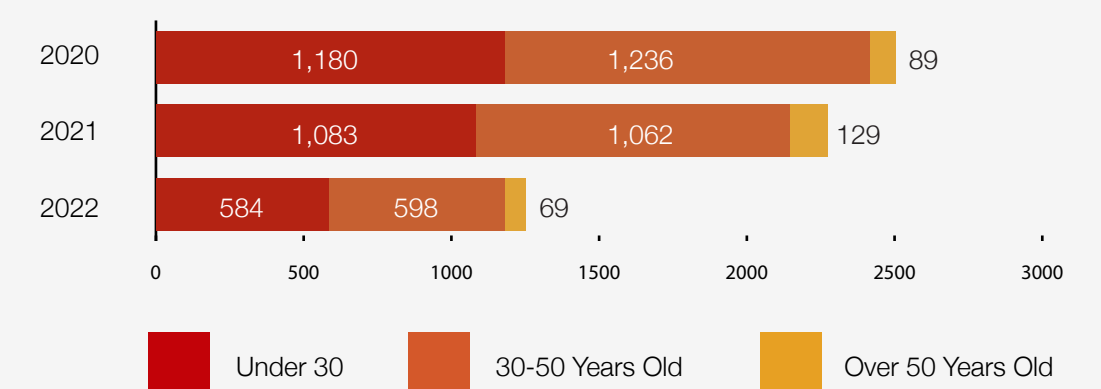
Appendix

Metric	2020	2021	2022
Hiring			
Number of New Employee Hires	2,505	2,274	1,251
Overall Rate of New Employee Hires	58.0%	46.6%	28.7%
Number and Percentage of New Employee Hires, by Gender			
Female	829	890	532
	33.1%	39.1%	42.5%
Male	1,670	1,384	718
	66.7%	60.9%	57.4%
Non-Binary	0	0	1
	0.0%	0.0%	0.1%
Not Specified	6	0	0
	0.0%	0.0%	0.0%
Number and Percentage of New Employee Hires, by Age			
Under 30 Years Old	1,180	1,083	584
	47.1%	47.6%	46.7%
30-50 Years Old	1,236	1,062	598
	49.3%	46.7%	47.8%
Over 50 Years Old	89	129	69
	3.6%	5.7%	5.5%
Number and Percentage of New Employee Hires, by Region			
Americas	703	1,017	553
	28.1%	44.7%	44.2%
Asia-Pacific	1,545	1,050	511
	61.7%	46.2%	40.8%
Europe, Middle East, and Africa	257	207	187
	10.3%	9.1%	14.9%

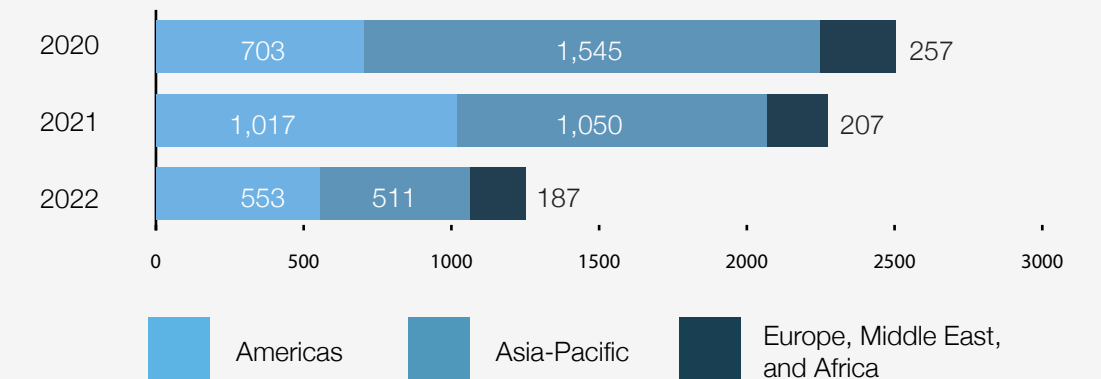
New Employee Hires, by Gender



New Employee Hires, by Age



New Employee Hires, by Region



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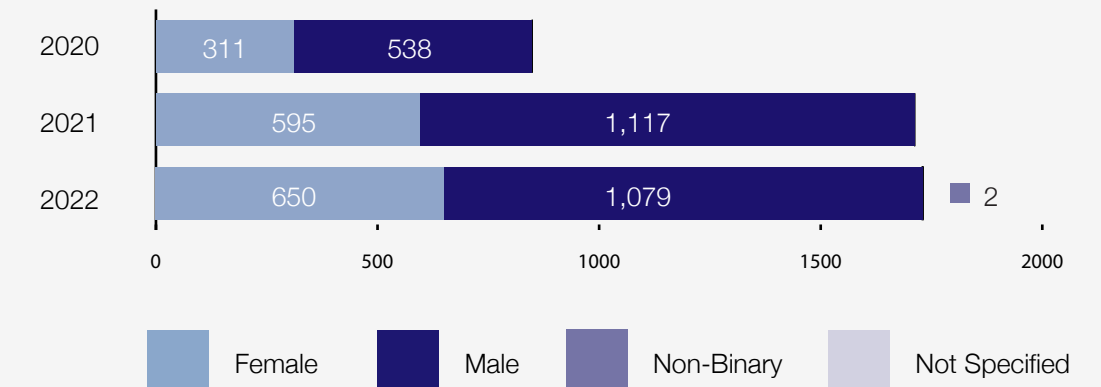
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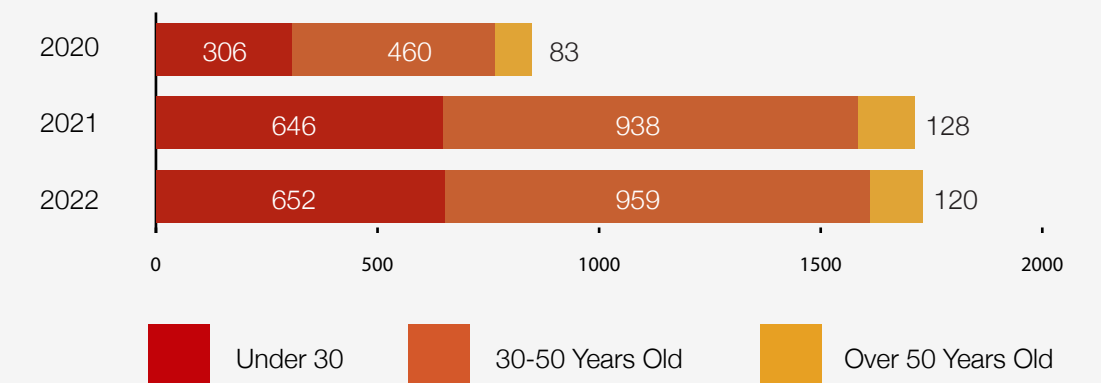
Metric	2020	2021	2022
Turnover ⁵			
Employee Turnover Number	849	1,712	1,731
Overall Rate of Employee Turnover	19.6%	35.1%	39.7%
Number and Percentage of Employee Turnover, by Gender			
Female	311	595	650
	36.6%	34.8%	37.6%
Male	538	1,117	1,079
	63.4%	65.2%	62.3%
Non-Binary	0	0	2
	0.0%	0.0%	0.1%
Not Specified	0	0	0
	0.0%	0.0%	0.0%
Number and Percentage of Employee Turnover, by Age			
Under 30 Years Old	306	646	652
	36.0%	37.7%	37.7%
30-50 Years Old	460	938	959
	54.2%	54.8%	55.4%
Over 50 Years Old	83	128	120
	9.8%	7.5%	6.9%
Number and Percentage of Employee Turnover, by Region			
Americas	364	754	812
	42.9%	44.0%	46.9%
Asia-Pacific	424	727	764
	49.9%	42.5%	44.1%
Europe, Middle East, and Africa	61	231	155
	7.2%	13.5%	9.0%

⁵ Turnover data includes both voluntary and involuntary departures, as well as departures due to divestitures. 2021 turnover included several significant divestitures. 2022 turnover included a sizable reduction in force.

