



2022 ESG REPORT

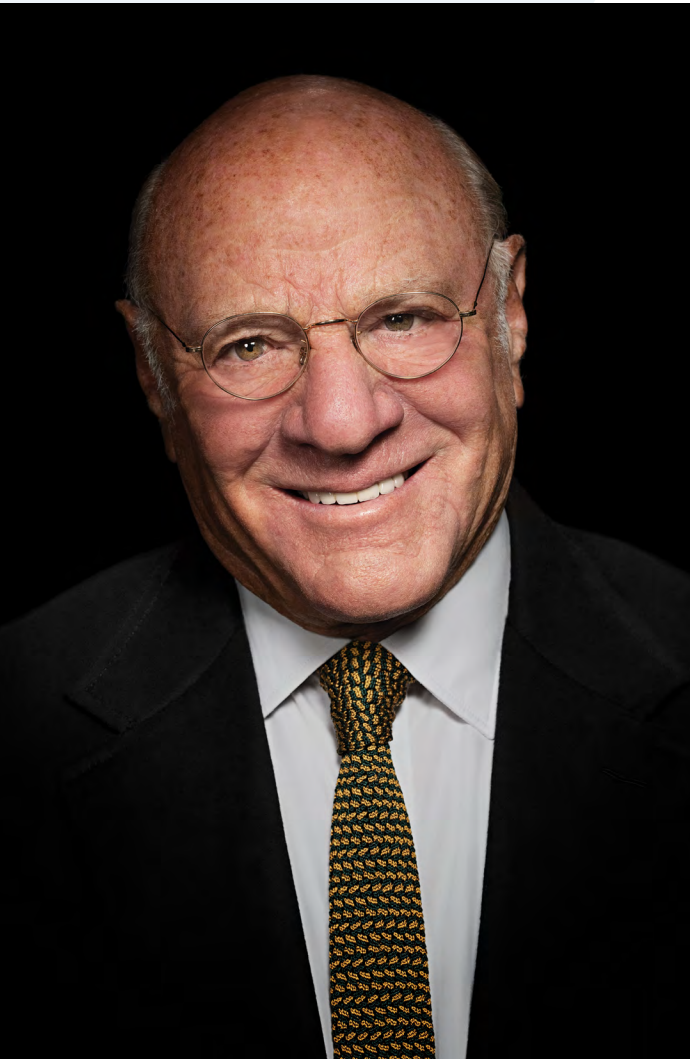
IAC

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A MESSAGE FROM OUR CHAIRMAN



IAC continues to evolve in pursuit of opportunities, fueled by an unwavering belief in what is possible, grounded in discipline and sharpened through healthy debate. We continuously adapt while never losing sight of our purpose: build businesses that create lasting value, and make a positive impact on our employees, customers, environment and communities.

OUR BUSINESSES & PEOPLE

Our 2022 ESG report illustrates how we move forward not with platitudes, but with intent. We're proud of how our businesses boldly embrace using their platforms to drive awareness and advocate for policies that benefit society. From Care.com's tireless advocacy of creative solutions to help any employer provide care benefits to its workforce, to Angi shining a spotlight on the dire need to grow and diversify our trade industries, to Vivian Health doubling the number of jobs secured by hard-working clinicians in search of careers they love, each IAC business is carving out its own unique way to make a difference.

We are lucky to have such talented employees at the heart of IAC who make our success possible. We are committed to unlocking their full potential, supporting our teams with competitive health care benefits and motivating and inspiring them to grow through a variety of professional development and training programs across our businesses. We also prioritize our employees' futures: all IAC businesses offer 401k matching, and in 2022, matching contributions across our businesses enabled us to invest 24% more into participating employee retirement funds as compared to the prior year.

UNLOCKING LEADERSHIP

In 2022, 21 college students participated in the IAC Fellows program, our immersive education and leadership experience empowering high-achieving students from historically and systematically underrepresented communities. Demand for the program



far exceeded availability, and 100% of our 2022 Fellows said the program both went beyond their expectations and that they would recommend it to a friend.

Our Fellows program, like everything we do at IAC, is different. By design, our program's success is defined not by how many students we can reach in a single summer, but the extent to which we can positively shape an individual person's life over time. The program is built from the ground up to serve future leaders who are academically high achieving and don't come from privilege (last year, 70% of our cohort were eligible for federal Pell Grants due to exceptional financial need). These are students to whom opportunities are not simply handed, who don't have industry connections, who are often juggling multiple jobs with the demands of school, and in some cases are the breadwinners of their families. Our program makes hands-on, real world business experience and leadership education accessible for bright, ambitious minds who might otherwise be overlooked. In 2022, our Scholarship Program also eased the burden for many of these future leaders by helping to combat the financial stressors of college. In 2022, we increased our total scholarship amount across 30 recipients - many of whom are Fellows participants.

Like IAC itself, our Fellows program is not static. We are always evolving. In 2022, we were thrilled to launch the inaugural Philanthropy Pitch competition in which Fellows were asked to submit pitches for the non-profits that have made the most impact on them personally. The IAC Charitable Foundation Board awarded \$60,000 in grants across the three most compelling examples - all organizations that have directly shaped our Fellows' lives. We look forward to continuing this competition every year.

This report delves deeper into the work we've done, and what we have yet to do as part of our commitment to be a force for good as IAC embarks on our next chapter of innovation and growth.

The journey continues.

Barry Diller

Chairman and Senior Executive

IAC BUILDS COMPANIES

IAC builds category-winning companies, products and brands, and we do it in a way that's unquestionably our own.

OUR VALUES

We've always done things differently, dating back to our roots in 1995 when IAC founder and Chairman Barry Diller took over as CEO of the broadcasting company, Silver King Communications. Mr. Diller saw around that time what is now commonplace: how technical leaps in interactivity can revolutionize commerce. In 2003, we became IAC. Today, we continue to embrace the possibilities of the Internet, while solidifying our unique identity as a digital anti-conglomerate.

Most management teams hold on for dear life when companies are clear category winners. For decades, IAC has chosen to do the opposite. We don't simply amass great Internet companies. We build them, grow them and – when they are ready – set them free to stand independently. From the single seed that started as IAC over two decades ago have emerged 11 public companies and generations of exceptional leaders.

IAC CORE VALUES

GIVE PEOPLE A SHOT
AT GREATNESS

FOLLOW IDEAS,
NOT ORDERS

STAY CURIOUS

ALWAYS BE BUILDING

WHO WE ARE

4

OPERATING SEGMENTS

150+

BRANDS & PRODUCTS

NEARLY
11K

EMPLOYEES

OUR ESG PRIORITIES

We strive for social responsibility as we build great businesses and manage our company in line with our core values. “Always be Building” is one of our core values because IAC is never static — at any given moment, a business can become a part of the IAC story, while another begins a new chapter. This is why each of our businesses has the autonomy and the freedom to make decisions that are right for it, its employees and its customers. While all IAC businesses embody our core values, each business has the flexibility to develop its own unique ESG strategy that is authentic and reflective of its culture, communities and business goals. This ensures a flexible and dynamic company-wide ESG approach that empowers IAC to do what we do best: evolve, grow and make lasting impact.

A constant across IAC is that we support our people and are dedicated to making our workplaces welcoming and rewarding. We recognize that our employees and businesses are vital leaders in our communities, and we empower them to make a difference. We strive to manage IAC responsibly, prioritizing initiatives and investments to ensure good governance, the protection of data and user privacy, and environmental sustainability as we prepare for the future.



IAC supports the [2030 United Nations Sustainable Development Goals \(SDGs\)](#), and we believe our work contributes to their advancement. Although each goal is important, there are five SDGs that align particularly well with our work and values: **Good Health and Well-Being; Decent Work and Economic Growth; Peace, Justice and Strong Institutions; Reduced Inequalities** and **Partnerships for the Goals**.

SUPPORTING THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



Employee benefits and well-being

- Comprehensive healthcare coverage



- Flexible work options
- Unlocking potential by fueling talent



Data security and privacy

- Information Security program
- Policies to respect user privacy
- Employee training and awareness



Narrowing the opportunity gap

- IAC Fellows
- DEI initiatives
- Local non-profit partnerships





ENVIRONMENT

ENVIRONMENT

Climate change is a serious and increasing problem that affects every community on the planet. IAC is working to mitigate our environmental impact.



UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS IMPACTED

Through our environmental efforts, we are making progress toward one of our core SDGs, Partnerships for the Goals (SDG 17).

HIGHLIGHTS FROM 2022

- IAC purchased renewable energy credits to offset 100% of carbon emissions related to 2022 electricity use at IAC headquarters.
- To unlock the full potential of a few key brands where print was no longer serving their core purpose, Dotdash Meredith stopped printing seven major magazine titles and reduced the circulation and print frequency of others, cutting total paper demand by approximately 30% year-over-year on an annualized basis.



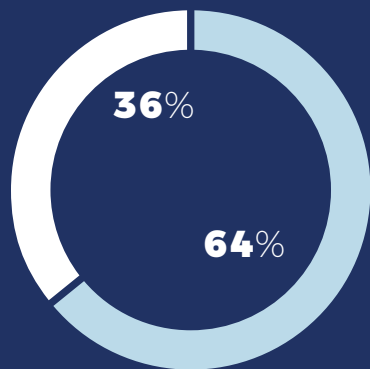
CARBON FOOTPRINT

One of the main contributors to IAC's environmental impact is greenhouse gas emissions, particularly those generated by electricity use in office buildings. By partnering with third parties to quantify our greenhouse gas emissions, we are taking active steps to develop a better understanding of our environmental impact. Advanced Waste Management Systems (AWM), which is accredited by the ANSI National Accreditation Board, independently verified our Scope 1 and 2 results.

IAC's 2022 Scope 1 emissions were 7,806 metric tons of carbon dioxide equivalents (CO₂e). Scope 2 location-based emissions were 14,042 metric tons of CO₂e (excluding renewable energy credits) and Scope 2 market-based emissions were 13,140 metric tons of CO₂e (including renewable energy credits).

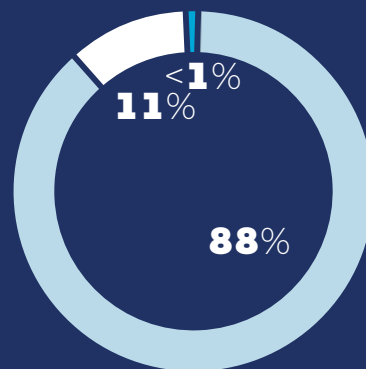


2022 EMISSIONS



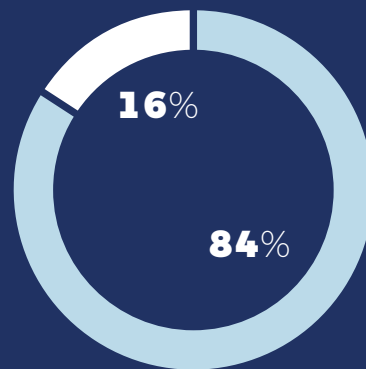
Scope 1 & 2

	MT CO ₂ e
Scope 1: Direct	7,806
Scope 2: Indirect	14,042
Total	21,848



Scope 1: Direct

	MT CO ₂ e
Mobile sources	6,896
Heat	896
Refrigerant	14
Total	7,806



Scope 2: Indirect (location-based)

	MT CO ₂ e
Electricity	11,864
Heat	2,178
Total	14,042

To learn more about IAC's greenhouse gas emissions, read our [Greenhouse Gas Report](#).

