

# Environmental, Social & Governance Report

# 2024

**Ziff  
Davis**

## INTRODUCTION

## SOCIAL IMPACT

## GOVERNANCE

## ENVIRONMENT

## APPENDIX

# Safe Harbor for Forward-looking Statements

Certain statements in this presentation are “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995. Such forward-looking statements are subject to numerous assumptions, risks and uncertainties that could cause actual results to differ materially from those described in those statements. These forward-looking statements are based on management’s expectations or beliefs as of June 2, 2025 (“Release Date”). Readers should carefully review the risk factors set forth in our most recent Annual Report on Form 10-K filed by us with the Securities and Exchange Commission (“SEC”) and the other reports we file from time to time with the SEC. We undertake no obligation to revise or publicly release any updates to such statements based on future information or actual results. Such forward-looking statements address the following subjects, among others:

- Future operating results
- Ability to acquire businesses on acceptable terms and integrate and recognize synergies from acquired businesses
- Deployment of cash and investment balances to grow the company
- Subscriber growth, retention, usage levels, and average revenue per account
- Digital Media and Cybersecurity and Martech growth
- International growth
- New products, services, features, and technologies
- Corporate spending including stock repurchases
- Intellectual property and related licensing revenues
- Liquidity and ability to repay or refinance indebtedness
- Systems capacity, coverage, reliability, and security
- Regulatory developments and taxes

All information in this presentation speaks as of the Release Date and any redistribution or rebroadcast of this presentation after that date is not intended and will not be construed as updating or confirming such information.

## Third-Party Information

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

## Industry, Market and Other Data

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

## Divested Businesses

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

## Message from Our CEO

Welcome to Ziff Davis' 2024 Environmental, Social, and Governance (ESG) Report. This report demonstrates our commitment to accountability and transparency as we detail the progress Ziff Davis has made during the past year toward achieving our sustainability goals and having a positive impact on all of our stakeholders.

Ziff Davis' ESG initiatives focus on our Five Pillars of Purpose: Diversity, Equity and Inclusion (DEI); Environmental Sustainability; Community; Data Privacy and Security; and Governance. As part of our extensive corporate governance and risk management programs, our Board of Directors closely oversees our ESG strategies and goals, and our senior management team seeks to achieve tangible results.

We made progress in 2024 on reducing the environmental impact of our operations. This included further reductions in our combined Scope 1 and Scope 2 greenhouse gas (GHG) emissions, driven by consolidation of our office locations and data centers. In 2024, we moved our New York headquarters to a more streamlined space in a building that prioritizes sustainability. We have also further reduced our Scope 3 GHG emissions, due to active engagement with our suppliers and increased sourcing from CDP and SBTi aligned suppliers. Together with our suppliers, we are committed to continuing to make meaningful progress on reducing emissions.

As a leading digital media and internet company, we recognize the critical risks that cybersecurity and data security threats pose to our business, and to society at large. We maintain industry best practices for information security and we implement procedures,

controls, and training to ensure that we maintain the security of our customers' and partners' information.

In 2024, Ziff Davis continued to focus on cultivating talented employees and leaders through our variety of training and leadership development programs. We are supporting our workforce through impactful initiatives such as our global mentorship program, internal mobility program, and networking and development opportunities afforded by our Employee Resource Groups (ERGs), including our newest addition, the Interfaith ERG.

We are proud of the positive impact Ziff Davis had on our communities through the efforts of our platforms and employees to support charitable organizations and causes. Our employees around the world volunteered 2,000 hours and, with the assistance of our Employee Match Program, donated over \$190,000 in 2024 in support of organizations uplifting the communities in which our employees and our customers live and work.

Thank you to all our stakeholders for your support of Ziff Davis' important work to improve our business and advance our ESG goals. We look forward to keeping you updated on our future efforts and accomplishments.