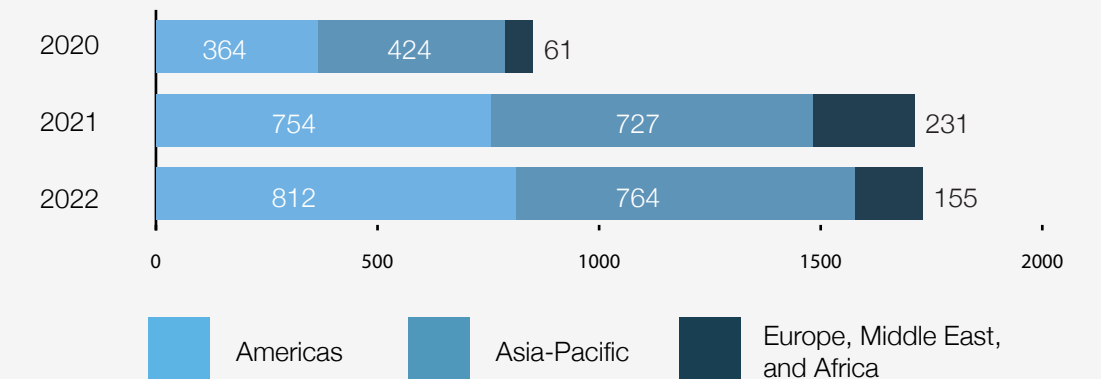
Employee Turnover, by Gender



Employee Turnover, by Age



Employee Turnover, by Region



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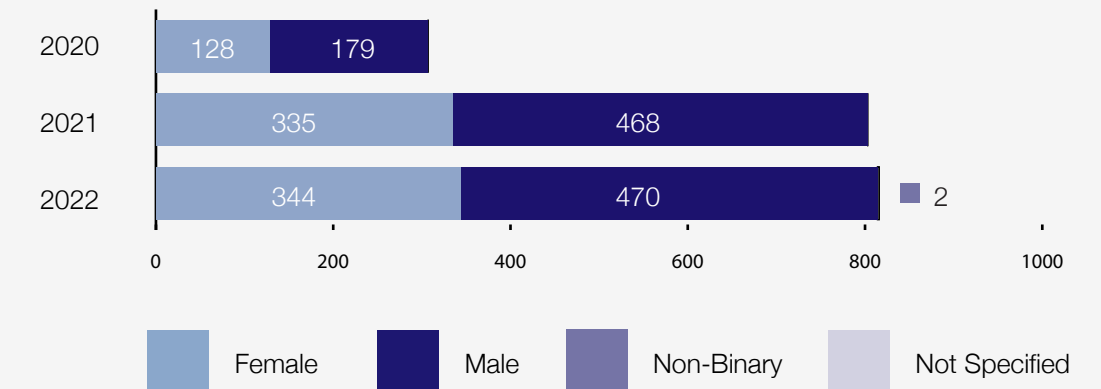
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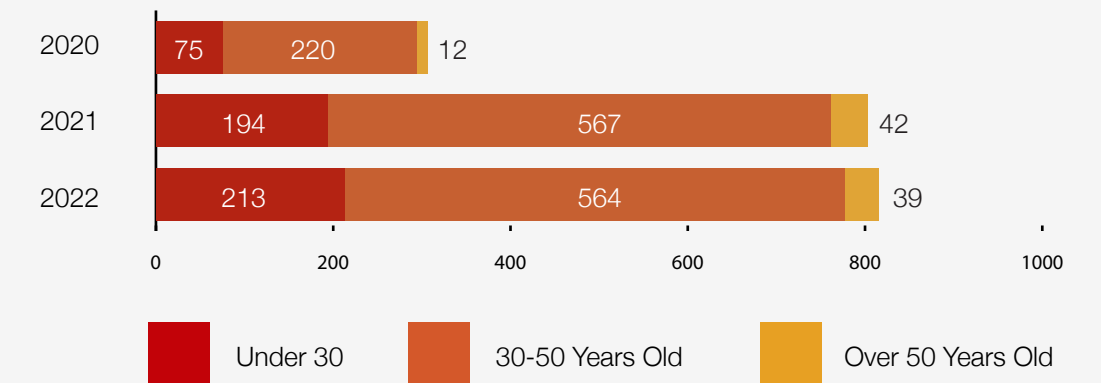
Appendix

Metric	2020	2021	2022
Promotions			
Employee Promotion Number	307	803	816
Overall Rate of Employee Promotions	7.1%	16.5%	18.7%
Number and Percentage of Promotions, by Gender			
Female	128	335	344
	41.7%	41.7%	42.2%
Male	179	468	470
	58.3%	58.3%	57.6%
Non-Binary	0	0	2
	0.00%	0.00%	0.2%
Not Specified	0	0	0
	0.0%	0.0%	0.0%
Number and Percentage of Promotions, by Age			
Under 30 Years Old	75	194	213
	24.4%	24.2%	26.1%
30-50 Years Old	220	567	564
	71.7%	70.6%	69.1%
Over 50 Years Old	12	42	39
	3.9%	5.2%	4.8%
Number and Percentage of Promotions, by Region			
Americas	220	494	521
	71.7%	61.5%	63.8%
Asia-Pacific	56	235	192
	18.2%	29.3%	23.5%
Europe, Middle East, and Africa	31	74	103
	10.1%	9.2%	12.6%

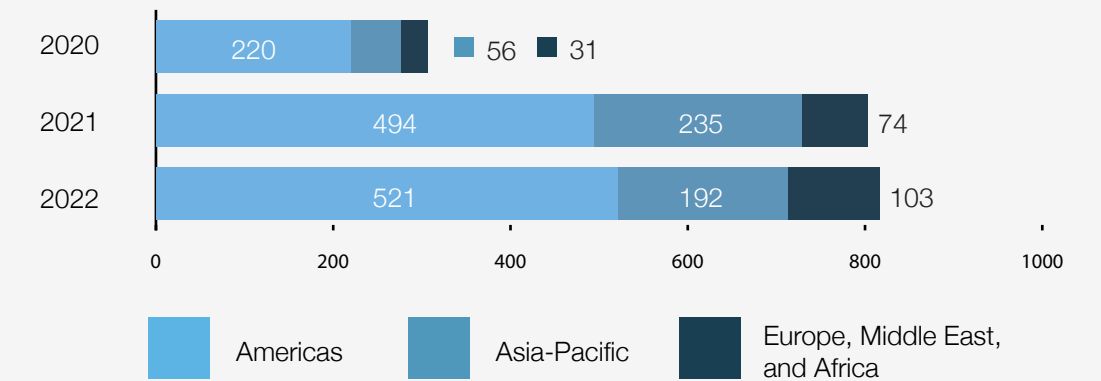
Promotions, by Gender



Promotions, by Age



Promotions, by Region



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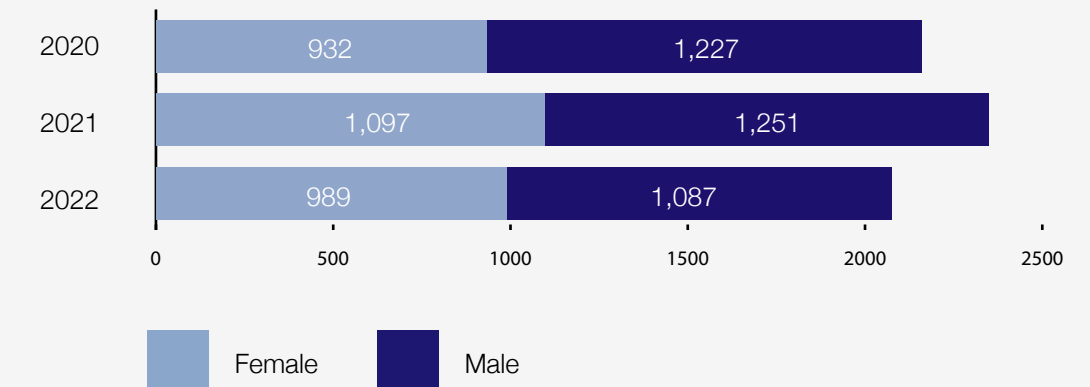
Appendix

Metric	2020	2021	2022
Parental Leave (U.S. Only)			
Total Number of Employees That Were Entitled to Parental Leave, by Gender			
Female	932	1,097	989
Male	1,227	1,251	1,087
Total Number of Employees That Took Parental Leave, by Gender			
Female	56	55	60
Male	46	50	50
Total Number of Employees That Returned to Work in the Reporting Period After Parental Leave Ended, by Gender			
Female	37	57	51
Male	43	49	49
Total Number of Employees That Returned to Work After Parental Leave Ended That Were Still Employed 12 Months After Their Return to Work, by Gender			
Female	14	30	36
Male	29	40	30
Employee Engagement ⁶			
Percentage	N/A	81%	72%
Training and Education ⁷			
Employees Receiving Regular Performance and Career Development Reviews	56%	82%	77%