IAC HEADQUARTERS

Energy Use

Our headquarters, 555 West 18th Street, is a nearly 200,000-square-foot office building located in Manhattan, New York. The facility was built in 2007 and initially experienced high operating costs and elevated energy use intensity, which was reduced by making changes to the lighting and HVAC systems in 2021. As a result of these efforts, we achieved Energy Star and LEED Gold certification in the second quarter of 2023.

In 2021, we began purchasing renewable energy credits to offset 100% of our carbon emissions for electrical use at our headquarters. As a result of these efforts, we continued to fully offset emissions at that building through the end of 2022.

We have reduced the environmental impact of our other offices by focusing on green building design and managing energy and water use at owned properties. Across our portfolio, we seek properties with green building standards when leasing new real estate.

Waste

We have taken steps to reduce our e-waste and product waste footprints. For example, since 2013, computer hardware used by employees at our headquarters has been responsibly disposed of at the end of its life through Liquid Technology, a company that offers environmentally responsible data removal and recycling services.



DOTDASH MEREDITH



Paper Use

Magazines

As a major paper buyer, Dotdash Meredith practices responsible forestry by aiming to purchase quality paper that is 100% third-party certified. Third-party certification ensures that the paper comes from sustainably managed forests. This means that the forests are managed in a way that protects the environment and the people who live and work there.

Additionally, Dotdash Meredith annually engages with paper suppliers to track environmental performance, identify potential areas for improvement and help paper buyers make informed procurement decisions.

In 2022, to unlock the full potential of a few key brands where print was no longer serving their core purpose, Dotdash Meredith stopped printing seven major magazine titles and reduced the circulation and print frequency of others, cutting total paper demand by approximately 30% year-over-year on an annualized basis.

Office

In 2022, Dotdash Meredith reduced US office paper use by lowering office paper weights from 28 to 20 pounds and activating double-sided printer default settings, which saved over 400,000 sheets of office paper.

In addition, 98% of print magazine proofs were digital in 2022, versus 89% in 2019. This resulted in the elimination of 3,640 pounds of waste from paper, unused ink and ink cartridges over that timeframe.

PAPER VALUE CHAIN

Paper

All of the paper used by Dotdash Meredith's print magazines must receive at least one of the following certifications from a third party:



- **PEFC and SFI Certified Chain of Custody:**

The fiber used to create the paper can be traced through the production cycle back to the original certified forest in which it was produced.



- **SFI Certified Fiber:**

Loggers are trained to harvest raw materials using sustainable forestry practices.



- **Forest Stewardship Council:**

The forest is being managed in a way that preserves biological diversity and benefits the lives of local people and workers, while ensuring it sustains economic viability.



Manufacturing

Eighty percent of the paper mills that Dotdash Meredith works with are certified to ISO 14001. In 2022, 89% of the company's total paper tonnage was purchased from mills that have this certification.

- ISO 14001 is an environmental management system that can be used by manufacturers, including paper mills, to minimize how their operations negatively affect the environment.

DOTDASH MEREDITH (CONTINUED)

Energy Use

Dotdash Meredith's Des Moines building is LEED-certified and has many energy-efficient features:

- 100% LED lighting systems
- Automated lighting and HVAC equipment (scheduled to turn on/off at preset times)
- HVAC systems that can load shed during peak demand periods, which consumes less energy

Waste

Direct Mail

Dotdash Meredith uses 100% recyclable polybags to deliver its print magazines to subscribers. Due to the ongoing transition of content from print to digital, along with consolidated delivery for subscribers to multiple titles, overall polybag use declined by 37% (or 70 million units) for 2022 versus 2021.

Hazardous Waste

Dotdash Meredith recycles used 8-foot, 4-foot, U-shaped and circular fluorescent tube light bulbs, used batteries and e-waste through third parties. The company recycled 54,713 pounds of e-waste in 2022.

Office Waste

Dotdash Meredith has implemented a centralized trash disposal program at its 225 Liberty St. office in Manhattan, New York. All deskside trash bins have been replaced with centralized trash and recycling collection points, in an effort to increase recycling rates.

Also at its 225 Liberty St. office, composting bins in all pantries, test kitchens and the employee cafeteria are emptied nightly and the waste is brought to a clean, local composting facility.

At the company's New York City and Des Moines offices, 214 pounds of plastic were recycled from 100% of toner cartridges used in 2022.



ANGI



In the US, Angi has implemented the following policies to reduce its overall environmental impact:


- Recycling programs in all US offices
- Composting in kitchens (Denver and New York City offices)
- Stocking office kitchens with 100% compostable supplies
- Double-sided printed default settings in offices
- Overhead low-emitting lighting set to a 15-minute motion sensitivity timer (Denver and Indianapolis offices)
- E-waste pickups in offices, which resulted in the recycling of over 12,000 pounds of electronics in 2022
- Discounts (Eco Passes in the Denver office and CitiBike in the New York City office) to encourage green commuting habits



ENVIRONMENTAL CONTENT FROM DOTDASH MEREDITH



Dotdash Meredith reaches 30 million people daily through its iconic brands and frequently features sustainability content, including articles about smart, efficient use of resources and making the world a more beautiful place.



TRAVEL TIPS > RESPONSIBLE TRAVEL

Global Vision Awards

The Travel + Leisure Global Vision Awards aim to identify and honor companies, individuals, destinations, and organizations taking strides to develop more sustainable and responsible travel products, practices, and experiences. Not only are they demonstrating thought leadership and creative problem-solving, they are taking actionable, quantifiable steps to protect communities and environments around the world. What's more, they are inspiring their industry colleagues and travelers to do their part.

GLOBAL VISION AWARDS

TRAVEL+ LEISURE

41st ANNUAL PEOPLE'S CHOICE AWARDS EARTH DAY SPECIAL

GO GREENER ONE DAY AT A TIME

With a climate crisis so dire that one U.N. official declared we are "firmly on track toward an unlivable world," it's easy to feel overwhelmed about how to help. But when it comes to two of the biggest contributors to environmental pollution—food waste and plastics—advocates say small daily changes can add up. "Try one thing," says Shelia Morozzi, founder of Habits of Waste. "Everyone who lives on this planet is part of the solution."

By KC BAKER and EILEEN FINAN

76 April 20, 2022 People

REDUCE FOOD WASTE AT HOME



People

FOOD&WINE

BOTTLE SERVICE

Everything's Gone Green
Great organic, biodynamic, and regeneratively farmed wines

By Rory Jahn



The Green INVESTOR

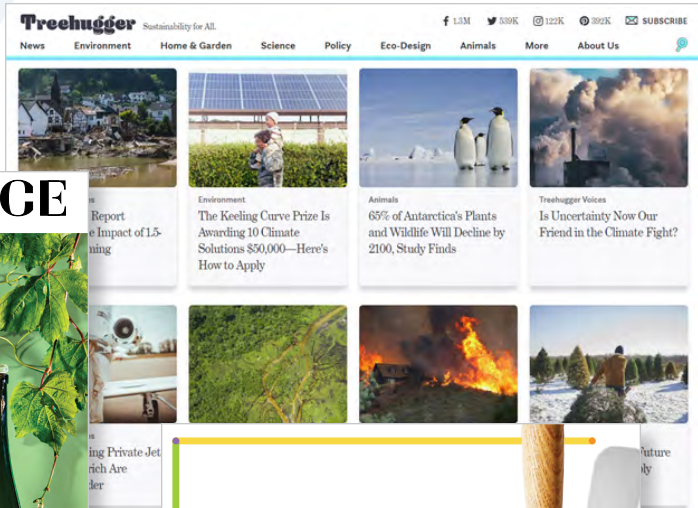
Investopedia



Investopedia

In 2022, Investopedia Editor in Chief Caleb Silver produced 21 episodes of *The Green Investor*, a podcast featuring interviews with the most influential executives, academics, investors and policy makers in ESG. Listeners learn how to invest with environmental and sustainable frameworks, trends to watch as the industry grows, and resources to help them on their green investing journey. *The Green Investor* explores the present and future frontiers of ESG, SRI and impact investing, and the companies and leaders who are shaping the landscape.

Treehugger



Sustainability for All.

News Environment Home & Garden Science Policy Eco-Design Animals More About Us

Report on the Impact of L5-ning

Environment The Keeling Curve Prize Is Awarding 10 Climate Solutions \$50,000—Here's How to Apply

Animals 65% of Antarctica's Plants and Wildlife Will Decline by 2100, Study Finds

Treehugger Voices Is Uncertainty Now Our Friend in the Climate Fight?

ing Private Jet rich Are der

The future is sustainable

And bright. Consider all the positives that happen from living more sustainably: **LESS WASTE** lightens the haul on garbage day. **SECONDHAND SHOPPING** is also an adventure, and a **PLANT-BASED DIET** makes you feel healthy. We asked eco pros to decode the latest buzzwords and share their most **DOABLE PRACTICES**. Sustainability is less about giving up stuff you like and more about discovering new **RESOURCE-FRIENDLY** things to love.

86 2022 September 2022

By DIANA DICKINSON & MEGAN HODGEA photos: KELSEY HANSEN



ACTUAL RESULT: We used the kitchen scraps for our plants, right from composted overnight.

Better Homes & Gardens



ENVIRONMENTAL CONTENT FROM ANGI

Angi publishes content through its digital magazine which reaches an audience of 2 million people each month. The magazine educates homeowners on a variety of topics, including in the April 2022 issue, how their home projects and investments can help promote a greener and more sustainable future.

Angi
April 2022

A Greener Future Begins at Home

PLUS
Learn from 5 sustainability experts on how you can start small

Small Projects; Big Impact!

BY PAUL F. P. POGUE

Some home renovations, such as kitchen remodeling, are big-ticket items. But you can also get a lot of bang for your buck with smaller jobs. These jobs won't be a big hit on your wallet, but they'll have an effect on your house!

NEED HELP?
Find a local handyman at

Angi
February 2022

16 Ways to Start Living a Little More Green

Save some green by going green around the house

Get quotes from up to 3 pros!
Enter a zip below and get matched to top-rated pros near you.

<https://www.angi.com/articles/16-ways-start-living-greener-home.htm>

Angi

Green Building: Sustainable Construction Grows

...of remodeling projects, remains in its infancy

...now a mainstream buzzword encompassing an effort by the Environmental Protection Agency, which focuses energy, water and materials and reducing building construction, operation, maintenance and energy

Repaint your kitchen cabinets
Cabinets play a big role in the appeal of your kitchen. Replacing your cabinets is likely to cost thousands of dollars. But for an average cost of \$700, you can paint your cabinets and make your kitchen look brand new, adding a lot of appeal for relatively little effort! DIY or hire a local pro.

Add storage
Whether it's a cabinet, shelving, a custom book rack, or something else entirely, increasing storage makes your home easier to use and increases its value. The cost will depend on your preferences and ambition; adding shelves typically won't cost much, but built-in storage will bump up the price.

GOOD TO KNOW

DECLUTTER AND ORGANIZE

It's amazing how much cleaner your home can feel when your closets and drawers are neat and orderly. Tackles the task of cleaning them out by going through items and deciding what to keep. If you haven't used an item in the past year and it holds no sentimental value, toss or donate it! A handy trick for keeping a closet organized is to use a bin or box to collect things as you decide you don't need them anymore. Once your bin is full, drop it off at your local thrift shop or charity the next time you're running errands.

Replace your bathroom kitchen hardware
Swapping in new faucet handles is a quick and easy up your kitchen or bathroom. For professional installation around \$250 but on the job's complexity fixtures varies depend and style you choose.