**Vivek Shah**, Chief Executive Officer





## 2024 Highlights

### Human Capital Management

**\$1.4M**

in pro bono media pledged to charities, directed by our ERGs



2024 Most Impactful Mentoring Program award from Mentorloop for the third year in a row



**409**

employees participated

**255**

mentoring relationships were created

### Five Pillars of Purpose

#### Diversity, Equity & Inclusion

Ensure we avail ourselves of the best talent in the marketplace, to hire top employees and address the needs of a large and diverse customer base

#### Environmental Sustainability

Reduce our environmental footprint and help customers and employees reduce theirs

#### Community

Support our employees worldwide and positively impact the communities around us

#### Data Privacy & Security

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

#### Governance

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

## 2024 Highlights

### Local Communities

# \$190,000+

donated by employees and Ziff Davis matches

# 2,000

hours volunteered by employees

# \$12.4M

raised by Humble for 4,500 charities



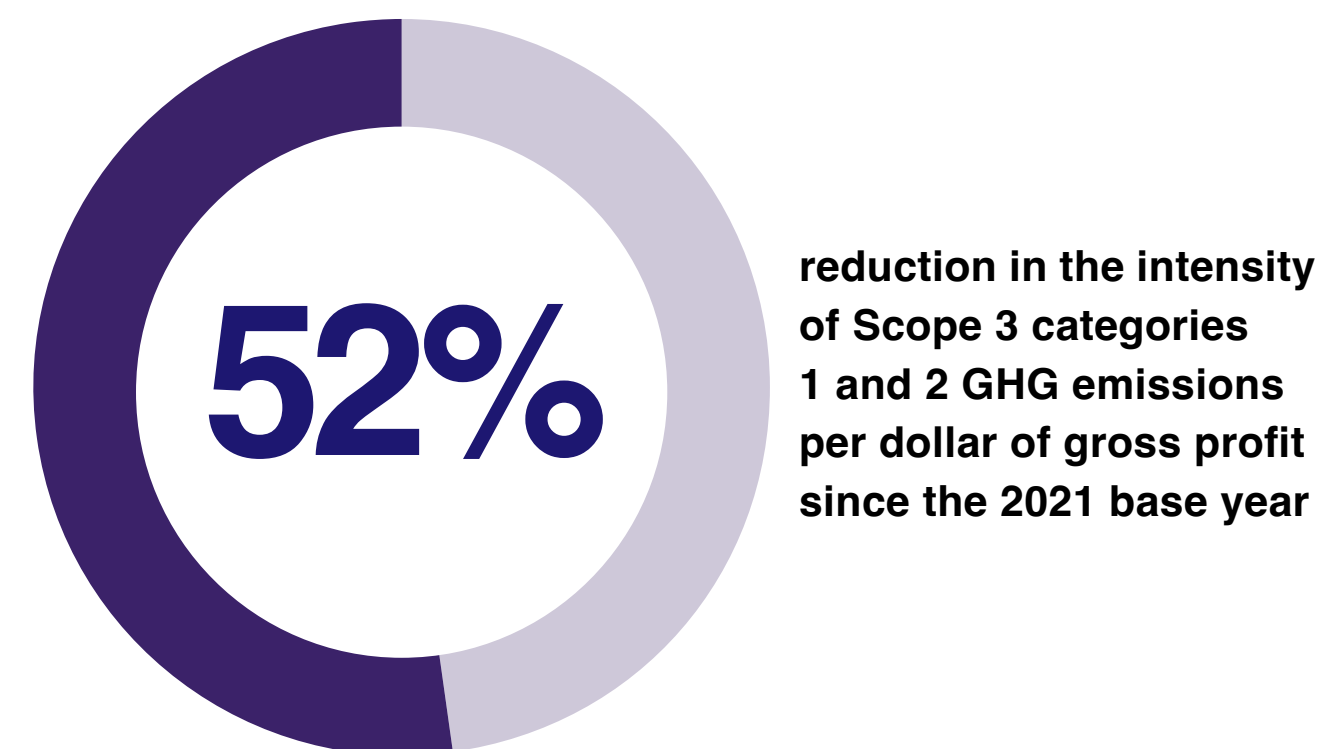
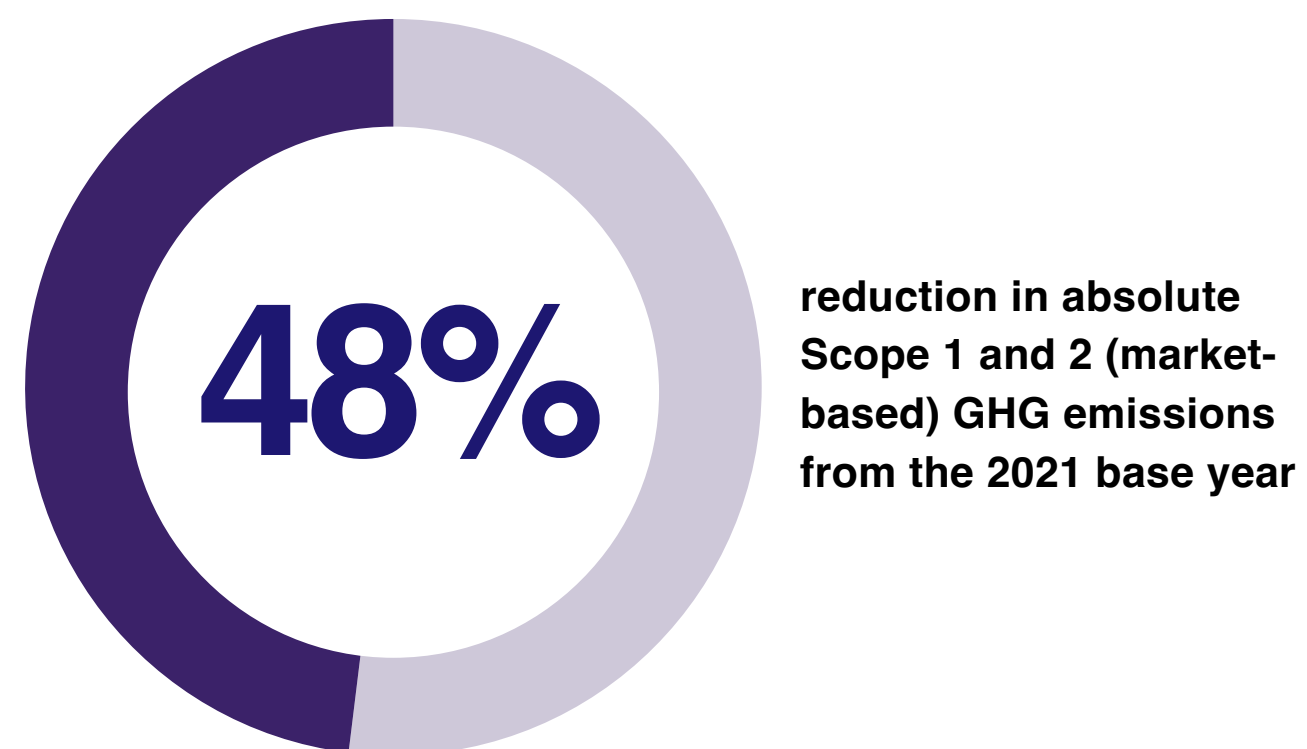
# 2024 Highlights

## Environmental Management

**22%** decrease in total operational square footage over 2023, and a two-year decrease of 35%

**400+** computers donated since the start of partnership with Human-I-T

## Progress on our GHG Reduction Targets





## 2024 Highlights

### Awards and Recognition



#### Sustainability Leadership Award

From the Business Intelligence Group honoring organizations that have prioritized sustainability as a core element of their business practices



#### EcoVadis

Ziff Davis achieved Silver status from EcoVadis, placing the company in the top 15% of respondents



#### CDP Score

Ziff Davis responded to the CDP climate change questionnaire for the second year in a row and maintained a B score