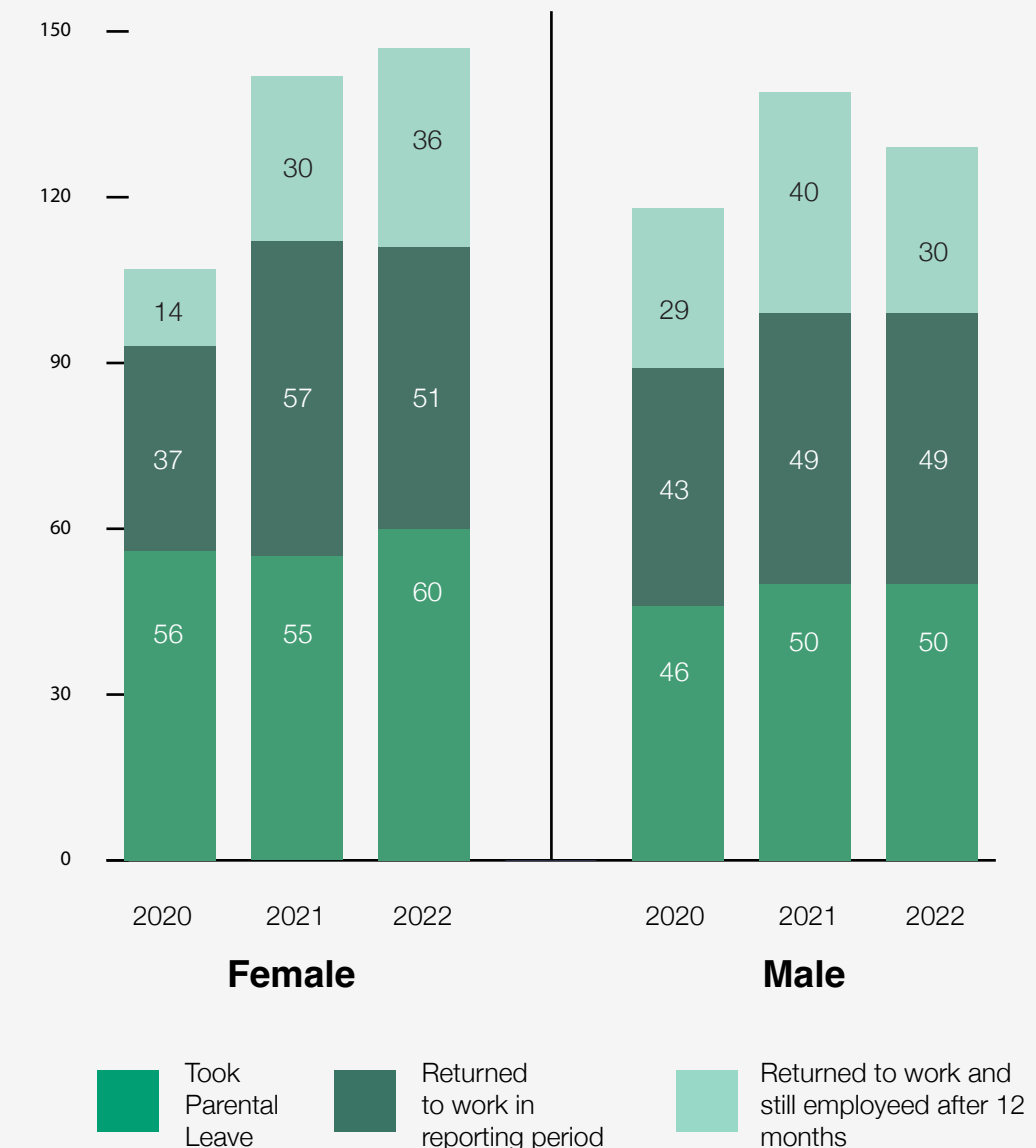
⁶ Employee engagement survey conducted for the first time in 2021 and included the Consensus business.

⁷ Based on management estimates. Due to safety protocols associated with the COVID-19 pandemic, fewer performance reviews in 2020 were conducted than normal.

Employees Entitled to Parental Leave, by Gender



Parental Leave Comparisons, by Gender



Appendix

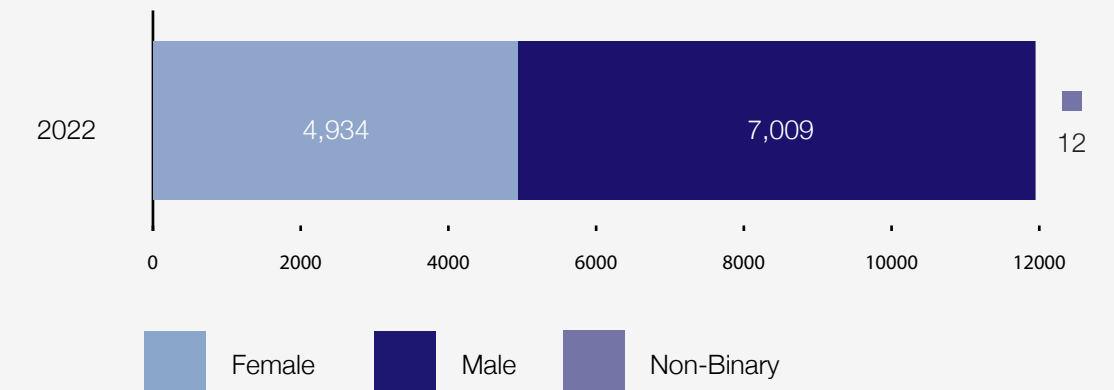
Metric	2022
Average Hours of Training ⁸	2.74
By Gender	
Female	2.86
Male	2.67
Non-Binary	2.06
By Job Level	
Individual Contributor	2.78
Manager	2.46
Senior Leader	3.48
Total Training Hours ⁸	11,955
By Gender	
Female	4,934
Male	7,009
Non-Binary	12
By Job Level	
Individual Contributor	9,420
Manager	2,051
Senior Leader	484
Percentage of Employees Receiving Training ⁸	100%
By Gender	
Female	100%
Male	100%
Non-Binary	100%
By Job Level	
Individual Contributor	100%
Manager	100%
Senior Leader	100%

⁸ Training data covers courses related to compliance and HR; other types of training are not included.

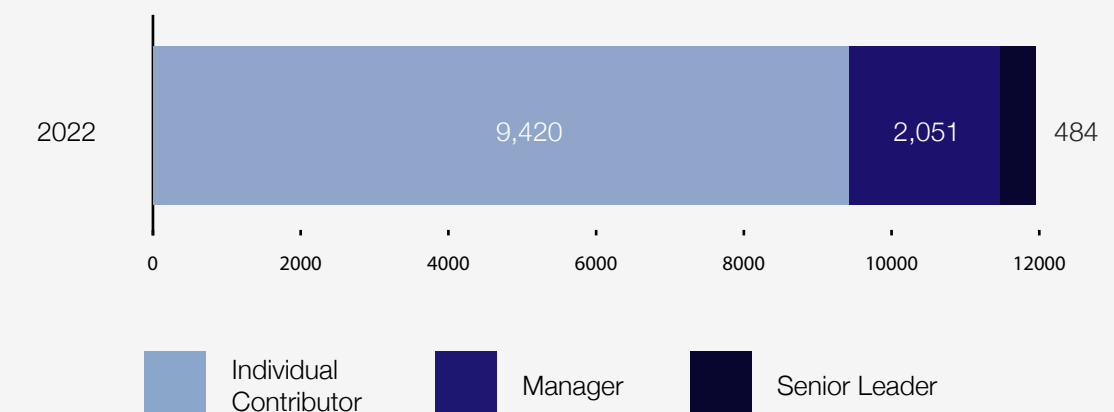
Total Training Hours in 2022

11,955

Total Training Hours, by Gender



Total Training Hours, by Job Level



Appendix

Metric	2020	2021	2022
Global Diversity			
Employees by Gender			
Female	36.1%	38.0%	39.6%
	1,561	1,855	1,723
Male	63.6%	61.9%	60.3%
	2,747	3,017	2,627
Non-Binary	0.1%	0.1%	0.1%
	5	5	6
Not Specified	0.2%	0.0%	0.0%
	8	0	0
Individual Contributors by Gender ⁹			
Female	35.6%	37.4%	39.5%
	1,206	1,465	1,336
Male	64.1%	62.4%	60.4%
	2,169	2,443	2,043
Non-Binary	0.1%	0.1%	0.1%
	5	4	5
Not Specified	0.2%	0.0%	0.0%
	6	0	0

Metric	2020	2021	2022
Managers by Gender ¹⁰			
Female	39.6%	41.5%	41.5%
	313	346	346
Male	60.2%	58.3%	58.3%
	476	486	486
Non-Binary	0.0%	0.1%	0.1%
	0	1	1
Not Specified	0.3%	0.0%	0.0%
	2	0	0
Senior Leaders by Gender ¹¹			
Female	29.2%	33.3%	29.5%
	42	44	41
Male	70.8%	66.7%	70.5%
	102	88	98
Non-Binary	0.0%	0.0%	0.0%
	0	0	0
Not Specified	0.0%	0.0%	0.0%
	0	0	0

⁹ An Individual Contributor is defined as an employee who does not have any direct reports.