UPCYCLE A PIECE OF FURNITURE

Do you have an old piece of furniture that you just can't bring yourself to get rid of? Give it new life by painting it to better suit the current style of your home. Try using chalk paint, which covers surfaces without the need to prime them first. If your piece has pulls or knobs, think about upgrading them. And don't be afraid to inject your personality into it!

Angi

2022 Inflation Reduction Act: Everything Homeowners Need to Know

Highlights

- The Inflation Reduction Act of 2022 became law on Aug. 16.
- Homeowners can cash in on rebates and tax credits on home energy upgrades.
- It aims to reduce medication costs and invest in renewable energy.
- Low-income households can recoup 100% of an electrification project up to \$14,000.
- Homeowners can cut 30% of their solar costs from their federal taxes.

Can I use plants to make my home more energy efficient?

AYour landscaping can boost more than just curb appeal. Strategically placed trees and plants offer your home shade, wind protection, and better air circulation, to name a few positives. Swapping your asphalt or concrete for native groundcovers can dip outdoor temperatures by up to 15 degrees—perfect for hosting your afternoon barbecue. Dense trees and shrubs can act as windbreaks to limit windchill and snow drifts. Just make sure to keep thirsty plants away from the perimeters of your home to prevent mold growth and excess humidity. Check out page 21 for more about how shade trees can help lower temperatures inside as well.

ASK A PRO
Find a landscaping company near you.



SOCIAL

SOCIAL

Our people — the leaders, visionaries, entrepreneurs, managers, operators, individuals and teams that keep IAC curious and in motion — are at the core of everything we do.



UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS IMPACTED

We pride ourselves on our commitment to be a force for good and uplift voices and stories to make a positive impact in our businesses and communities. Our social programs and initiatives lie at the heart of our efforts to deliver against SDGs, including Good Health and Well-Being (SDG 3), Decent Work and Economic Growth (SDG 8), Reduced Inequalities (SDG 10) and Partnerships for the Goals (SDG 17).

OUR PEOPLE

Fueling Talent

We organize our culture around the belief that there is no single linear path to leadership. We aim to develop talent from within and supplement with external hires. As a result, senior management across IAC typically possesses a great depth of knowledge and experience, with external hires providing a fresh perspective. Executives at IAC and our businesses are frequently promoted from within, having demonstrated vision, grit and ambition. Our leaders come from all kinds of disciplines — product, technology, M&A, finance, marketing and communications — equipping them with unique perspectives on our businesses and the surrounding world. Though specific programs vary across our businesses, we ensure that all employees have access to opportunities for personal and professional growth. Each of our businesses has a unique approach to talent management, but several approaches are used broadly, including performance reviews, engagement surveys and job-specific training.

We work to help our employees reach their full potential. Examples from 2022 include:

Mentorship or apprenticeship programs

- At Care.com, employees have access to mentorship programs and quarterly conversations with managers to guide career development and performance

Professional development training programs

- Dotdash Meredith has mandatory annual anti-harassment and unconscious bias training for all employees
- At Ask Media Group, employees can get coaching to develop personal empowerment and self-branding in the workplace

Regular performance appraisals and feedback processes

- All employees receive feedback at least annually

Managerial/leadership development training

- Town Halls hosted by IAC's CEO give employees opportunities for professional development by building connections with leaders both within and outside of the organization
- At Angi, there are leadership development trainings designed to help all employees build a high-performance climate and manage change, among other topics
- Vivian Health organizes a monthly managerial development series ("The Corporate Barista"), launched in 2022, designed to assist employees with the development of leadership skills

Eligibility for equity-related compensation

- Many employees are eligible for equity across our businesses



UNLOCKING POTENTIAL

As CFO, Michelle Arbov oversees the finance organization at Care.com, the world's largest online platform for finding and managing family care — a role that spans accounting and finance, as well as business development, mergers and acquisitions (M&A), and growth.

Her journey at IAC began seven years ago as an associate director on IAC's M&A team. Early on, she observed how IAC's unique structure created career growth opportunities across a diverse set of Internet companies and how many leaders, including IAC's CEO Joey Levin, were able to grow their careers by learning the ropes and trying various operational roles at different IAC businesses.

Determined to grow, Michelle sought every opportunity to take on new challenges and absorb as much knowledge as possible from leaders within IAC businesses — along with corporate partners such as the treasury, legal and accounting teams. In a few short years, she was tapped to run IAC's M&A group, playing a key role in some of IAC's biggest transactions, including its \$500 million acquisition of Angie's List and \$250 million investment in car-sharing marketplace, Turo.

“IAC is willing to give emerging leaders who demonstrate ambition and deliver results opportunities to succeed.”

Following IAC's acquisition of Care.com in 2020 — which she helped lead — Michelle spotted her next opportunity and a chance to move into an operations role. Returning from maternity leave following the birth of her first child, she was inspired by Care's mission and the chance to make a meaningful impact at a company dedicated to making child and family care safe, easy and accessible for everyone. She was appointed CFO in February 2020.

Michelle believes a key ingredient to her success has been IAC's formula for building leaders, supporting ambition and making opportunities available to those who raise their hands; and fostering a culture that encourages collaboration.

She continues to pay it forward as she looks to help grow and mentor her team at Care.com.



Succession Planning

Our talent engine within IAC is always active, scouting for current employees who are making the biggest impact. We spend time with IAC businesses to meet these rising stars, understand their aspirations and work on finding internal growth opportunities. Each year, our talent team collaborates cross-functionally with IAC and business leadership to gain needed insights into team dynamics, strengths, opportunities and an evolving set of talent priorities. Our goal in this collaboration is to build upon talent initiatives already underway and aid in succession planning, as well as to develop and implement new talent programs and best practices.

Ownership Mentality

We want our employees to feel and act like business owners. That's why nearly 100% of US full-time employees at IAC Corporate — independent of position, role, or experience — receive equity, as do many employees across our other businesses.



BENEFITS

Employee Benefits & Well-being

We offer competitive compensation packages with flexible and family-friendly benefits and policies. All full-time employees, who comprise 93% of our total employee base, are eligible to take advantage of robust healthcare and wellness coverage.

Helping Our Employees Invest for the Future

Financially disciplined opportunism is one of IAC's core values, and we help our employees embrace that personally as they save for their future through our 401k plan. All IAC businesses offer 401k matching. At IAC Corporate and some of our other businesses including Care.com, Mosaic and Ask Media Group, we (i) match 100% of employees' pre-tax and Roth contributions, dollar for dollar, up to \$10,000, (ii) enroll new employees in the 401k automatically if they did not elect to do so and (iii) provide an annual auto-enrollment feature, which raises contributions by 1% until such contributions reach 10% of base salary. Matching contributions across our businesses in 2022 resulted in IAC investing 24% more in our participating employees' retirement savings compared to the prior year, with total contributions to 401k accounts increasing by 22%.

2022 BENEFITS HIGHLIGHTS

Benefits across all our businesses include:

FLEXIBLE WORK OPTIONS

GENEROUS PAID FAMILY LEAVE

SUBSIDIZED BACKUP CHILDCARE

MENTAL HEALTH RESOURCES

TUITION REIMBURSEMENT

COMPREHENSIVE HEALTHCARE
COVERAGE FOR FULL TIME
EMPLOYEES



INCLUSIVITY & BELONGING IN THE WORKPLACE

IAC and our businesses strive to foster inclusive workplaces where all employees feel valued for who they are and are motivated and inspired to do their best work.

Our health plans and paid leave benefits reflect our commitment to diversity, equity and inclusion. We believe our health plans include comprehensive healthcare coverage including robust fertility health programs, and all of our businesses offer employees paid family leave. Specific diversity, equity and inclusion programs differ across our various businesses. Highlights at certain of our businesses include:

- Diversity, Equity and Inclusion (DEI) councils or dedicated executives
- Efforts to increase diversity of candidates in the recruitment process
- Employee Resource Groups (ERGs) sponsored and/or led by senior executives

INCLUSIVITY & BELONGING IN THE WORKPLACE AT DOTDASH MEREDITH

Diversity, equity and inclusion are at the heart of Dotdash Meredith's core values, and the company has made it a priority to foster a work environment where every employee feels valued and respected. Its workplace activities are strategically organized into three categories: Recruitment, Retention, and Belonging and Inclusion.

Recruitment

Employing individuals who reflect the diverse makeup of Dotdash Meredith audiences results in the most meaningful and relevant products. To continue diversifying the company's employee base, it focuses on two areas:

- Sourcing: To increase the pool of diverse candidates for each open position, the company:
 - Actively participates in conferences hosted by organizations such as the National Association of Black Journalists, The National Association of Hispanic Journalists, Asian American Journalist Association, Association of LGBTQ Journalists, Afrotech and more. Activities at these conferences in 2022 included panel discussions, booths and sponsored sessions.
 - Builds pipelines for specific positions. For example, Dotdash Meredith now employs a recruiter specifically focused on building diversity in tech jobs.
 - Posts on a variety of job boards in order to reach candidates from a broad range of backgrounds and identities.
- Interviewing: To ensure an equitable interview process, the company:
 - Uses the Korn Ferry method of competency-based interviewing to eliminate bias. Its most senior recruiters are Korn Ferry-certified.
 - Prioritizes multi-racial and multi-gender representation in the applicant pool.



“We are energized by the work we did in 2022 integrating two outstanding legacy DEI programs and we look forward to building on that strong foundation in 2023 and beyond.”

DELONZO RHODES
HEAD OF DIVERSITY, EQUITY, & INCLUSION

Retention

Dotdash Meredith Employee Resource Groups (ERGs) provide support, education and community while championing a culture of representation and belonging. The company has seven Employee Resource Groups:

- The Black Affinity Group (Black Employees)
- AAPI Collective (Asian American Pacific Islander Employees)
- HOLA (Latinx Employees)
- L.A.U.N.C.H (Learning and Understanding New Career Heights)



- OUTspoken (LGBTQIA+ Employees)
- Gender Equity In Tech (Underrepresented Genders in Tech Employees)
- Women's Council (Women Employees)

Belonging and Inclusion

Every year, Dotdash Meredith supports key cultural moments including Black History Month, Pride, AAPI Heritage Month, Women's History Month, Hispanic Heritage Month and more. The ERGs plan and execute dynamic events, programs, campaigns and initiatives that are educational and entertaining.

Examples include:

- AAPI painted rangoli and educated employees about the history and importance of Diwali, a South Asian holiday.
- The Women's Council hosted an educational conversation surrounding reproductive health, featuring outside experts.
- HOLA hosted a series of five events that highlighted the stories, contributions and rich cultural heritage of the company's Hispanic/Latinx employees and other important figures.
- Dotdash Meredith's Diversity, Equity and Inclusion team hosted a critical conversation with Haley Moss, a lawyer and expert on Neurodiversity, in recognition of Autism Awareness month.

Read more here:

<https://www.dotdashmeredith.com/dei>

INCLUSIVITY & BELONGING IN THE WORKPLACE AT CARE.COM



Care.com established a Diversity Council in 2020 composed of senior leaders from across its business, as well as ERG members. The Diversity Council regularly reviews DEI initiatives, including those specific to recruitment and retention, DEI-related goals and ERGs, as well as external programs, such as procurement.