#### S&P Global CSA Score

Ziff Davis' CSA score places it among the top 10% of respondents for its industry

## 2024 Highlights

### Awards and Recognition *(continued)*



#### Human Rights Campaign

Received an Equality 100 award as a Leader in LGBTQ+ Workplace Inclusion



#### Mentorloop

One of 2024's Most Impactful Mentoring Programs



#### Stevie Awards

Silver for "Best Corporate Social Responsibility Strategy"



Bronze for "Achievement in Coaching and Mentoring"



Humble received two accolades from the Anthem Awards: a Bronze Award in the Business Leader category and the Community Voice Award. These honors highlight the importance of leadership and community engagement in driving their mission forward.

Humble has also been named to the 2024 Inc. Best in Business list. This honor reflects Humble's commitment to purpose-driven work and the incredible efforts of their team, partners, and community.



Castle Connolly Top Doctors won two eHealth Leadership Awards, including a gold award for Best Provider Directory and a distinction award for Best Site Design.

The eHealthcare Leadership Awards recognize outstanding health websites and digital initiatives, highlighting the role of digital communications in achieving healthcare organizations' business objectives.



INTRODUCTION

SOCIAL IMPACT

GOVERNANCE

ENVIRONMENT

APPENDIX

## Materiality-based Approach to ESG

When we embarked on our ESG journey, Ziff Davis completed an ESG materiality assessment to guide our sustainability initiatives. The assessment incorporated the perspectives of a range of key stakeholders and identified an initial list of 38 potential ESG topics. We then conducted a deeper analysis to prioritize these issues, starting with an assessment of a selection of highly rated ESG industry peers and clients as well as leading ESG investor rating agencies and institutional investors.

This analysis resulted in nine non-financial topics shown in the materiality matrix to the right that are the focus of our ESG program. These topics align to our Five Pillars of Purpose described on page 4 of this report. The impacts of these topics and how we manage these topics are discussed throughout this report.

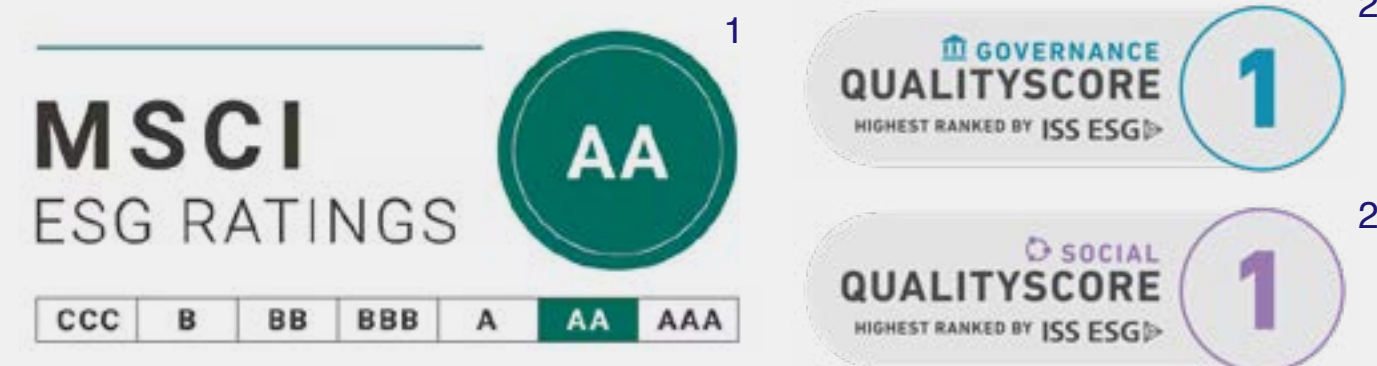


## ESG Ratings

Our ratings reflect our ESG work and ongoing commitments.