¹⁰ A Manager is defined as an employee having one or more direct reports, who is not a Senior Leader.

¹¹ A Senior Leader is defined as an employee with the title of director or above who is two reporting lines from corporate leadership.

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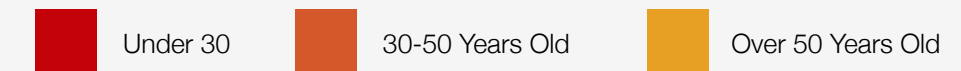
Metric	2020	2021	2022
Employees by Age			
Under 30 Years Old	30.9%	30.9%	27.1%
	1,335	1,506	1,181
30-50 Years Old	61.9%	61.8%	64.2%
	2,673	3,016	2,798
Over 50 Years Old	7.2%	7.3%	8.7%
	313	355	377

Individual Contributors by Age			
Under 30 Years Old	37.2%	36.9%	33.3%
	1,261	1,445	1,128
30-50 Years Old	56.5%	56.9%	59.5%
	1,914	2,225	2,013
Over 50 Years Old	6.2%	6.2%	7.2%
	211	242	243

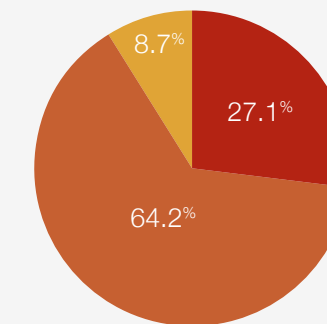
Managers by Age			
Under 30 Years Old	9.0%	7.3%	6.2%
	71	61	52
30-50 Years Old	82.7%	83.4%	82.0%
	654	695	683
Over 50 Years Old	8.3%	9.2%	11.8%
	66	77	98

Metric	2020	2021	2022
Senior Leaders by Age			
Under 30 Years Old	2.1%	0.0%	0.7%
	3	0	1
30-50 Years Old	72.9%	72.7%	73.4%
	105	96	102
Over 50 Years Old	25.0%	27.3%	25.9%
	36	36	36

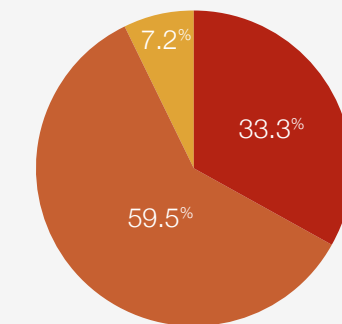
2022 Diversity by Age



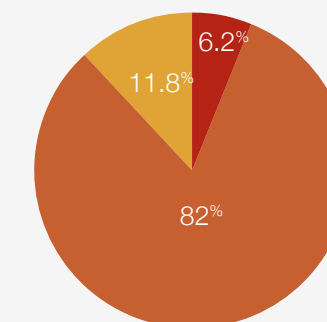
Employees



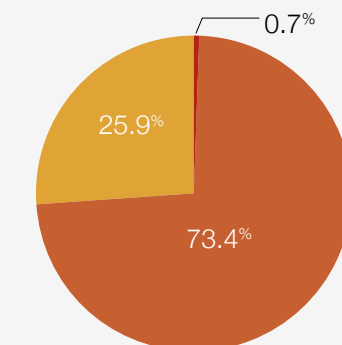
Individual Contributors



Manager



Senior Leaders



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Metric	2020	2021	2022
U.S. Diversity			
U.S. Workforce	2,214	2,404	2,130
Employees by Gender			
Female	43.7%	47.3%	48.4%
	967	1,136	1,030
Male	56.1%	52.5%	51.4%
	1,241	1,263	1,094
Non-Binary	0.2%	0.2%	0.3%
	5	5	6
Not Specified	0.0%	0.0%	0.0%
	1	0	0
Individual Contributors by Gender			
Female	44.2%	47.9%	49.6%
	699	833	741
Male	55.4%	51.9%	50.0%
	875	902	747
Non-Binary	0.3%	0.2%	0.3%
	5	4	5
Not Specified	0.1%	0.0%	0.0%
	1	0	0

Metric	2020	2021	2022
Managers by Gender			
Female	45.7%	48.4%	49.3%
	226	260	251
Male	54.3%	51.4%	50.5%
	268	276	257
Non-Binary	0.0%	0.2%	0.2%
	0	1	1
Not Specified	0.0%	0.0%	0.0%
	0	0	0
Senior Leaders by Gender			
Female	30.0%	33.6%	29.7%
	42	43	38
Male	70.0%	66.4%	70.3%
	98	85	90
Non-Binary	0%	0%	0%
	0	0	0
Not Specified	0%	0%	0%
	0	0	0

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Metric	2020	2021	2022
Employees by Age			
Under 30 Years Old	20.8%	19.2%	16.6%
	460	462	354
30-50 Years Old	68.8%	69.1%	69.4%
	1,524	1,660	1,478
Over 50 Years Old	10.4%	11.7%	14.0%
	230	282	298
Individual Contributors by Age			
Under 30 Years Old	26.8%	24.8%	22.1%
	423	432	330
30-50 Years Old	64.2%	64.6%	65.8%
	1,014	1,124	983
Over 50 Years Old	9.1%	10.5%	12.1%
	143	183	180
Managers by Age			
Under 30 Years Old	6.9%	5.6%	4.5%
	34	30	23
30-50 Years Old	82.6%	82.5%	79.2%
	408	443	403
Over 50 Years Old	10.5%	11.9%	16.3%
	52	64	83

Metric	2020	2021	2022
Senior Leaders by Age			
Under 30 Years Old	2.1%	0.0%	0.8%
	3	0	1
30-50 Years Old	72.9%	72.7%	71.9%
	102	93	92
Over 50 Years Old	25.0%	27.3%	27.3%
	35	35	35
Employees by Race			
Asian	13.8%	14.6%	13.5%
	305	352	287
Black	4.5%	5.1%	6.1%
	100	123	129
Hispanic or Latiné	10.6%	9.8%	9.9%
	234	235	210
Native Hawaiian or Other Pacific Islander	0.6%	0.5%	0.3%
	14	11	7
American Indian or Alaska Native	0.2%	0.2%	0.1%
	4	4	3
White	68.0%	67.2%	67.7%
	1,505	1,616	1,443
Two or More Races	2.3%	2.6%	2.4%
	52	63	51

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Metric	2020	2021	2022
Individual Contributors by Race			
Asian	14.4%	15.5%	14.6%
	228	270	218
Black	5.6%	6.2%	7.2%
	89	107	108
Hispanic or Latiné	12.5%	11.2%	10.9%
	197	194	162
Native Hawaiian or Other Pacific Islander	0.6%	0.4%	0.4%
	9	7	6
American Indian or Alaska Native	0.1%	0.1%	0.1%
	2	2	1
White	64.2%	63.7%	64.3%
	1,014	1,107	960
Two or More Races	2.6%	3.0%	2.5%
	41	52	38
Managers by Race			
Asian	11.3%	11.2%	10.0%
	56	60	51
Black	1.6%	2.2%	3.3%
	8	12	17
Hispanic or Latiné	6.9%	7.3%	8.8%
	34	39	45

Metric	2020	2021	2022
Native Hawaiian or Other Pacific Islander	0.8%	0.7%	0.2%
	4	4	1
American Indian or Alaska Native	0.4%	0.4%	0.4%
	2	2	2
White	76.7%	76.2%	75.0%
	379	409	382
Two or More Races	2.2%	2.0%	2.2%
	11	11	11
Senior Leaders by Race			
Asian	15.0%	17.2%	14.1%
	21	22	18
Black	2.1%	3.1%	3.1%
	3	4	4
Hispanic or Latiné	2.1%	1.6%	2.3%
	3	2	3
Native Hawaiian or Other Pacific Islander	0.7%	0.0%	0.0%
	1	0	0
American Indian or Alaska Native	0.0%	0.0%	0.0%
	0	0	0
White	80.0%	78.1%	78.9%
	112	100	101
Two or More Races	0.0%	0.0%	1.6%
	0	0	2