Recruiting

- Uses artificial intelligence to assess gender bias across all open job descriptions
- Requires all recruiting team members to earn their AIRS Certified Diversity Recruiter (CDR) certification

Employees

- DEI training for all employees
- Leadership development programs on topics such as “Valuing Unique Perspectives” and “Fostering Inclusion & Belonging”
- Executive-supported ERGs include: Latinx@Care, Diversity@Care, LGBTQ+@Care and WomeninTech@Care

Supplier Diversity

- Care.com’s Supplier Diversity Program extends the company’s DEI commitment to suppliers, including technology vendors and Care.com’s network of independently owned childcare centers
- The program requires all new and existing vendors to report their status as a certified diverse supplier, validated by a third party
- Care.com tracks spend and supplier count across all departments to ensure that they work with third-party certified diverse suppliers and promote supplier diversity initiatives with employees at quarterly Town Halls and via internal awareness campaigns

Read more at: www.care.com/about/dei/

INCLUSIVITY & BELONGING IN THE WORKPLACE AT ASK MEDIA GROUP



Ask Media Group's DEI initiatives are designed to incorporate DEI into Ask Media Group's hiring, retention and development processes and support the entire Ask Media Group employee lifecycle. These include:

- Utilizing job boards specifically built for diverse job seekers, such as the LGBTQ+ community.
 - Forming interview panels designed to foster a diverse mix of questions and perspectives. Ask Media Group also offers all employees training and workshops on interviewing best practices.
 - Mandatory annual unconscious bias training for all employees.
- Ask Media Group's ERGs include:
 - Diversity@Ask fosters acceptance and allyship by partnering with local organizations and hosting monthly events, book clubs and outside speakers on DEI-related topics.
 - Women in Tech's mission is to discuss and create awareness around issues women face in the workplace, as well as provide tools and resources for women at Ask Media Group. The group brings in guest speakers and hosts roundtable discussions on topics such as advocating for other women, imposter syndrome and work-life balance.



INCLUSIVITY & BELONGING IN THE WORKPLACE AT THE DAILY BEAST

DAILY BEAST

The Daily Beast is committed to promoting diverse coverage and developing diverse talent. This award-winning news organization elevates stories that impact communities reflecting the full spectrum of human experience.

The Daily Beast is committed to:

- Using diversity job boards when looking for talent
- Conducting an annual company-wide diversity survey to better understand and serve its employees
- Providing unconscious bias training to all new hires
- Providing an annual engagement survey to all employees

Read more on The Daily Beast's [website](#), in its [2022 Diversity Report](#) and in its [Code of Ethics](#).



STRENGTHENING OUR COMMUNITIES

Whether supporting the arts, investing in education, endowing skills in technology, or helping local communities, IAC seeks to make a positive impact on our communities. Our giving strategy has always been hyper-local by design, made possible by a network of trusted partners. We go deep versus wide with our resources to make the greatest possible impact on our neighbors and surrounding communities by improving educational and economic opportunities. Our giving strategy focuses on three main pillars: Education, Inclusion & Opportunity; Community Engagement; and Arts & Culture.

In 2020, IAC Corporate funded a \$25 million endowment to the IAC Foundation to help ensure that our philanthropic efforts continue in perpetuity. In 2022, the IAC Foundation donated nearly \$1 million in grants and scholarships.

OUR EMPLOYEES

IAC encourages all employees to donate to charitable organizations of their choice through our Matching Gifts Program, which matches employee donations to eligible charitable organizations dollar for dollar up to \$15,000 per employee.

In 2020, we strengthened the IAC Matching Gifts Program by partnering with the Benevity giving platform to help employees better discover and connect with charities of interest. In 2022, we matched donations across nearly 800 charitable organizations. In addition to financial donations, to encourage employees to volunteer with charitable organizations of their choice, many IAC businesses offer their employees paid time off to volunteer in their communities.



IAC FELLOWS PROGRAM

“This program has helped me in so many ways with regard to my professional development. I cannot recommend this program enough. I have met so many people who were willing to work with me and teach me what I need to know in order to be successful.”

SADAF KAHN

PRODUCT DEVELOPMENT INTERN



IAC FELLOWS PROGRAM

When it comes to leadership, IAC has always favored passion over pedigree — the ability to rise to a challenge over the perfect resume. Launched in 2019, the Fellows Program is designed to empower, not merely train, high-achieving college students from historically and systemically underrepresented communities. The program aims to break down barriers to opportunity in the workplace, allowing these students — many of whom are at or below the federal poverty line — to see themselves as future leaders at a company like IAC and then feel equipped to make that future a reality. The primary elements of the program include:

- An 8-10 week paid summer internship at one of IAC's businesses
- A mentor relationship with an executive (that often extends beyond the duration of the program)
- A \$5,000 after-tax stipend is given directly to the student at the end of the program that may be used for academic-related expenses
- Educational and cultural field trips and speaking engagements

IAC uses its unique business model to allow Fellows to discover their passions and professional aspirations. Once accepted, IAC Fellows are encouraged to participate in the program each year for up to four years, rotating across IAC brands and internships. Upon graduation from the program, should an IAC Fellow take a full-time role at IAC or any of our brands, we will pay 100% of their student debt after three years of employment. We currently have two former Fellows employed in full time roles at Care.com.

[Learn more about the IAC Fellows Program here, including a video highlighting the program experience from the Fellow perspective.](#)

HIGHLIGHTS FROM 2022

21 FELLOWS

100% OF FELLOWS SAID
THAT THE PROGRAM MET OR
EXCEEDED THEIR EXPECTATIONS

100% OF FELLOWS WOULD
RECOMMEND THIS PROGRAM
TO A FRIEND

95% OF MANAGERS SAID
THAT THEY WOULD
RECOMMEND THEIR FELLOW
FOR A FUTURE INTERNSHIP OR
EMPLOYMENT OPPORTUNITY

COMMUNITY GIVING IN 2022

IAC and its businesses directly made over \$1.7 million in charitable contributions, including:

\$775K

Dotdash Meredith donated to a variety of organizations to support local communities in which DDM has a presence

\$700K

IAC's match for group-wide employee donations to a variety of organizations

\$187K

Angi donated to a variety of organizations

Grants and scholarships delivered through the IAC Foundation totaled nearly \$1 million, including:

\$240K

Academic scholarships awarded to 30 recipients from underserved communities in the New York tri-state area

\$50K

Grant to The Juilliard school to fund student scholarships for the next generation of classical musicians

\$50K

Grant to The Clooney Foundation for Justice to support its "Waging Justice for Women" Initiative

STRENGTHENING OUR COMMUNITIES AT IAC CORPORATE

In 2022, the IAC Foundation funded new and long-standing partnerships to strengthen programs we believe will have a positive impact in our local community.

New partners include:



Improves access to education and academic outcomes



Promotes global peace and the advancement of international human rights protections



Focused on breaking the cycle of intergenerational poverty



Provides pro bono legal services to journalists



Trains the next generation of curators, leaders, producers and technicians

Long-standing partners include:



Helps homeless LGBTQ+ youth be safe and become independent as they move from adolescence to adulthood



Provides hot, nutritious, well-balanced meals to people in need every weekday, including holidays



A multi-service community agency serving those who live, work, or go to school in Chelsea and the west side, with a focus on those in need



Works with the sharpest minds from tech, non-profit, government and law enforcement to stop the spread of child sexual abuse material, stand up to child traffickers and uncover new kinds of abuse



STRENGTHENING OUR COMMUNITIES AT DOTDASH MEREDITH



Dotdash Meredith is active in its communities through a wide variety of initiatives. These include offering unique opportunities for local students and recent graduates to jumpstart their careers; and initiatives like, “How We Give,” where a committee in each Dotdash Meredith market identifies and implements volunteer projects to address specific community needs.

Fostering Early Talent

- Through Dotdash Meredith’s apprentice programs with Drake University and Iowa State University, students work at the company for 8 months during the school year. In this timeframe, they receive an in-depth education on the business and have time to develop into skilled employees, understanding and investing in the work they do.
- The mission of Dotdash Meredith’s Summer Internship Program is to stoke passion for careers in digital media, promote Dotdash Meredith as a great place to work, and create a candidate pipeline that attracts interns from underrepresented groups. This program brings in classes of approximately 30 students per year to participate in 10-week paid internships. The program is geared toward upcoming juniors and seniors from colleges and universities across the US.
- The Dotdash Meredith Fellowship Program offers recent college graduates the opportunity to gain experience working with some of Dotdash Meredith’s most popular brands, including [Southern Living](#), [Allrecipes](#) and [EatingWell](#). Fellows assist photo, video, prop styling, food styling and editorial teams at the company’s Birmingham, Alabama office and learn directly from industry-leading experts.

“My time at EatingWell.com has provided me with a wealth of knowledge on what digital brands do to maintain audience engagement. I’ve learned how to craft content and news articles that I’m confident our readers will enjoy. The team I work with is highly communicative and driven to ensure that I have a positive learning experience. The tools and feedback they give me daily enhance what I am learning in my university’s curriculum. My apprenticeship has provided me with the clearest glimpse into the industry I could have hoped for, and I have gained skills I could not have found anywhere else.”

ELEANOR CHALSTROM

JUNIOR, JOURNALISM AND MASS COMMUNICATION, POLITICAL SCIENCE, IOWA STATE UNIVERSITY
EDITORIAL APPRENTICE, EATINGWELL.COM

Community Giving



Fund-raising campaign that included panel discussions on the impact of United Way, along with prize drawings and fun events.



Raised money through ticket sales, premium charity ticket packages, a silent auction and custom merchandise sold at The 2022 FOOD & WINE Classic in Aspen.



Donation via its sponsorship of the 2022 [Principal Charity Classic](#).



Southern Living sent more than 25 staffers to volunteer at the farm, and Dotdash Meredith Food Studios hosted a group of students to explore job opportunities in food media.



A group of *Travel + Leisure's* print and digital editors serve as mentors to media industry leaders of the future.



Received toy, food and cash donations from Des Moines-based employees.



Seattle-based employees compiled and delivered snack packs for the youth during the holidays, when children were out of school and may not have had easy access to food.



Shelburne-based employees cooked meals along with collecting and purchasing donations for the organization.



Received food donations from Stamford employees.



Dotdash Meredith's India-based employees helped facilitate health screenings for communities in need; and planted trees, built ponds for fish farming and funded the installation of solar panels.



STRENGTHENING OUR COMMUNITIES AT ANGI



Volunteering in 2022

- Angi's Engineering team spent an afternoon teaching interview skills to Pursuit Fellows from diverse and underserved communities looking to build careers in the tech industry.
- Angi partnered with Habitat for Humanity on volunteer build projects in Denver and Indianapolis. With one day of work in each market, the team installed framing and built foundations that would become homes for two families.
- Offices in Denver, Indianapolis and New York hosted a coat drive, donating several dozen coats to local organizations in New York City, Indianapolis and Denver supporting the homeless and temporarily displaced individuals.

Partnerships

Angi partnered with Team Rubicon — a veteran-led humanitarian organization that serves global communities before, during and after disasters and crises — to provide disaster relief following devastating events such as Hurricane Ian. Together, Team Rubicon and Angi jump-started various rebuilding efforts for countless homeowners impacted by these disasters.

Veterans

Angi's work supporting veterans does not end with partnerships. Annually, the company celebrates Angi employees who are veterans with a recognition lunch attended by senior leaders where Veterans can share their contributions and experiences while in service. This year, Angi also featured Veteran home pros and ways to support Veterans post-service at a company-sponsored event.



SOCIAL IMPACT



For IAC, value creation is not only about financial returns, but also about driving positive social impact locally and nationwide.

SOCIAL IMPACT AT CARE.COM

Care.com is the largest online platform for finding and managing family care and is committed to doing its part — with its product, brand, resources and leadership — to raise awareness and help identify solutions to address America's broken care system.