1 - The use by Ziff Davis, Inc. of any MSCI ESG Research LLC or its affiliates ("MSCI") data, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement, recommendation, or promotion of Ziff Davis, Inc. by MSCI. MSCI services and data are the property of MSCI or its information providers, and are provided 'as-is' and without warranty. MSCI names and logos are trademarks or service marks of MSCI. The Score is as of July 5, 2024.

2 - Governance data last updated December 6, 2024. Social data last updated October 7, 2024.



# Making A Positive Social Impact

Ziff Davis is committed to building a culture of inclusion to support all our stakeholders, including our employees, suppliers, customers, and communities. We foster a workplace environment that engages our employees and provides pathways for growth and advancement. We leverage the broad reach of our digital media and internet platforms to promote equity and work in our communities to have a positive impact through financial support, partnering with local organizations, and employee volunteering.



INTRODUCTION

**SOCIAL IMPACT**

**Human Capital  
Management**

Local Communities

GOVERNANCE

ENVIRONMENT

APPENDIX

Chapter 1

# Human Capital Management

The human capital management policies and initiatives of Ziff Davis are designed to build an inclusive workplace culture where all employees are engaged and empowered to advance and achieve their career goals. These policies and initiatives are overseen by our Board of Directors and demonstrate our commitment to providing equal opportunity, fair labor practices, and competitive compensation and benefits. We also support the personal development of employees through training and education.





## 2024 Global Employee Engagement Survey

**4th** annual Global Engagement  
Survey completed by employees



**73%**

of our global workforce  
participated

Our overall engagement  
score remained at

**76%**



## Engagement

Ziff Davis is committed to cultivating engagement among our employees, who are motivated by the equitable workplace environment we foster. In 2024, we completed our fourth annual Global Engagement Survey, with 73% of our global workforce participating. Our overall engagement score remained at 76%, with high percentages of employees reporting that they value the flexibility of remote work, feel they are part of a team, and feel they can be their authentic selves at work. We saw notable improvements in favorability scores for communications, employee plans to support charitable organizations, and job performance evaluations.

We share the results of the survey with all employees and use the findings to develop action items to address key focus areas. Focus areas identified in the 2024 survey included expansion of global employee programming, enhanced tools for feedback and development, more opportunities for cross-company collaboration, and refined hiring initiatives. Our action plans include expanding multiple employee programs to cover additional locations, adding new working groups and launching function-specific task forces to bring employees together across the organization.

## Employment

Ziff Davis is committed to providing equal employment opportunities to all qualified persons, as stated in our [Code of Business Conduct and Ethics](#). Our employment policies include recruiting, hiring, transferring, promoting, and compensating employees based on qualifications, ability, and merit and without regard to any characteristics protected by law including race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, marital status, citizenship, or genetic information. We prohibit all forms of discrimination and harassment and our [Anti-Harassment Policy and Complaint Procedure](#) demonstrates our compliance with all applicable federal, state, and local anti-discrimination and harassment laws and regulations.

We comply with all applicable wage, labor, and employment laws and regulations in every aspect of our operations in every location in which we operate, as stated in our [Labor Rights Policy](#). Ziff

Davis respects the right to freedom of association and collective bargaining. In addition to our Consumer Tech editorial employees who are organized with the NewsGuild of New York, we also chose to voluntarily recognize a newly formed union in our Gaming and Entertainment division that organized with the Pacific Media Workers Guild in early 2024.

We manage our general employment and workplace safety policies for full-time employees at the corporate level. We are committed to maintaining a safe and professional work environment for all employees. Ziff Davis strictly prohibits any workplace violence, including threatening or abusive conduct by or against employees. Our [Global Workplace Safety Policy](#) states our compliance with all applicable laws and regulations governing workplace safety, including workers' compensation requirements.





## Compensation and Benefits

Ziff Davis recognizes the importance of designing comprehensive compensation and benefits programs to attract and retain talented employees in the highly competitive digital media and internet sectors. The Board's Compensation Committee is responsible for evaluating and making recommendations for compensation of executive officers. Compensation programs, including equity awards, are designed to motivate management to achieve business objectives while aligning with the long-term interests of the company's stockholders. Bonuses for Ziff Davis employees who are bonus-eligible generally are based on company financial performance.