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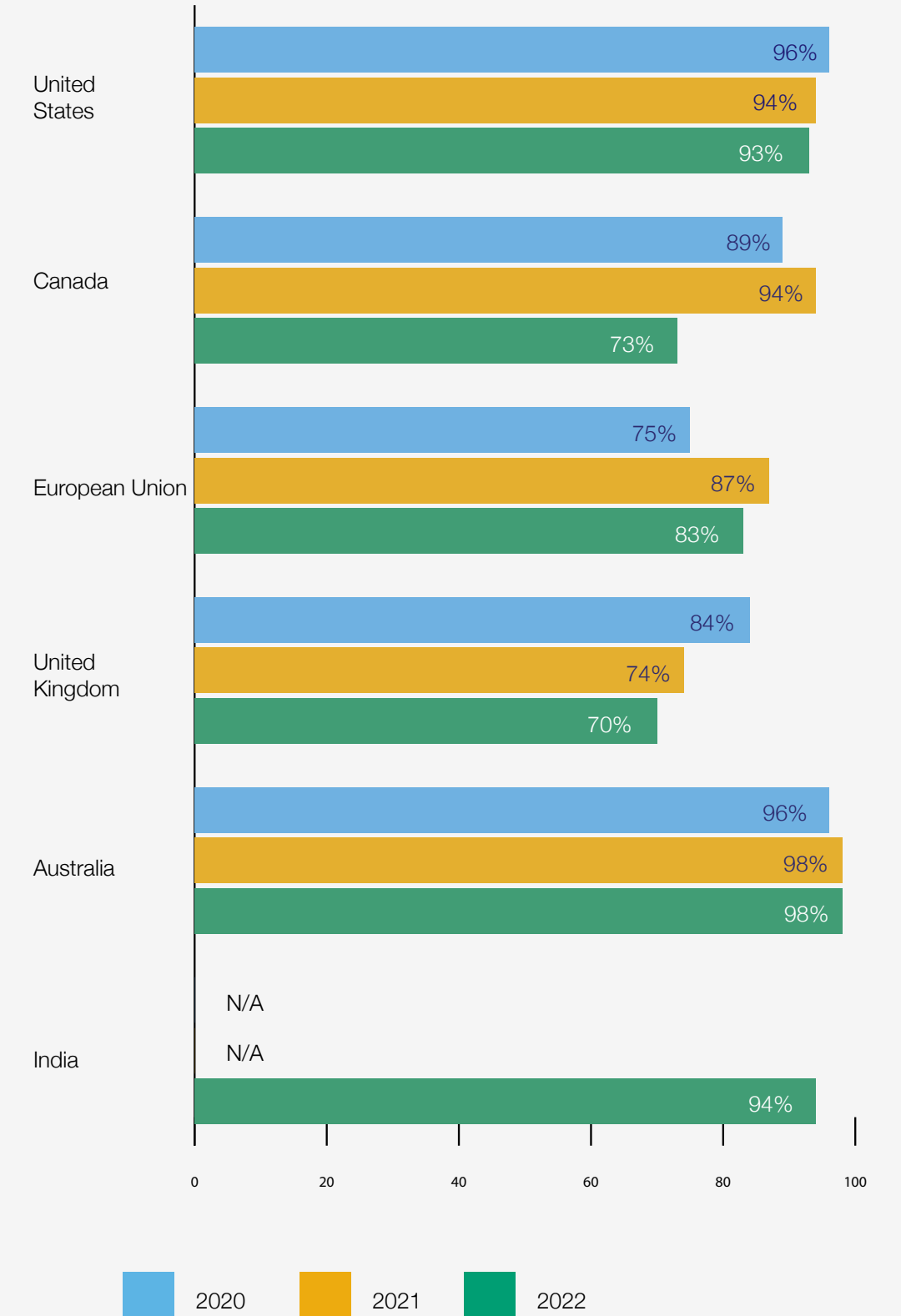
Global Economic Data

Metric	2020	2021	2022
Local Procurement			
Percentage of Local Spend, by Region ¹²			
United States	96%	94%	93%
Canada	89%	94%	73%
European Union	75%	87%	83%
United Kingdom	84%	74%	70%
Australia	96%	98%	98%
India	N/A	N/A	94%
SASB Activity Metrics			
Subscriptions			
Average Monthly Subscribers (in millions)	N/A	2.35	2.65
Percentage That Are Cloud-Based	N/A	100%	100%
Monthly Average Revenue per Subscriber	N/A	\$18.10	\$18.20
Data Storage ¹³			
Total Amount	N/A	N/A	18 PB
Percentage Outsourced	N/A	60%	85%

12 Based on vendor data. Excludes countries with less than \$1 million in overall supplier spend. 2022 data includes all supplier spend while prior year data only included tech spend, which is a majority of our overall supply chain spend. Data for India was added in 2022 and prior year data is not available.

13 In 2022, Ziff Davis developed a more robust calculation methodology that means the new figure is not comparable to prior year data. For that reason the prior year data has not been included. The new, more robust method will be used going forward. Data storage figures exclude encrypted customer data that the company is not able to access.

Proportion of Spend on Local Suppliers, by Region ¹²

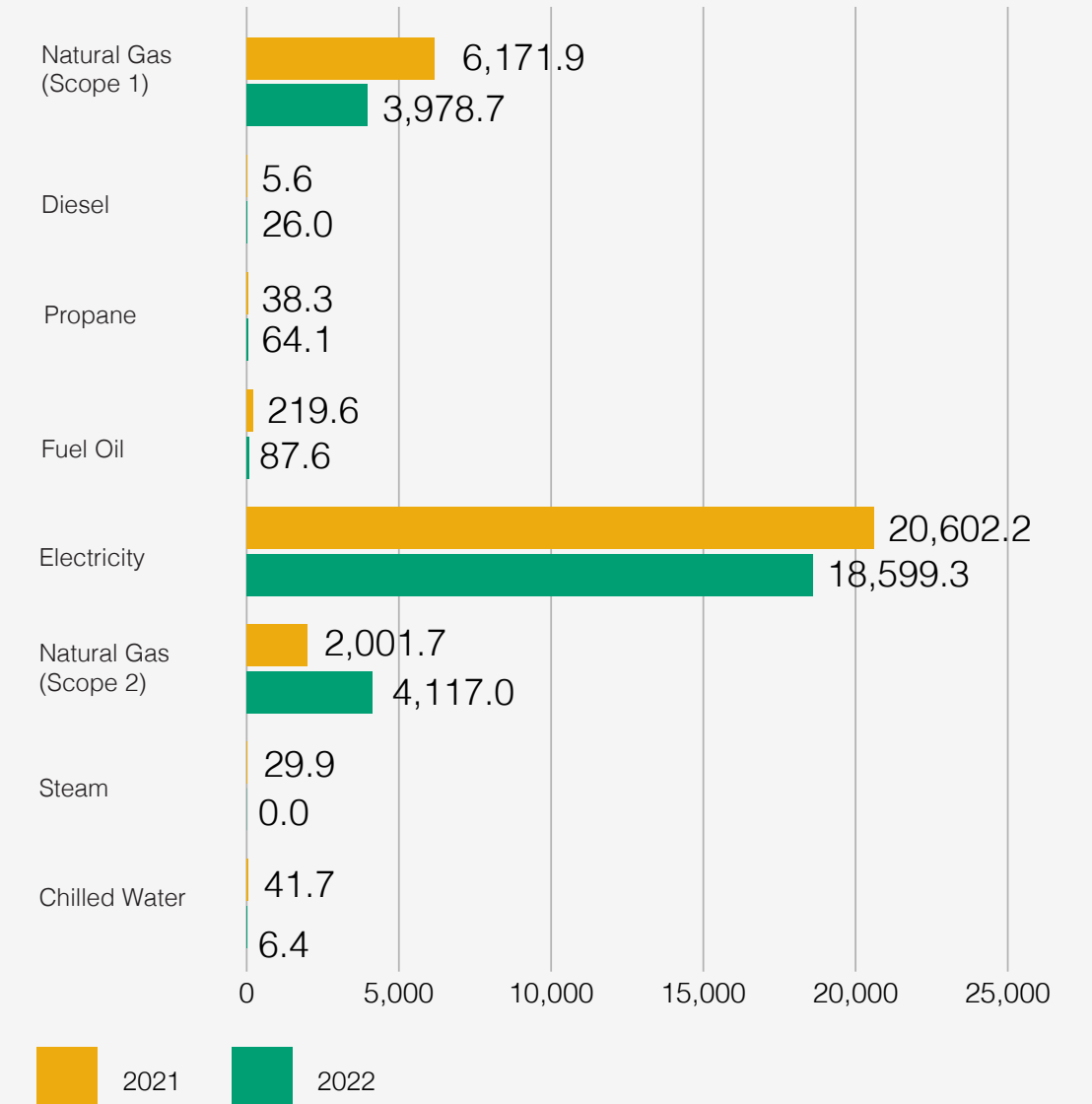


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Global Environmental Data ¹⁴