Empowering Care Workers

Maintaining a strong care workforce is essential, and Care.com advocates for and supports care workers in a variety of ways. Care.com's on-demand feature enables caregivers to book flexible jobs that meet their schedules; they simply need to confirm when a booking is offered. For those caregivers interested in full-time care work and building their own business, Care.com provides the marketing tools to bring in clients, supported by scheduling, booking and payment tools all on the platform. Additionally, through Care.com HomePay, the company facilitates the household payroll and tax responsibilities for families employing care workers. When paid legally, caregivers have access to an array of benefits, including Social Security, unemployment insurance, disability insurance and more.

Putting Safety First

This is a top priority for Care.com and the company requires in-depth background checks of all caregivers before interacting with families.

Elevating the Conversation: Care Can't Wait

Care.com leverages its leadership position to drive the national care conversation through original research, partnerships and advocacy. Its annual Cost of Care Report remains the go-to source for journalists, and in 2022 generated more than 40 original stories reaching more than 800 million people. In the fall of 2022, Care launched a new podcast, "Why Care? with Reshma Saujani and Tim Allen," a candid conversation about the state of care in America and how to improve it.

"American working families are our nation's greatest capital. They need a deep and resourced care infrastructure that provides the support, flexibility and accessibility that works for them; along with investment in wages and workforce development to ensure we have the professional caregivers we all need."

TIM ALLEN

CEO OF CARE.COM, *NEWSWEEK*

Advocating for Real Solutions

Without care, families can't work, which is why Care.com advocates for the expansion of current laws that incentivize employers to provide care benefits to their employees. The company has introduced new legislative policies that would redefine eligible resources and expand credits, opening the door for more employers — even small and medium businesses — to participate. Care.com has also continued to press for the permanent expansion of the Child Tax Credit and the Child and Dependent Care Tax Credit, both of which helped mitigate rising care costs for parents and reduced the child poverty gap during the pandemic.

Helping Employers to Ease the Burden of Working Families

Through Care for Business, Care.com partners with nearly 1,000 leading US employers to support more than 7 million working families by offering flexible care benefits tailored to the needs of employees. Research has shown that access to caregiving benefits boosts employee productivity by 34% and reduces turnover by up to 21%. While these benefits are for all working caregivers, they are particularly critical to women who still disproportionately shoulder caregiving responsibilities, be it childcare, senior care or both. In fact, during the height of the COVID-19 pandemic nearly 3 million women left the workforce as a result of childcare needs in the wake of school and daycare closures. To retain their female workers and more recently to regain them, employers across industries have prioritized care benefits.

Meeting Families Where They Are

With the rise of remote and hybrid work, families' care needs have shifted. Parents require flexible plans that support how they work today — whether they need a caregiver for just a few hours or all day. In 2022, Care.com launched on-demand booking, allowing families to secure care precisely when they need it and to configure it around their schedules.



SOCIAL IMPACT AT DOTDASH MEREDITH



Dotdash Meredith brands are committed to driving positive social change, combatting racism, building diverse teams and producing inclusive content — including by way of [public diversity and inclusion pledges](#) — and engaging in social justice initiatives, such as:

- Byrdie and InStyle have signed on to Aurora James' [15% Pledge](#) initiative, committing to have 15% or more of the products featured in their content be from Black-owned companies and/or Black designers.
- Over the last two years, Investopedia formed partnerships with [Wall Street Bound](#), [Project Come-Up](#) and [Learn to Money](#). These organizations address the effects of systemic and institutional racism by expanding career opportunities in finance and building financial literacy skills for young, underrepresented youth. Investopedia is working to give them a platform and resources to aid in these efforts.
- Dotdash Meredith supports minority-owned small businesses through [Good Impressions](#), its pro bono media and marketing consultation program that provides marketing and advertising expertise to BIPOC- and/or LGBTQIA-owned businesses across the food, beauty, personal care and household product categories.



DOTDASH MEREDITH DIVERSITY AND INCLUSION PLEDGES

Dotdash Meredith brands have publicly pledged to reflect more diverse voices, perspectives and experiences in the content they create. Content is generally reviewed by diverse editorial teams representing a wide range of ages, races, gender identities, sexual orientations, ethnicities and abilities. In addition, an [anti-bias review board](#) that includes non-employee experts with experience in education, works with brands to ensure their content is culturally sensitive while using appropriate language and non-offensive imagery.

All Dotdash Meredith brands publish accountability metrics that are tailored to their respective staff and readership and updated quarterly. These metrics can include diversity in editorial staff as well as how the brands that are featured align with DEI commitments.

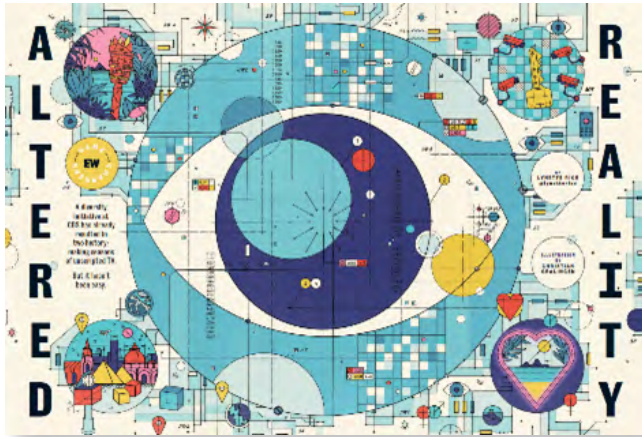
To learn more, please review each brand's Diversity & Inclusion Pledges [here](#).

DOTDASH MEREDITH - LIFTING UP DIVERSE VOICES



Entertainment

EW Game Changers is a new series profiling the people and projects making an impact in diversity, equity, and inclusion in entertainment.



The Future of Beauty

Gone are the days of contorting ourselves into a one-size-fits-all mold (and an ill-fitting daily routine to match). With a new wave of products, innovative entrepreneurs and celebrity ambassadors are championing diversity: age, skin tone, hair texture, heritage, and physical ability. The point is simple—everyone is included.

130 | EW | September 2022

Better Homes & Gardens

HEALTH GROUP
Kindred
by PARENTS

A first-of-its-kind digital destination and social-first community at scale that centers and speaks to the authentic experiences of Black families.

Kindred is Your Proverbial Village

We are in constant conversation with parents and caregivers—the people raising the next generation of Black children against a backdrop of pervasive anti-Black racism.

With news through an intersectional lens, stories from Black parents, and advice and lifestyle content that honors our cultures and traditions while carving paths for new ones, we walk with you as you journey to raise free Black children with lives full of love and joy.

Content Meets at the Intersection of Parenting, Race, & Diversity

Kindred, a dedicated section on Parents, explores a variety of content pillars, including:

- Parenting & Family
- Health
- Self-Care & Beauty
- News
- Culture
- Home
- Wellness

Kindred's Audience is Engaged

- 97% growth in engagement month over month*
- 100% growth in video views month over month*

*vs. Facebook and Instagram

Source: Sprout Social 1/4/22

verywell health

A Verywell Report: How Racism Damages the Black Health Experience

By Denise Daniels, MD | Published on February 11, 2022

'No One Can Do This Alone'

THERE'S STRENGTH IN NUMBERS

ACTORS, SINGERS, A NASCAR DRIVER, A DRAG QUEEN AND A FOURTH GRADER—WHAT DO THESE LGBTQ+ AMERICANS HAVE IN COMMON? THEY FOUND ALLIES LIKE THESE WHO LIFTED THEM UP.

Johnny Sibilly, 34: Allyship to me means someone having your back without reservations or conditions. In Hollywood it is so important for queer people to have the chance to have our stories told. With Lisa Sibilly's manager in my corner, I don't have to worry about being anything other than who I am. And even if I don't book a straight role ever again, I will be happy knowing that I've played great queer people.

Lisa Sibilly, 36: Working with LGBTQ+ artists, I have come to understand my own privilege. Knowing that I get access to places that not everybody does, I try and use that for everybody.

Shayne Davis, 29: Me and Devin met working as models in Dallas. But we're both really from the backwoods of Texas. Where we're from, people aren't the most accepting. Watching his struggle to come out, then seeing him accept himself, watching him be so courageous, it changed me. He says I allowed him to be himself. He allowed me to change myself. I checked my own toxic masculinity.

Devin Way, 30: I was very much in the closet, religiously as Shayne gave me permission to be messy to be all of me. He told me what I needed to hear at that moment. "It's going to be okay." Then I realized, "I don't have to be afraid anymore!" — JASON SHELTER

People June 20, 2022 61

THE COME UP SERIES

Powered by **Investopedia**

Tuesday Oct 12th, 2022

PCU

An in-person event focused on building financial literacy and career development skills. This is a half day seminar at Investopedia's office geared towards 18-24 year olds in the Black & Brown community.

WITH \$\$\$ PRIZE OPPORTUNITIES!!!

Investopedia

SOCIAL IMPACT



In 2022, Angi promoted diversity in the trades by highlighting the inspiring stories of women who have built lasting trade careers in the March issue of its monthly digital magazine. Angi Magazine's digital editions are sent to an average of 2.4 million users per month.

Angi
March 2022

LET'S KNOCK DOWN SOME WALLS

Meet four women trailblazing through the trade industry.

Women LEAD THE WAY

Meet four women leading, succeeding, and changemaking in an underrepresented industry

BY PAUL F. P. POGUE

What challenges and prejudices have you faced as a woman in the trades?

Harmony Brown
Being a woman in a male-dominated field, you're constantly faced with unspoken things. There's some doubt you have to overcome. I have to work harder overall to prove myself. The flip side is that because I had to do better, do more, and be better to be on the same playing field as a male counterpart, it completely propelled my success in the long run.

Andrea Pfeifer
It's imperative that not only I but my staff feel comfortable and safe entering a home. I always met new clients by contacting them personally to ensure I feel comfortable with them. In-person meetings occurred before the pandemic, but the pandemic has moved them to virtual visits.

Angela Duncan
I have encountered a couple of unpleasant conversations with men who questioned my ability and knowledge. They were very rude to me, and I figured it was because they didn't feel that a woman knew what I was talking about or could understand what they were saying.

Debra Miller
During the hiring process, we ran into individuals who did not want to report to females, but preferred to report to (my husband) Patrick directly. We did not hire them, so they weren't a good fit for our office culture and organizational structure. ■

What advice would you give to women considering a career in the trades?

Harmony Brown, owner, GreenWorks Inspections & Engineering
You've got to be an amazing team player. The winners aren't the best CEO or the best individual; they're the best teams. Be an amazing collaborator, build up others around you, and your opportunities will continue to soar.

Debra Miller, co-owner, Patrick Miller Construction
Surround yourself with goal-oriented entrepreneurs to push you beyond your limits and celebrate your accomplishments. Follow your gut and connect with other women who are striving for the same thing. Finally, never compromise who you are and what you stand for.

Angela Duncan, owner, Duncan Enterprises
Do not doubt yourself or your abilities. Tell yourself you can do this. I know you can because I am doing it, and I was 44 starting my first business with no money and no tools. In just a year we went from one truck and one small car to three trucks, two trailers, and a shed full of tools.

Andrea Pfeifer, owner of girlFriday, Your Life's Concierge
Never skip the small contacts. Picking up the phone or sending an email is huge. I don't care if a customer brings in \$150 or \$150 million; they deserve the same respect.

30 Angi | March 2022

Angi.com 31



GOVERNANCE

GOVERNANCE

We believe good governance begins with accountability, and IAC is structured to drive accountability up and down the organization. At IAC, we pride ourselves on our proactive Board of Directors, steadfast ethics and robust data security and privacy programs.



UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS IMPACTED

IAC's governance practices embody our work towards Peace, Justice and Strong Institutions (SDG 16), building effective, accountable and inclusive institutions.

CORPORATE GOVERNANCE

Our Board

IAC's Board of Directors (the "Board") oversees our business and related affairs, including risk management, compensation, ethics, data security and privacy, and human capital and workplace conduct matters. Our directors play an active role in all board matters. Directors are encouraged to communicate and collaborate among themselves and with IAC management to best serve the company.

As of the date of this report, the Board has 11 members, including three members of management. Seven of the remaining eight members are independent. All directors are elected annually and own IAC shares. Mr. Barry Diller currently serves as both Chairman and Senior Executive of IAC, coupling objective oversight with continued strategic management.

IAC's independent directors meet in scheduled executive sessions without IAC management at least twice a year, and can schedule additional meetings as necessary. Our Board has four standing committees: Audit, Compensation and Human Capital, Nominating, and Executive. All members of the Audit, Compensation and Human Capital and Nominating Committees are independent directors, as defined by the Marketplace Rules of The Nasdaq Stock Market. This ensures that directors with no ties to IAC management are charged with the oversight of financial reporting, data security and privacy, executive compensation, human capital and workplace conduct matters, and Board membership. Director experience ranges from public policy to acquisitions and investment strategy; including private equity and venture capital expertise; as well as marketing and branding for the media, entertainment, online advertising and e-commerce industries.

The Audit Committee monitors the integrity of our financial statements; the effectiveness of IAC's internal controls over financial reporting; the qualifications and independence of IAC's independent registered public accounting firm; the performance of IAC's internal audit function and independent registered public accounting firm; and IAC's risk assessment and risk management policies as they relate to financial, cybersecurity and other risk exposures — including those concerning climate risk and related metrics and reporting and IAC's compliance with legal and regulatory requirements. In fulfilling its purpose, the Audit Committee maintains free and open communication among its members, IAC's independent registered public accounting firm, IAC's internal audit function and IAC management.

The Compensation and Human Capital Committee assists with all matters relating to the compensation of IAC's executive officers, as well as human capital and workplace conduct matters. It is responsible for approving and evaluating all compensation plans, policies and programs, and works with IAC management to assess compensation-related risks. In addition, the Compensation and Human Capital Committee has overall responsibility for reviewing policies, strategies, progress, metrics and reporting related to human capital matters; as well as reviewing procedures for the reporting, investigation and resolution of complaints related to workplace conduct.

OUR BOARD

STOCK OWNERSHIP

100%

of Board members own IAC common stock

INDEPENDENCE

64%

of Board members are independent

For more information about IAC's Board of Directors, please see our [2023 Proxy Statement](#).

The Nominating Committee identifies, reviews and evaluates individuals qualified to become members of our Board, and it recommends candidates for nomination. While there are no specific requirements for eligibility, the Committee considers the alignment of the candidate's professional and personal ethics and values with those of IAC, the benefit of their expertise and whether the candidate can devote sufficient time to serving on the Board. Any director may be removed, with or without cause, based on a shareholder vote. Vacancies on the IAC Board may be filled by directors or stockholders.

The Executive Committee has all the power and authority of the Board, except those powers specifically reserved for the Board by Delaware law or IAC's organizational documents.

In 2022, we adopted a stock ownership policy that provides for minimum IAC ownership targets for non-employee directors and IAC executive officers. For more information, please see our [2023 Proxy Statement](#).

ESG Task Force

In 2020, we established the IAC ESG Task Force to develop ESG priorities, goals and roadmaps. The ESG Task Force includes executives from across IAC departments, including Finance, Legal, Communications, Human Resources and Information Security.

Risk Oversight

An overall review of risks is inherent in the Board's consideration of IAC's long-term strategies and in the transactions and other matters presented to it. These include significant capital expenditures, acquisitions and divestitures and financial matters.

IAC leadership is responsible for the day-to-day management of risks; and has developed and implemented guidelines and policies to identify, assess and manage significant risks facing our company through an Enterprise Risk Management process. This process includes an assessment across all of IAC's businesses of strategic, financial, operational, information security and regulatory risks, together with related mitigation plans.



The results of these assessments are then consolidated and reviewed by an Executive Risk Committee, consisting of members of IAC senior management, which prioritizes risks and discusses mitigation plans. These risk assessments are discussed at least semi-annually with the Audit Committee and at least annually with IAC's board of directors. Our Board also generally oversees work related to the day-to-day management of risks during regular board meetings, including through discussions with IAC management.

IAC management also partners with the Audit Committee and the Compensation and Human Resources Committee regarding risks specific to finances, cybersecurity, compensation, human capital and workplace conduct, among other areas.

Our internal audit department reports regularly to the Audit Committee. The purpose of the internal audit department is to provide independent, objective assurance and consulting services designed to add value to the organization by improving operations and the effectiveness of our risk management, control and governance processes. The scope of the internal audit department's work may include determining whether our governance, risk management and control processes — as designed by IAC management — are adequate and functioning in a manner to ensure:

- Risks are appropriately identified and managed
- Significant financial and operating information is accurate, reliable and timely
- Employee actions comply with policies, standards, procedures and applicable laws and regulations
- Resources are adequately safeguarded
- Compliance issues impacting the organization are recognized and addressed appropriately



ETHICS

We maintain a work environment that prioritizes ethics and financial compliance. IAC follows and upholds the laws and regulations applicable to all of our activities.

Code of Business Conduct and Ethics

The Code of Business Conduct and Ethics applies to all employees and outlines expectations for daily business dealings with internal and external stakeholders. It defines ethical principles and practices, and guides employees in making decisions in line with these principles in various business scenarios they may encounter in their daily work. It also includes antitrust compliance. IAC's Code of Business Conduct and Ethics can be found [here](#).

Discrimination and Harassment Policy

The Discrimination and Harassment Policy demonstrates a commitment to a workplace free of harassment and discrimination; fostering an environment that supports integrity, respect, trust, responsibility and fairness; providing equal opportunities for all employees and job applicants; and ensuring that all personnel decisions and actions will be made and administered without regard to a person's protected characteristics.

Employee Complaint Procedures for Accounting and Auditing Matters

The Employee Complaint Procedures for Accounting and Auditing Matters demonstrate a commitment to maintaining best practices in accounting and auditing. It allows for the confidential, anonymous submission by employees of concerns regarding accounting or auditing practices.

Securities Trading Policy

Securities Trading Policy governs transactions in securities of IAC, our publicly traded subsidiaries and/or any other issuer where conflicts of interest could arise. It requires compliance with federal securities laws and those with access to material non-public information to apply for trading pre-clearance.

Generally, US employees annually review and certify compliance with certain core policies:

1. CODE OF BUSINESS CONDUCT AND ETHICS
2. DISCRIMINATION AND HARASSMENT POLICY
3. EMPLOYEE COMPLAINT PROCEDURES FOR ACCOUNTING AND AUDITING MATTERS
4. SECURITIES TRADING POLICY

Anti-Bribery Policy

We require strict compliance with the anti-bribery laws of the US and those of other countries in which IAC and its businesses operate. IAC's Anti-Bribery Policy prohibits the direct or indirect bribery of government and non-government officials. The policy defines what constitutes bribery and provides guidelines for acceptable behavior. IAC's Anti-Bribery Policy can be found [here](#).

Suspected Ethics and Policy Violations

We encourage all employees to make truthful reports of actual or suspected violations of policies or the law committed by IAC, our officers, directors, or employees. Employees can report violations to the Legal Department or to an anonymous reporting hotline or portal. Our policies prohibit punishment or retaliation of any kind against IAC employees who, in good faith, report concerns of improper conduct and/or participate in investigations into possible misconduct. Any employee found to have engaged in retaliation may be subject to discipline, including (without limitation) immediate termination. Any violation of IAC policies will be subject to disciplinary action up to and including termination of employment.

Ethics Governance

Our independent internal audit department regularly audits certain compliance practices, such as the certification of core policies. The members of the Office of the Chairman are responsible for managing business ethics and policy violations that may arise. In addition, IAC's Chief Legal Officer discusses allegations of core policy violations that may arise and related investigations with the appropriate Board Committee.

EDITORIAL INTEGRITY

Editorial integrity is the lifeblood of Dotdash Meredith and The Daily Beast because the trust of their respective audiences is crucial to their continued success.



Dotdash Meredith believes in respect, representation and opportunity. In line with its commitment to creating newsworthy, accurate and helpful content that represents and serves a diverse audience, Dotdash Meredith has established an Anti-Bias Review Board, which consists of educators, advocates, public health specialists, journalists, researchers, financial experts and other professionals, each with a background in supporting diversity, inclusion and racial justice initiatives.

Read more about Dotdash Meredith's editorial policy [here](#).

DAILY BEAST

The Daily Beast is dedicated to independent journalism, pursued without fear or favor. It values an inclusive culture, committed to the public good. To that end, journalists are expected to hold themselves to high ethical standards: aiming for honesty, fairness and accuracy, while avoiding conflicts of interest.

Read more about The Daily Beast's Code of Ethics and Standards [here](#).

DATA SECURITY & PRIVACY

IAC's success depends, in large part, on consumer trust. Providing responsible data management is essential to generating and maintaining consumer trust.

Data Security

Working across all levels of the organization (IAC Board, management, businesses and employees), IAC is focused on meeting our information security obligations, while integrating best practices into the way we do business.

Our systems are designed to resist cyberattacks so that we can readily detect and respond to them if they occur. We protect our infrastructure and applications through various technical controls. We train employees on safe computing practices; and we train our developers to build robust, secure applications that are designed to protect sensitive data and transactions. We are continually updating our security controls to keep pace with the evolving threat landscape. For example, in 2022, we implemented a cloud security posture management system to quickly identify critical vulnerabilities in our consumer-facing platforms.

Together, IAC and our businesses are responsible for information security. IAC Corporate is responsible for managing the information security program across IAC and our businesses through strong governance practices, while each IAC business focuses on implementation.

Technical Controls

IAC's information security program is designed to address the unique risks faced by each of our businesses. Our internal audit team performs an annual risk assessment to identify the key cybersecurity risks for each business, and the information security team prioritizes our control implementations to address those risks. We track the maturity of the controls for each business using a security scorecard, which is broadly aligned with industry-recognized control frameworks, including the ISO 27000 series and the [NIST Cybersecurity Framework](#).