**Many Ziff Davis employees have the ability to work entirely remotely from anywhere.**

We value remote work and flexibility. Many Ziff Davis employees have the ability to work entirely remotely from anywhere or to use a hybrid schedule with some days working remotely and some in an office location. Each management team across our brands has the autonomy to design working arrangements and compensation plans that best attract, develop, and retain talented employees for their particular business. Ziff Davis also tailors our benefit offerings to meet the needs of our employees around the world, with benefits administered at the corporate level.





## INTRODUCTION

## SOCIAL IMPACT

### Human Capital Management

### Local Communities

## GOVERNANCE

## ENVIRONMENT

## APPENDIX

Ziff Davis offers comprehensive health insurance coverage consisting of multiple medical plans, which include low copayments or deductibles on both primary and mental health care. In 2024, the company paid over 80% of health insurance costs for covered U.S. employees and provided matching contributions via our Health Savings Accounts. Our programs also include 100% free telemedicine services, including mental health, for employees who participate in select medical plans, and concierge support for employees' benefits-related questions. In 2024, we expanded our Employee Assistance Program (EAP) providing free and confidential counseling services to include all employees outside the United States.

For U.S. employees, Ziff Davis provides travel and lodging reimbursement benefits for those who cannot access covered health care services in their area. We also provide U.S. employees with additional company-paid insurance coverages, including group life insurance and short-term and long-term disability, with the short-term disability coverage providing 100% of base pay for the first four weeks of disability.

Ziff Davis expanded access to our Employee Assistance Fund (EAF) in 2024 to include employees in Denmark, Spain, Sweden, and the United Arab Emirates, and provided support for employees who speak Spanish. The EAF, which was established in 2021 to help employees cope with unexpected financial hardships, now covers over 99% of our employees worldwide. The program provides approved applicants with funds to help them recover more quickly from the impact of federally-qualified natural disasters, as well as personal hardships.



### Hurricane Helene Relief

In the aftermath of Hurricane Helene, Ziff Davis colleagues, in combination with the company match, donated more than \$8,000 to the EAF to help fellow colleagues.

INTRODUCTION

**SOCIAL IMPACT**

Human Capital  
Management

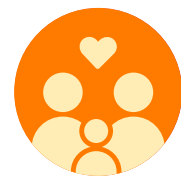
Local Communities

GOVERNANCE

ENVIRONMENT

APPENDIX

We support our employees' efforts to plan and save for the future with financial savings programs, including an Employee Stock Purchase Plan (ESPP) globally and a 401(k) retirement savings plan for U.S. employees. More than 80% of our employees are eligible to participate in the ESPP, which is offered to all full-time employees and to part-time employees who regularly work 20 hours per week for at least five months per year and are based in countries in which we employ more than 25 employees. At the end of 2024 there were 891 employees enrolled in the ESPP, which enables them to purchase Ziff Davis stock at a discounted rate of 15% of the lower of the share price at the start or end of the offering period.



**In 2024, Ziff Davis introduced access to Cleo, expanding support for employees and their families.**

We offer U.S.-based employees a choice of multiple wellness programs, including company-sponsored memberships to Calm, Loselt!, and Maven, and a broad range of wellness activities, webinars, and challenges. Some business segments offer Fitness Reimbursement programs that provide employees with up to a \$300 reimbursement per calendar year.

Full-time employees of Ziff Davis globally all have access to generous parental leave policies, including 16 weeks of paid parental leave to parents who give birth, and 10 weeks of paid parental leave for all other expecting parents (via birth, adoption,

or foster placement). In 2024, we expanded support for adoption or surrogacy for U.S. full-time employees by offering a \$20,000 lifetime benefit for fertility, adoption, or surrogacy treatments.