Metric	2021	2022
Energy		
Total Energy Consumption (Gigajoules)	29,110.8	26,879.1
Natural Gas (Scope 1) ¹⁵	6,171.9	3,978.7
Diesel	5.6	26.0
Propane	38.3	64.1
Fuel Oil	219.6	87.6
Electricity	20,602.2	18,599.3
Natural Gas (Scope 2) ¹⁵	2,001.7	4,117.0
Steam	29.9	0.0
Chilled Water	41.7	6.4
Percentage Grid Electricity	70.8%	69.2%
Percentage Renewable	1.1%	6.8%
Energy Intensity (GJ / \$1,000 Revenue)	0.02055	0.01932
Revenue (in Thousands)	\$1,416,722	\$1,390,997

Total Energy Consumption (Gigajoules)



¹⁴ We engaged third-party sustainability consultant Agendi to conduct our GHG audit. Our baseline year is 2021 and the GHG Protocol Corporate Accounting and Reporting Standard was used in the calculation of energy use and GHG emissions. Electricity emission factors are obtained from the International Energy Agency' CO2 Emissions from Fuel Combustion 2020 report and the U.S. Environmental Protection Agency's Emissions & Generation Resource Integrated Database (eGRID) publication. Additional emissions factors are sourced from the UK Department for Environment, Food and Rural Affairs (Defra). All energy sources are included in intensity calculations. Global warming potentials are obtained from the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report. The chosen consolidation approach for emissions is facilities under operational control. In the reporting period we did not sell any energy. Emissions calculations are based on a combination of actual, estimated, and extrapolated data.

GHG Scope 1 and 2 include four of the seven greenhouse gases covered by the GHG Protocol: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), and hydrofluorocarbons (HFCs). Perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), and nitrogen trifluoride (NF₃) are not relevant sources of greenhouse gases for Ziff Davis. We do not combust biogenic emissions sources. GHG Scope 3 includes all gases covered under the GHG Protocol: CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, and NF₃.

As our emissions methodology is refined in future years, our emissions numbers are subject to change. In 2022, our 2021 GHG emissions were retroactively recalculated due to improved access to vendor spend data and refinements in our calculation methodology. These recalculated prior year emissions reflect those submitted to the Science Based Targets initiative (SBTi) to inform our climate targets. To align with the SBTi submission, we have selected 2021 as our new baseline year.

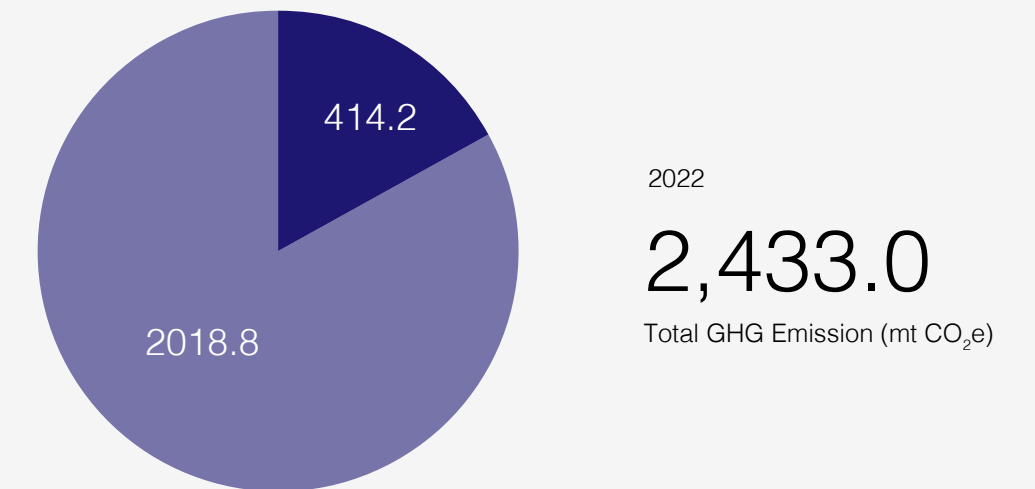
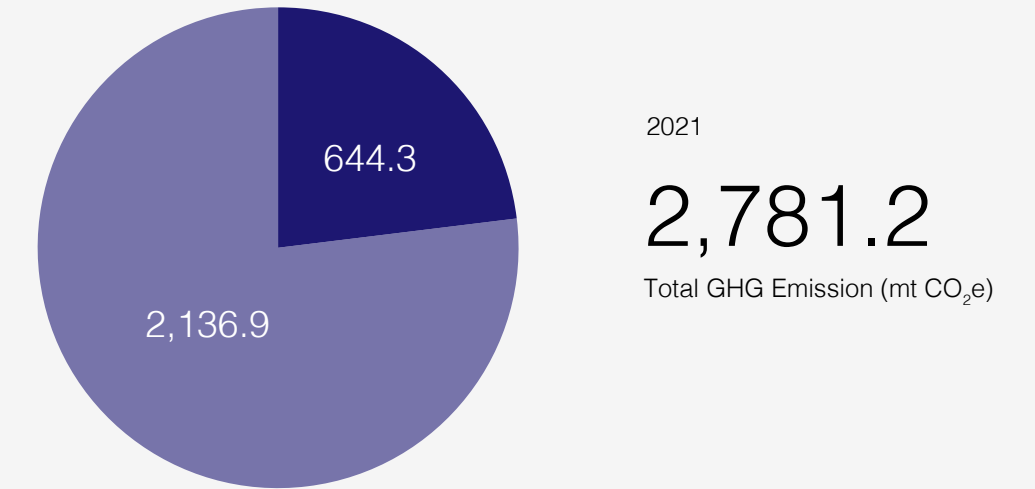
¹⁵ Where site surveys confirmed that the landlord or building manager control the boiler or source of heating, natural gas emissions were allocated to Scope 2. In all other instances, natural gas emissions were allocated to Scope 1, per recommended practice from the GHG Protocol.

Appendix

Metric	2021	2022
Emissions		
Scope 1 Direct GHG Emissions (mtCO2e)	644.3	414.2
Natural Gas ¹⁵	310.7	198.8
Diesel	0.4	1.8
Propane	2.2	3.7
Fuel Oil	18.0	7.2
Refrigerant Loss	313.0	202.7
Scope 2 Indirect GHG Emissions (mtCO2e, Market-based)	2,136.9	2,018.8
Electricity	2,031.6	1,810.8
Natural Gas ¹⁵	100.8	207.3
Steam	3.0	0.0
Chilled Water	1.5	0.7
Scope 2 Indirect GHG Emissions (mtCO2e, Location-based)	2,055.9	1,972.6
Electricity	1,950.1	1,764.8
Natural Gas ¹⁵	100.8	207.3
Steam	3.0	0.0
Chilled Water	2.0	0.4
Scope 1 and 2 Market-based Emissions (mtCO2e)	2,781.2	2,433.0

¹⁵ Where site surveys confirmed that the landlord or building manager control the boiler or source of heating, natural gas emissions were allocated to Scope 2. In all other instances, natural gas emissions were allocated to Scope 1, per recommended practice from the GHG Protocol.