IAC SECURITY SCORECARD INDICATORS



INCIDENT DETECTION
& RESPONSE



INFRASTRUCTURE
SECURITY



IDENTITY & ACCESS
MANAGEMENT



SECURITY
AWARENESS



END USER
COMPUTING



VENDOR / 3RD PARTY
SECURITY



APPLICATION
SECURITY



CONSUMER DATA
PROTECTION



PCI COMPLIANCE



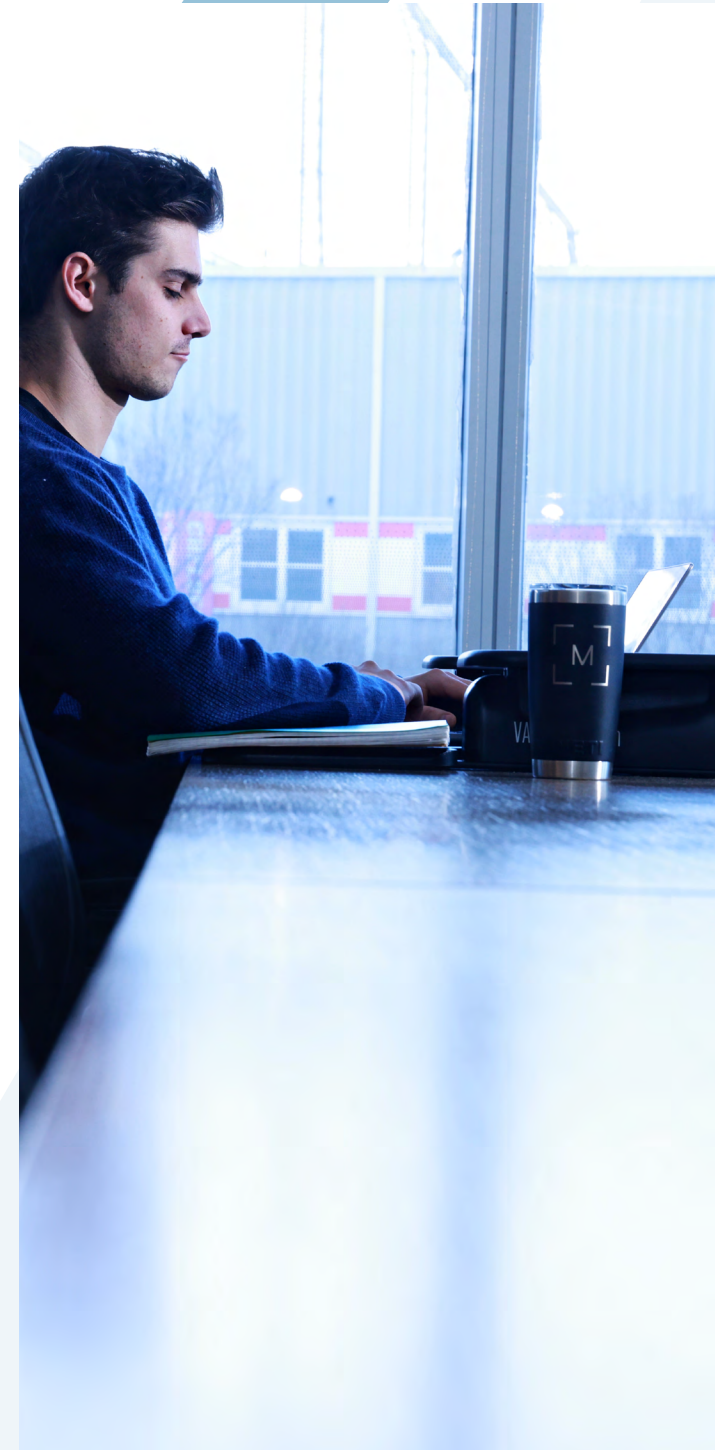
BUSINESS
CONTINUITY /
DISASTER RECOVERY

Senior management and the Audit Committee regularly review risk assessments and security scorecards. IAC has implemented a broad array of information security controls, following the philosophy of “defense in depth.” These include:

- Multi-factor authentication for all externally accessible interfaces
- Advanced anti-malware on all endpoints
- Bug bounty programs and regular application security testing
- Regular vulnerability scanning and remediation
- Security awareness training for all employees
- A vendor/third-party security program

In addition, we have a centralized Security Operations Center (SOC) that monitors security instrumentation, logging and threat intelligence for our businesses. The SOC identifies emerging threats to our businesses and executes our incident response procedures to minimize any impact of cyber events. Additionally, the SOC performs continuous testing of our businesses' security defenses to identify and remediate potential weaknesses.

We have built-in escalation paths with dedicated leaders and legal partners in case incidents arise within the course of standard operations.



DATA SECURITY & PRIVACY AT CARE



Care.com Spotlight: Online Safety & Building Trust

Care.com employs a number of strategies to help maintain a safe community and provide safety education to our members so they can make more informed decisions and hire with confidence.

Member Screening

Not everyone is right for the Care.com community. Members may be removed if they come to the company's attention for violating the conduct and eligibility standards available in Care.com's Safety Center. Care.com requires that all caregivers complete background checks. Members seeking a caregiver undergo screening steps when they interact.

Online Safety

Care.com encourages all members to speak up if they feel unsafe. The company reviews profiles and monitors messaging for

signs of inappropriate content that indicates an individual doesn't belong on the platform. Care.com rejects and removes known bad actors and takes the appropriate steps to prevent them from re-enrolling.

Safety Center

Care.com maintains a comprehensive Safety Center which features an extensive suite of content to help families make informed hiring decisions and caregivers feel more secure as they seek employment. The Safety Center, which is also accessible to the general public, includes a variety of resources ranging from comprehensive hiring guides and details about background checks to information about nanny cams, fraud prevention, and more.

Learn more at: www.care.com/about/safety.



Data Privacy

We believe our privacy technology, policies and programs allow IAC to maintain the trust our businesses have built with consumers over decades. We respect user privacy and safety. Each IAC business implements a robust privacy program to ensure that the data collected in the process of delivering services to its users are handled fairly and transparently.

IAC businesses employ professionals charged with ensuring that privacy issues remain a central consideration as the businesses evolve. And while each business implements its own uniquely tailored privacy program — which is designed to enhance the rigor of its data protection policies — IAC Corporate provides legal resources and guidance to ensure its businesses have the most up-to-date information regarding privacy best practices and procedures.

We understand the importance of protecting the privacy and safety of children. The websites of IAC and its businesses are not intended for children under 16 years of age, and IAC and its businesses do not knowingly collect information from children for any purpose. If we become aware that we receive information from a child under the age of 16, we will delete that information as soon as practicable. These policies and practices are set forth in the privacy policies available on the websites of IAC and its businesses.



LEARN MORE ABOUT OUR PRIVACY POLICIES

Our companies maintain privacy policies, found at the links below, that reflect their operations and users.



IAC and our various businesses have processes and procedures in place to comply with all applicable privacy laws. These processes and procedures include mechanisms that allow users to reach an appropriate contact for purposes of making requests to access, correct, or delete their data, and other inquiries related to their data, as required by applicable laws. Moreover, IAC and its businesses continually monitor the evolution of existing laws and new legislation and update our privacy programs accordingly.

Training & Awareness

To help employees understand and fulfill their responsibility to keep information secure, our businesses are required to provide training and awareness campaigns and materials, as well as phishing tests, based on location, role and level of interaction with systems, among other factors. Contractors are also made aware of and are expected to comply with IAC's information security policies. Additionally,

developers are required to participate in enterprise-wide secure development training to help ensure that applications are designed with security in mind and to prevent the introduction of vulnerabilities in code deployments.

Governance

We have instituted a governance structure that provides Board-level visibility into key information security issues and incidents through monthly meetings with senior management, including the Chief Financial Officer, Chief Legal Officer, Chief Information Security Officer and VP of Internal Audit.

The Chief Information Security Officer briefs the Audit Committee at least quarterly — and more frequently as needed (and, when appropriate, the full Board of Directors) — on the information security programs of IAC and our various businesses and related priorities and controls.

DATA SECURITY TRAINING

DON'T TRIP ON THE CLIP

Viruses, worms, spyware, and malicious code that can potentially harm your computer are frequently transmitted as e-mail attachments. Here are some file types to look out for:

- **.zip** - A compressed file that makes it more difficult to spot a suspicious attachment. Password-protected zips can often evade antivirus scanners.
- **.exe, .bin, and .scr** - A file ending in .exe, .bin, or .scr is capable of running programs on your computer. NEVER open such a file sent through email.
- **.doc.exe** - (Double extension) This is a warning sign telling you that the sender is attempting to trick you. The last file extension is the only one that matters.

ANY QUESTIONS? EMAIL SOC@IAC.COM!

PHYSICAL SECURITY DOS AND DONT'S

DO

Challenge people that attempt to follow you or others at doorways, especially in the lobby.

Lockdown your computer screen when you get up from your desk, even if only for a quick break.

Use your own access credentials.

Keep your mobile device with you at all times.

Have your badge with you at all times.

DON'T

Prop doors open in order to easily return without using door access codes or swipe cards.

Leave your computer unlocked or logged in and unattended.

Share your access credentials, or use another person's credentials.

Leave a mobile device tethered to your computer when you are not in the office.

Lend your ID badge to someone else, or ask someone else's badge in the absence of yours.

ANY QUESTIONS? EMAIL SOC@IAC.COM!

THINK BEFORE YOU CLICK!
SECURITY AWARENESS MONTH @ IAC

DID YOU KNOW?
95% of cybersecurity breaches are due to human error. All employees are susceptible to social engineering and phishing. Social engineering is a popular tactic that utilizes psychological manipulation to convince victims to surrender private data. Phishing is a tactic that uses phony emails and links to convince employees to give up login credentials.

Five tips to keep yourself safe:

1. Don't eat yourself short. The majority of victims believe it won't happen to them, because they don't consider visible targets.
2. Be extra careful while clicking links and attachments in emails. Do not click URLs in emails from unknown sources. Malicious websites may look identical to a legitimate site, but the URL may use a variation in spelling (e.g. iac.com vs iac.ccm).
3. Don't do sensitive browsing on any device that's not your own. Sensitive browsing, including shopping and other financial transactions, should always be done on personal devices.
4. Avoid clicking on flashy advertisements. Some advertisements may lead to malicious webpages and cause a virus to be downloaded onto your computer.
5. Two-Step authentication. Always enable two-step authentication on online accounts to ensure that you are the only one who can log into your accounts.

ANY QUESTIONS? EMAIL SOC@IAC.COM!

AUGUST IS SECURITY AWARENESS MONTH @ IAC

- Do not open suspicious emails and avoid clicking unexpected or unidentified e-mail links or attachments, especially those that are requesting sensitive information.
- Never send passwords, bank account numbers, or other sensitive informations in an e-mail. IAC will NEVER ask for your username, password, or social security number via email.
- Look for "https://" and a lock icon in the address bar before entering any private information on a website.
- Don't use the same password for personal and work accounts.
- If you spot something phishy, contact the Security Operations Center at IAC and you'll be entered in our lottery to win a prize at the end of Security Awareness month!

Email us at soc@iac.com!



DATA SECURITY & PRIVACY AT ASK MEDIA GROUP



Security Games: Making Data Security Engaging

Each year, Ask Media Group produces an event to focus on security awareness and education through an organized gamification approach. The team-based approach, which brings together all Ask Media Group employees, allows teams to compete together for points and prizes, and has proven highly effective in educating and training employees to deal with the dynamic influx of today's cybersecurity threats.

Ten teams with more than 100 highly engaged participants participated in the 2022 Security Games:

- More than 800 activities were completed, including attending a presentation, reading an article and completing a quiz, participating in a Security Jeopardy game and more
- More than 1,000 online security awareness training sessions were completed using Ask Media Group's KnowBe4 training platform
- 130 password manager signups were executed through a program offered to all employees, which included a free personal account





TRANSPARENCY

TRANSPARENCY

Additional information about the company's social responsibility commitments, strategies and initiatives is [available online](#). Prior to this report, our initial and most recent report were published in May 2021 and October 2022, respectively. This ESG Report is our second prepared with reference to GRI standards and SASB industry standards.

We encourage you to provide feedback on this report and our sustainability performance via email at sabina.kaplan@iac.com.

IAC's 2022 ESG Report details the company's activities and progress toward goals in the areas of environmental sustainability, social responsibility and corporate governance. In this report, we hope to convey the collective impact of IAC and its subsidiaries. References to "we" or "our" describe activities of IAC group-wide, while "their" or "its" refer to activities of our subsidiaries and their brands.