In 2024, Ziff Davis added additional support for U.S. employees and their families, and began offering Cleo, an end-to-end caregiver support benefit platform. We also partner in the U.S. with Maven to provide around-the-clock services at every stage of the family planning journey. These services include programs for family planning ranging from clinical guidance, treatment, and emotional support to pregnancy and postpartum support such as lactation consultants, infant sleep specialists, and career coaches to help parents return to work.

All employees are encouraged to take time off based on their individual needs, using paid vacation days, personal days, and sick time. We also offer Paid Family Leave for U.S. full-time employees, giving employees four weeks of paid time off to care for a seriously ill family member. In countries where Flexible Time Off is a regional norm, we have a Flexible Time Off policy for all full-time employees in those countries, enabling them to take time off without designating how their time will be used. Ziff Davis also has a Volunteer Time Off policy discussed in [Chapter 2](#).

**\$20,000**

**lifetime benefit for fertility, adoption, or surrogacy treatments**



## Training and Education

We are committed to providing training and educational programs to develop and retain talented and engaged employees by helping them achieve career goals. To power future growth and innovation, our programs are designed to help employees build their technical and management skills and develop leadership abilities to advance within the company.

Our Global Internal Mobility Program enables employees to apply and be considered first for positions across our full portfolio of businesses. This program provides greater opportunities for advancement and has become an important tool to retain and attract talented employees. In 2024, we conducted our first companywide internal talent review to help identify individuals across the organization with strong growth potential to enhance our pipeline of qualified candidates for key roles and positions in the future.

We began utilizing the 15Five performance management platform in 2024 to make the performance appraisal process uniform across the company. Approximately 88% of Ziff Davis employees received an annual performance review in 2024. 15Five enables employees to set clear goals aligned with team and company objectives and includes tools to give ongoing feedback and help facilitate conversations between employees and their managers via check-ins and 1-on-1 meetings. We will use the 15Five tool to introduce 360-degree feedback for managers in the year-end review process.

### Developing Leaders at Ziff Davis Businesses

**CNET** offers training sessions for managers on resources that exist across Ziff Davis and Consumer Tech

**Everyday Health Group** offers Behavioral Interview training for hiring managers and Boosting Employee Engagement and Feedback training for all people managers

**Ziff Davis Gaming & Entertainment** offers Performance Management training and Feedback training to all people managers

**Moz Group** offers training for all people managers in Managing Performance and Compensation, and New Manager Onboarding and Management Essentials training for new and first-level managers

**Ookla** offers Management Essentials and Performance Management training for all people managers

**Ziff Davis' Shopping group** offers Leadership Principles Training and Effective Team Management Training to all people managers