Percentage of Annual Emissions per Scope 1+ 2 Market-based (mtCO2e)



Scope 1 Scope 2 Market-based

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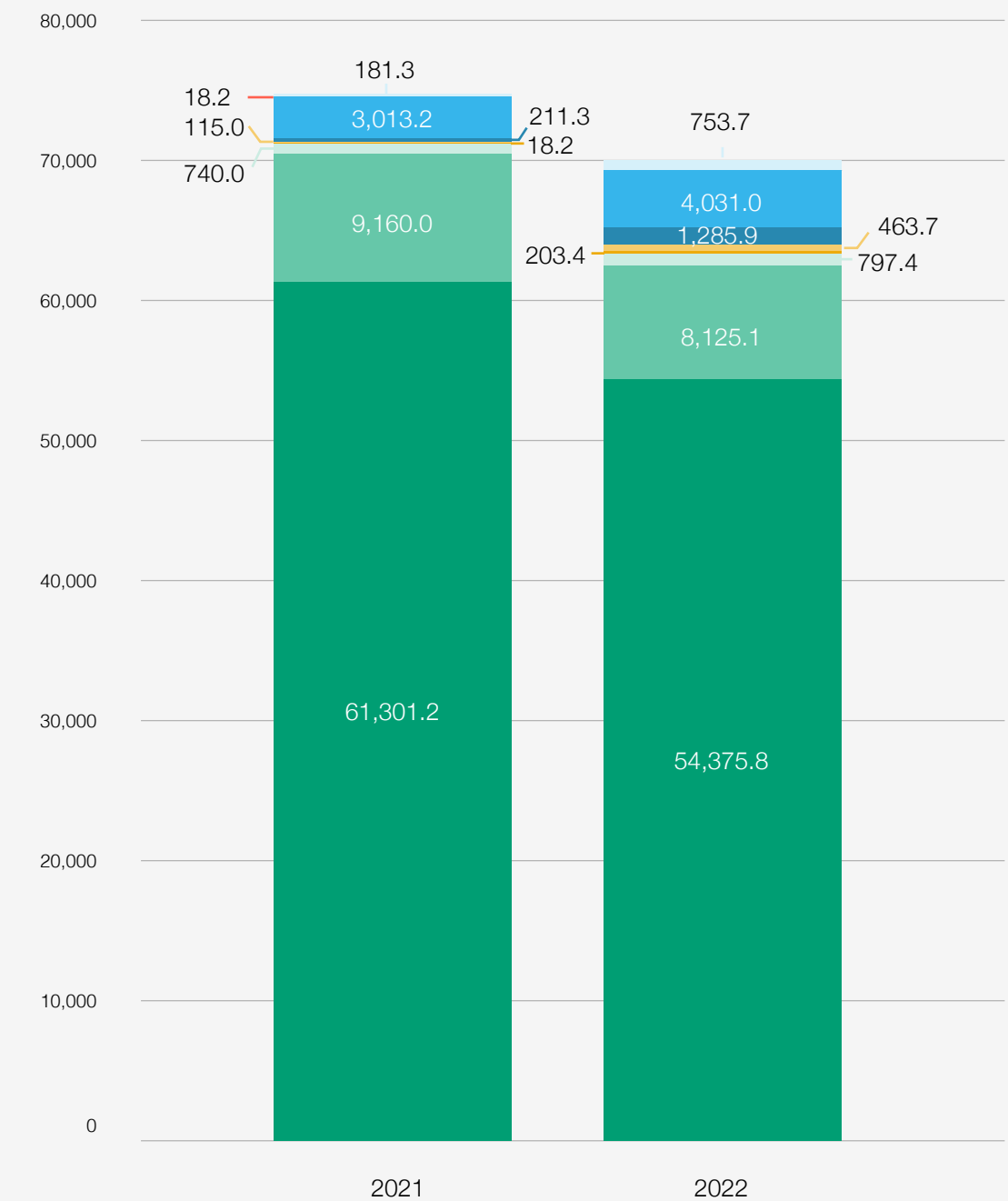
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Metric	2021	2022
Scope 3 Value Chain GHG Emissions (mtCO2e)¹⁶	74,758.1	70,036.1
Category 1: Purchased goods and services	61,301.2	54,375.8
Category 2: Capital goods	9,160.0	8,125.1
Category 3: Fuel- and energy- related activities	740.0	797.4
Category 4: Upstream transportation	18.2	203.4
Category 5: Waste generated in operations	115.0	463.7
Category 6: Business travel	211.3	1,285.9
Category 7: Employee commuting (including Teleworking)	3,013.2	4,031.0
Category 9: Downstream transportation and distribution	18.2	-
Category 13: Downstream Leased Assets	181.3	753.7
Scopes 1, 2 Market-based, and 3 GHG Emissions Intensity (mtCO2e / \$1,000 Revenue)	0.05473	0.05210

Scope 3 Value Chain GHG Emissions (mtCO2e)



- Cat 1: Purchased Goods & Services
- Cat 2: Capital Goods
- Cat 3: Other Fuel- and Energy-Related Activities
- Cat 4: Upstream Transport/Distribution
- Cat 5: Waste Generated in Operations
- Cat 6: Business Travel
- Cat 7: Employee Commuting
- Cat 9: Downstream Transport/Distribution
- Cat 13: Leased Assets (Market-based)

¹⁶ All relevant Scope 3 categories are included. In 2022, category 9 was shifted to category 4.

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GRI 102: General Disclosures 2016

Organizational Profile

102-1 Name of the organization	Ziff Davis, Inc.
102-2 Activities, brands, products, and services	2022 Annual Report: Business Overview, pages 3-11
102-3 Location of headquarters	New York, NY
102-4 Location of operations	2022 Annual Report: Properties, page 34
102-5 Ownership and legal form	2022 Annual Report: Market for Registrant's Common Equity, Related Stockholder Matters and Issuer Purchases of Equity Securities, pages 35-37
102-6 Markets served	2022 Annual Report: Business Overview, pages 3-11
102-7 Scale of the organization	2022 Annual Report: Business Overview, pages 3-11 2022 Annual Report: Properties, page 34 2022 Annual Report: Financial Statements and Supplementary Data, pages 56-118
102-8 Information on employees and other workers	2022 Annual Report: Business Overview, pages 3-11 Chapter 1: Human Capital Management, page 8 Data Tables, page 52
102-9 Description of the organization's supply chain	Chapter 3: Risk Management, page 28
102-10 Significant changes to the organization and its supply chain	There were no significant changes in the reporting period
102-11 Precautionary Principle or approach	Chapter 5: Environmental Management, page 43
102-12 External initiatives	Chapter 1: Human Capital Management, page 8 Chapter 3: Risk Management, page 28
102-13 Membership of associations	Chapter 1: Human Capital Management, page 8

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Strategy

102-14 Statement from senior decision-maker

CEO Letter, page 3

102-15 Key impacts, risks, and opportunities

2022 Annual Report: Risk Factors, pages 12-34

Ethics and integrity

102-16 Values, principles, standards, and norms of behavior

Chapter 4: Corporate Governance, page 35
Code of Business Conduct and Ethics

102-17 Mechanisms for advice and concerns about ethics

Chapter 4: Corporate Governance, page 35
Code of Business Conduct and Ethics
EthicsPoint Reporting Webpage

Governance

102-18 Governance structure

Chapter 4: Corporate Governance, page 35
Board & ESG Webpage

102-19 Delegating authority

Chapter 4: Corporate Governance, page 35

102-20 Executive-level responsibility for economic, environmental, and social topics

Chapter 4: Corporate Governance, page 35

102-21 Consulting stakeholders on economic, environmental, and social topics

Chapter 4: Corporate Governance, page 35

102-22 Composition of the highest governance body and its committees

Chapter 4: Corporate Governance, page 35
2023 Proxy Statement: Meetings and Committees of the Board, pages 10-13
Committee Composition Webpage

102-23 Chair of the highest governance body

2023 Proxy Statement: Director Backgrounds and Qualifications, page 5

102-24 Nominating and selecting the highest governance body

Corporate Governance Principles: Size of Board and Selection Process, page 3

102-25 Conflicts of interest

Corporate Governance Principles: Ethics and Conflicts of Interest, page 5
2023 Proxy Statement: Review and Approval of Transactions with Related Persons, pages 51-52

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102-26 Role of highest governance body in setting purpose, values, and strategy

Corporate Governance Principles: Functions of the Board, page 1

102-27 Collective knowledge of highest governance body

2023 Proxy Statement: Director Backgrounds and Qualifications, pages 5-7

102-28 Evaluating the highest governance body's performance

Environmental, Social and Corporate Governance Committee Charter: Performance Evaluations, page 4
Chapter 4: Corporate Governance, page 35

102-29 Identifying and managing economic, environmental, and social impacts

Environmental, Social and Corporate Governance Committee Charter: Role, page 1

102-30 Effectiveness of risk management processes

Chapter 3: Risk Management, page 28
2023 Proxy Statement: Risk Management, page 9

102-31 Review of economic, environmental, and social topics

Chapter 4: Corporate Governance, page 35
Human Rights Policy
Climate Change Policy Statement
Environmental Policy