This report focuses on IAC's operations from January 1, 2022, through December 31, 2022, unless otherwise indicated. The report uses qualitative descriptions and quantitative metrics to describe our policies, programs, practices and performance. Many of the standards and metrics used in preparing this report continue to evolve and are based on management assumptions believed to be reasonable at the time of preparation, but they should not be considered guarantees. In addition, historical, current and forward-looking sustainability-related statements may be based on standards for measuring progress that are still developing; internal controls and processes that continue to evolve; and assumptions that are subject to change in the future. The information and opinions contained in this report are provided as of the date of the report and are subject to change without notice. IAC does not undertake to update or revise any such statements. Website references and hyperlinks throughout this report are provided for convenience only, and the content on the referenced websites is not incorporated into this report, nor does it constitute a part of this report.

This report covers our owned and operated businesses and does not address the performance or operations of our suppliers or contractors unless otherwise noted. All financial information is presented in US dollars unless otherwise noted.

This report contains forward-looking statements relating to IAC's operations that are based on management's current expectations, estimates and projections. See the "Cautionary Note Regarding Forward-Looking Statements" below.

Therefore, the actual conduct of our activities, including the development, implementation, or continuation of any program, policy, or initiative discussed or forecasted in this report, may differ materially in the future. As with any projections or estimates, actual results or numbers may vary.

CAUTIONARY NOTE REGARDING FORWARD-LOOKING STATEMENTS

Actual results could differ materially from those contained in these forward-looking statements for a variety of reasons, including, among others: (i) our ability to market our products and services in a successful and cost-effective manner, (ii) the display of links to websites offering our products and services in a prominent manner in search results, (iii) changes in our relationship with (or policies implemented by) Google, (iv) our continued ability to market, distribute and monetize our products and services through search engines, digital app stores, advertising networks and social media platforms, (v) the failure or delay of the markets and industries in which our businesses operate to migrate online and the continued growth and acceptance of online products and services as effective alternatives to traditional products and services, (vi) our continued ability to develop and monetize versions of our products and services for mobile and other digital devices, (vii) adverse economic events or trends that adversely impact advertising spending levels, (viii) the ability of our Digital business to successfully expand the digital reach of our portfolio of publishing brands, (ix) risks related to our Print business (declining revenue, increased paper and postage costs, reliance on a single supplier to print our magazines and potential increases in pension plan obligations), (x) our ability to establish and maintain relationships with quality and trustworthy service professionals and caregivers, (xi) the ability of Angi Inc. to successfully implement its brand initiative and expand Angi Services (its pre-priced offerings), while balancing the overall mix of service requests and directory services on Angi platforms, (xii) our ability to access, collect and use personal data about our users and subscribers, (xiii) our ability to engage directly with users, subscribers, consumers, service professionals and caregivers on a timely basis, (xiv) the ability of our Chairman and Senior Executive, certain members of his family and our Chief Executive Officer to exercise significant influence over the composition of our board of directors, matters subject to stockholder approval and our operations, (xv) risks related to our liquidity and indebtedness (the impact of our indebtedness on our ability to operate our business, our ability to generate sufficient cash to service our indebtedness and interest rate risk), (xvi) our inability to freely access the cash of Dotdash Meredith and/or Angi Inc. and their respective subsidiaries, (xvii) dilution with respect to investments in IAC and Angi Inc., (xviii) our ability to compete, (xix) adverse economic events or trends (particularly those that adversely impact consumer confidence and spending behavior), either generally and/or in any of the markets in which our businesses operate, as well as geopolitical conflicts, (xx) our ability to build, maintain and/or enhance our various brands, (xxi) the adverse impact of COVID-19 and other similar outbreaks on our businesses, (xxii) our ability to protect our systems, technology and infrastructure from cyberattacks and to protect personal and confidential user information (including credit card information), as well as the impact of cyberattacks experienced by third parties, (xxiii) the occurrence of data security breaches and/or fraud, (xxiv) increased liabilities and costs related to the processing, storage, use and disclosure of personal and confidential user information, (xxv) the integrity, quality, efficiency and scalability of our systems, technology and infrastructure (and those of third parties with whom we do business) and (xxvi) changes in key personnel.

IAC SOCIAL PERFORMANCE TABLE

PEOPLE ¹	
2022	
GLOBAL WORKFORCE BY GEOGRAPHY	
US Based	87%
Non-US Based	13%
GLOBAL EMPLOYMENT TYPE	
Full Time	93%
Part Time	6%
Temporary	0%
GLOBAL WORKFORCE BY GENDER	
Female	53%
Male	46%
Not Specified	0%
GLOBAL % VP POSITIONS HELD BY FEMALES	
	47%
US WORKFORCE BY ETHNICITY	
White	66%
Hispanic or Latino	11%
Black or African American	8%
Asian	8%
Native Hawaiian or Other Pacific Islander	0%
American Indian/Alaskan Native	0%
Two or more races	3%
Not specified	3%

¹ Reflects full-time, part-time, and temporary workers; Excludes contractors.

IAC SOCIAL PERFORMANCE TABLE

PEOPLE ¹	
2022	
US JOB CATEGORY BY GENDER²	
Management	
Female	49%
Male	51%
Technical Staff	
Female	60%
Male	40%
Other Employees	
Female	56%
Male	44%
% US UNION EMPLOYEES	2%

¹ Reflects full-time, part-time, and temporary workers; Excludes contractors.

² The percent of US employees with a "Not Specified" gender was <1%.

IAC ENVIRONMENTAL PERFORMANCE TABLE

ENVIRONMENT ¹	
2022	
EMISSIONS	
Scope 1 (metric tons of CO ₂ e)	7,806
Scope 2 Location-Based (metric tons of CO ₂ e)	14,042
Scope 2 Market-Based (metric tons of CO ₂ e)	13,140
UTILITY USE	
Water (Gallons)	33,921,270
Electricity (MWh)	28,655
Natural Gas (MWh)	14,560
ENERGY CONSUMED	
Total (MWh)	71,124
% Renewable Sources	16%
INTENSITY	
Energy Consumed (MWh per employee)	6.6
GHG Emissions (metric tons of CO ₂ e per occupied square foot)	0.01
BUILDINGS	
% Square feet certified to a sustainable building standard	48%

To learn more about IAC's greenhouse gas emissions, read our [Greenhouse Gas Report](#).

¹ Reflects IAC Corporate and subsidiaries that have material operations; For the purpose of these metrics, we define a material operation as generating >\$100 million of revenue per year.

IAC SASB INDEX

INTERNET MEDIA & SERVICES		
SASB CODE	ACCOUNTING METRIC	CROSS-REFERENCE
ENVIRONMENTAL FOOTPRINT OF HARDWARE INFRASTRUCTURE		
TC-IM-130a .1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	IAC Environmental Performance Table, p. 59
TC-IM-130a .2	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	IAC Environmental Performance Table, p. 59
DATA PRIVACY & ADVERTISING STANDARDS		
TC-IM-220a .1	Description of policies and practices relating to behavioral advertising and user privacy	Data Security & Privacy, p. 48 - 53
CONTENT GOVERNANCE & FREEDOM OF EXPRESSION		
TC-IM-260a .3	Description of approach to identification and management of significant content- and conduct-related risks	Ethics, p. 46 - 47
TC-IM-260a .4	Description of approach to content display and recommendations and how these systems account for content- and conduct-related risks	Ethics, p. 46 - 47
TC-IM-260a .5	Description of approach to content moderation	Ethics, p. 47
DATA SECURITY		
TC-IM-230a .2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Data Security & Privacy, p. 48 - 53
EMPLOYEE RECRUITMENT, INCLUSION, & PERFORMANCE		
TC-IM-330a .3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff and (3) all other employees	IAC Social Performance Table, p. 58

IAC GRI INDEX

GRI INDEX			
GRI STANDARD	DISCL	DESCRIPTION	LOCATION
GENERAL DISCLOSURES			
GRI 2: General Disclosures 2021	2-1	Organizational details	Who We Are, p. 5
	2-2	Entities included in the organization's sustainability reporting	Transparency, p. 55
	2-3	Reporting period, frequency and contact point	Transparency, p. 55
	2-4	Restatements of information	IAC has not made any restatements in the reporting year
	2-5	External assurance	Carbon Footprint, p. 9
	2-6	Activities, value chain and other business relationships	Who We Are, p. 5
	2-7	Employees	Who We Are, p. 5
			IAC Social Performance Table, p. 57 - 58
	2-9	Governance structure and composition	Corporate Governance, p. 42 - 45
			2023 Proxy Statement, p. 10 - 15
	2-10	Nomination and selection of the highest governance body	Corporate Governance, p. 44
			2023 Proxy Statement, p. 12 - 13
	2-11	Chair of the highest governance body	Corporate Governance, p. 42
			2023 Proxy Statement, p. 11
	2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance, p. 43
2023 Proxy Statement, p. A-3			
2-13	Delegation of responsibility for managing impacts	Corporate Governance, p. 44	
2-14	Role of the highest governance body in sustainability reporting	Corporate Governance, p. 42 - 45	
2-15	Conflicts of interest	Ethics, p. 46 - 47	

IAC GRI INDEX

GRI INDEX			
GRI STANDARD	DISCL	DESCRIPTION	LOCATION
GENERAL DISCLOSURES			
GRI 2: General Disclosures 2021	2-16	Communication of critical concerns	Ethics, p. 46 - 47
	2-17	Collective knowledge of the highest governance body	Corporate Governance, p. 42 - 44
			2023 Proxy Statement, p. 6 - 10
	2-19	Remuneration policies	2023 Proxy Statement, p. 21 - 29
	2-20	Process to determine remuneration	2023 Proxy Statement, p. 21 - 46
	2-21	Annual total compensation ratio	2023 Proxy Statement, p. 43
	2-22	Statement on sustainable development strategy	Our ESG Priorities, p. 6
	2-23	Policy commitments	Our ESG Priorities, p. 6
	2-25	Processes to remediate negative impacts	Ethics, p. 46 - 47
	2-26	Mechanisms for seeking advice and raising concerns	Ethics, p. 46 - 47
2-27	Compliance with laws and regulations	Ethics, p. 46 - 47	
MATERIAL TOPICS			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Our ESG Priorities, p. 6
CLIMATE CHANGE AND GHGS			
	3-3	Management of material topics	Carbon Footprint, p. 8 - 13
GRI 302: Energy 2016	302-1	Energy consumption within the organization	IAC Environmental Performance Table, p. 59
	302-3	Energy intensity	IAC Environmental Performance Table, p. 59
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	IAC Environmental Performance Table, p. 59
	305-2	Energy indirect (Scope 2) GHG emissions	IAC Environmental Performance Table, p. 59
	305-4	GHG emissions intensity	IAC Environmental Performance Table, p. 59
DIVERSITY, INCLUSION, & BELONGING			
	3-3	Management of material topics	Inclusivity & Belonging, p. 22 - 27

IAC GRI INDEX

GRI INDEX			
GRI STANDARD	DISCL	DESCRIPTION	LOCATION
DIVERSITY, INCLUSION & BELONGING			
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	IAC Social Performance Table, p. 57 - 58
			2023 Proxy Statement, p. 13
EMPLOYEE EXPERIENCE			
	3-3	Management of material topics	Our People, p. 17 - 21
GRI 401: Employment 2016	401-3	Parental leave	Our People, p. 21
TALENT MANAGEMENT			
	3-3	Management of material topics	Fueling Talent, p. 17 - 18
GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	Fueling Talent, p. 17 - 18



IAC