102-32 Highest governance body's role in sustainability reporting

Chapter 4: Corporate Governance, page 35

102-33 Communicating critical concerns

Chapter 4: Corporate Governance, page 35

102-34 Nature and total number of critical concerns

Chapter 4: Corporate Governance, page 35

102-35 Remuneration policies

2023 Proxy Statement: Director Compensation, pages 14-15
Compensation Committee Charter
2023 Proxy Statement: Executive Compensation, pages 23-42

102-36 Process for determining remuneration

2023 Proxy Statement: Director Compensation, pages 14-15
Compensation Committee Charter: Duties and Responsibilities, pages 1-2
2023 Proxy Statement: Executive Compensation, pages 23-42

102-37 Stakeholders' involvement in remuneration

2023 Proxy Statement: Say-on-Pay and Stockholder Engagement, page 24

102-38 Annual total compensation ratio

2023 Proxy Statement: Pay Ratio Disclosure, page 42

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102-39 Percentage increase in annual total compensation ratio

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2023 Proxy Statement: Pay Ratio Disclosure, page 42
2022 Proxy Statement: Pay Ratio Disclosure, page 32

Stakeholder Engagement

102-40 List of stakeholder groups

2021 ESG Report: Materiality Assessment, pages 7-8

102-41 Collective bargaining agreements

2022 Annual Report: Human Capital Resources, page 9

102-42 Identifying and selecting stakeholders

2021 ESG Report: Materiality Assessment, pages 7-8

102-43 Approach to stakeholder engagement

2021 ESG Report: Materiality Assessment, pages 7-8

102-44 Key topics and concerns raised

2021 ESG Report: Materiality Assessment, pages 7-8

Reporting Practice

102-45 Entities included in the consolidated financial statements

2022 Annual Report: Business, pages 3-11

102-46 Defining report content and topic Boundaries

Introduction, page 2

102-47 List of material topics

2021 ESG Report: Materiality Assessment, pages 7-8

102-48 Restatements of information

About This Report, page 51

102-49 Changes in reporting

There have been no changes in reporting

102-50 Reporting period

About This Report, page 51

102-51 Date of most recent report

February 2021

102-52 Reporting cycle

Annual

102-53 Contact point for questions regarding the report

sustainability@ziffdavis.com

102-54 Claims of reporting in accordance with the GRI Standards

About This Report, page 51

102-55 GRI content index

Content Indexes, page 69

102-56 External assurance

Ziff Davis received **external assurance** on our 2022 Scope 1, Scope 2, and Scope 3 (Category 1) emissions

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200 SERIES (ECONOMIC TOPICS)

Procurement Practices

103-1-103-3 Aspects of the Management Approach Chapter 3: Risk Management, page 28

204-1 Proportion of spending on local suppliers Chapter 3: Risk Management, page 28
Data Tables, page 52

Anti-corruption

103-1-103-3 Aspects of the Management Approach Chapter 4: Corporate Governance, page 35

205-2 Communication and training about anti-corruption policies and procedures Chapter 4: Corporate Governance, page 35
Code of Business Conduct and Ethics

Anti-competitive Behavior

103-1-103-3 Aspects of the Management Approach Chapter 4: Corporate Governance, page 35

206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices Chapter 4: Corporate Governance, page 35

300 SERIES (ENVIRONMENTAL TOPICS)

Energy

103-1-103-3 Aspects of the Management Approach Chapter 5: Environmental Management, page 43

302-1 Energy consumption within the organization Data Tables, page 52

302-3 Energy intensity Data Tables, page 52

Water and Effluents

103-1-103-3 Aspects of the Management Approach Chapter 5: Environmental Management, page 43

303-1 Interactions with water as a shared resource Chapter 5: Environmental Management, page 43

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Emissions

103-1-103-3 Aspects of the Management Approach	Chapter 5: Environmental Management, page 43
305-1 Direct (Scope 1) GHG emissions	Chapter 5: Environmental Management, page 43 Data Tables, page 52
305-2 Energy indirect (Scope 2) GHG emissions	Chapter 5: Environmental Management, page 43 Data Tables, page 52
305-3 Other indirect (Scope 3) GHG emissions	Chapter 5: Environmental Management, page 43 Data Tables, page 52
305-4 GHG emissions intensity	Chapter 5: Environmental Management, page 43 Data Tables, page 52

400 SERIES (SOCIAL TOPICS)

Employment

103-1-103-3 Aspects of the Management Approach	Chapter 1: Human Capital Management, page 8
401-1 New employee hires and employee turnover	Data Tables, page 52
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Chapter 1: Human Capital Management, page 8 Employee Benefits Webpage
401-3 Parental leave	Data Tables, page 52

Training and Education

103-1-103-3 Aspects of the Management Approach	Chapter 1: Human Capital Management, page 8
404-2 Programs for upgrading employee skills and transition assistance programs	Chapter 1: Human Capital Management, page 8
404-3 Percentage of employees receiving regular performance and career development reviews	Chapter 1: Human Capital Management, page 8 Data Tables, page 52
401-3 Parental leave	Data Tables, page 52

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Diversity and Equal Opportunity

103-1-103-3 Aspects of the Management Approach Chapter 1: Human Capital Management, page 8

405-1 Diversity of governance bodies and employees Chapter 4: Corporate Governance, page 35
Data Tables, page 52

Human Rights Assessment

103-1-103-3 Aspects of the Management Approach Chapter 4: Corporate Governance, page 35

412-2 Employee training on human rights policies or procedures Chapter 4: Corporate Governance, page 35

Local Communities

103-1-103-3 Aspects of the Management Approach Chapter 2: Local Communities, page 19

413-1 Operations with local community engagement, impact assessments, and development programs Chapter 2: Local Communities, page 19

Customer Privacy

103-1-103-3 Aspects of the Management Approach Chapter 3: Risk Management, page 28

418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data Chapter 3: Risk Management, page 28

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Given the complex nature of our business as a decentralized organization, Ziff Davis reports using the two SASB standards that best reflect our activities: Software & IT Services and Internet Media & Services.

SASB Topic	Accounting Metric	Code	Section Reference
Environmental Footprint of Hardware Infrastructure	Number of users whose information is used for secondary purposes	TC-SI-220a.2, TC-IM-220a.2	Please refer to the Ziff Davis Privacy Policy for a description of how information may be used.
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3, TC-IM-220a.3	Chapter 3: Risk Management, page 28
	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	TC-SI-220a.4, TC-IM-220a.4	Chapter 3: Risk Management, page 28
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	TC-SI-220a.5, TC-IM-220a.5	Chapter 3: Risk Management, page 28
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	TC-SI-230a.1, TC-IM-230a.1	Any material data breaches are reported in our Form 10K.
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2, TC-IM-230a.2	Chapter 3: Risk Management, page 28
Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore	TC-SI-330a.1, TC-IM-330a.1	1) While Ziff Davis does employ foreign nationals, we do not currently track this metric company-wide. 2) Data Tables, page 52
	Employee engagement as a percentage	TC-SI-330a.2, TC-IM-330a.2	Chapter 1: Human Capital Management, page 8
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-SI-330a.3, TC-IM-330a.3	Data Tables, page 52
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	TC-SI-520a.1, TC-IM-520a.1	Chapter 4: Corporate Governance, page 35
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	TC-SI-550a.1	Chapter 3: Risk Management, page 28
	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	2022 Annual Report: Risk Factors, pages 12-34
Activity Metrics	Entity-defined measure of user activity	TC-IM-000.A	Data Tables, page 52
	(1) Number of licenses or subscriptions, (2) percentage cloud-based	TC-SI-000.A	Data Tables, page 52
	(1) Amount of data storage, (2) percentage outsourced	TC-SI-000.C	Data Tables, page 52

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The Task Force on Climate-Related Financial Disclosures (TCFD) was created in 2015 to develop consistent climate-related financial risk disclosures for use by organizations to provide climate-related information to stakeholders.

TCFD Element	Disclosure	Reference
Governance	a) Describe the board’s oversight of climate-related risks and opportunities.	Chapter 4: Corporate Governance, page 35 Chapter 5: Environmental Management, page 43
	b) Describe management’s role in assessing and managing climate-related risks and opportunities.	Chapter 5: Environmental Management, page 43
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Chapter 5: Environmental Management, page 43
Risk Management	a) Describe the organization’s processes for identifying and assessing climate-related risks.	Chapter 5: Environmental Management, page 43
	b) Describe the organization’s processes for managing climate-related risks.	Chapter 5: Environmental Management, page 43
Metrics and Targets	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Data Tables, page 52
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Data Tables, page 52



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