**VIPRE Security Group** offers Technical, Leadership, and other training courses



## INTRODUCTION

## SOCIAL IMPACT

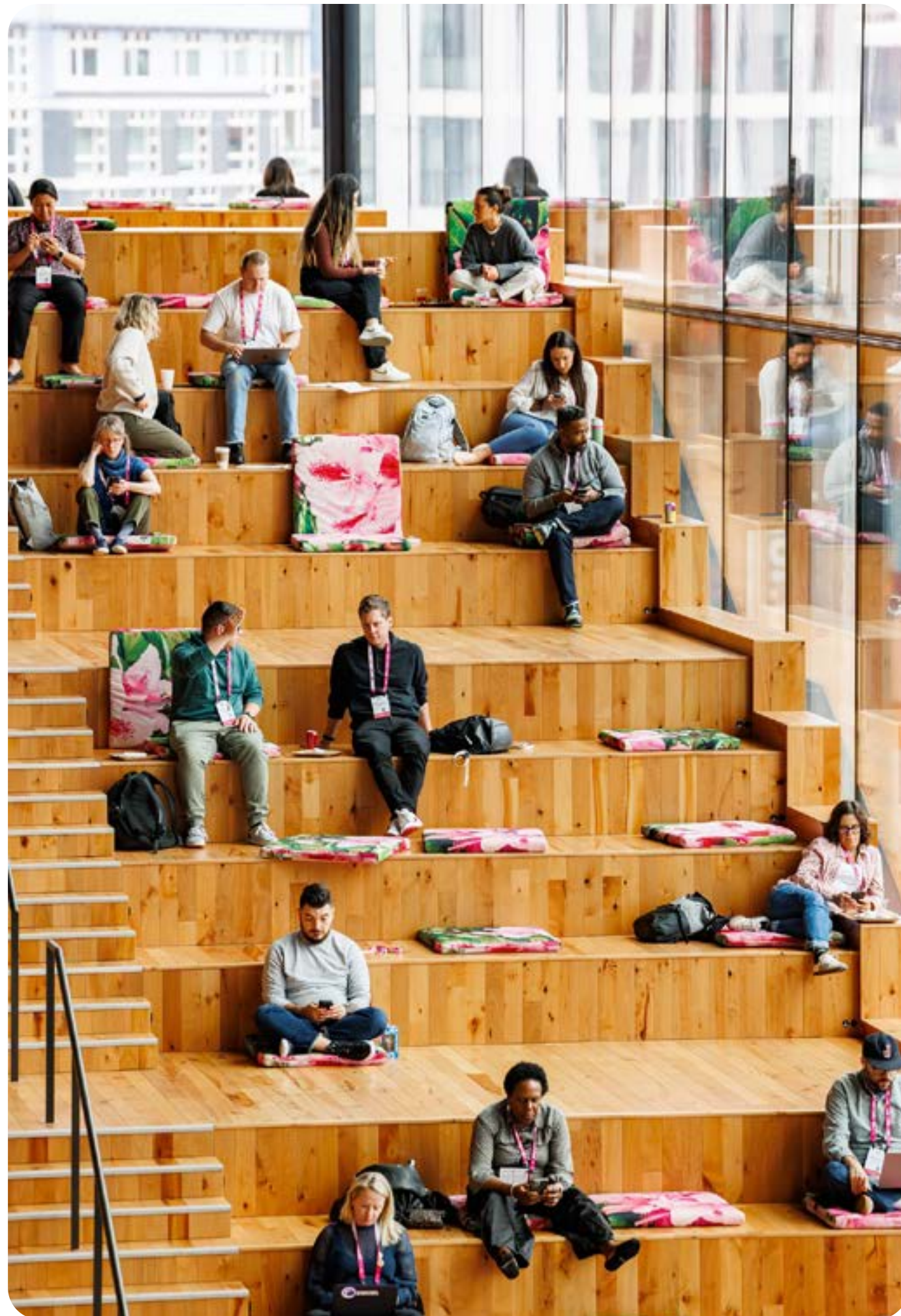
### Human Capital Management

### Local Communities

## GOVERNANCE

## ENVIRONMENT

## APPENDIX



At the corporate level, Ziff Davis provides a variety of training and leadership development programs to employees and managers, with additional programs offered at our individual business units. Our Global Mentorship Program expanded in 2024 to include a mentoring partnership option that pairs mentors with up to five employees to provide participants with small group guidance from both mentors and peers. In 2024, 409 employees participated in the program and 255 mentoring relationships were created.

**Our Global Mentorship Program received the 2024 Most Impactful Mentoring Program award from Mentorloop for the third year in a row.**



**409**  
employees participated

**255**  
mentoring relationships  
were created



## Diversity, Equity, and Inclusion

Ziff Davis recognizes the importance of having a diverse workforce and an inclusive workplace environment where all employees are supported and can achieve their career goals. DEI to us means maintaining fair practices and ensuring equal opportunity for all employees and candidates, so that merit and skill can be identified and cultivated to hire top talent and yield the best possible results for our business. Further, to best address the needs of a large and diverse customer base we believe we must provide multiple voices, which requires us to maintain an employee base with differing backgrounds. Our DEI strategies are overseen by our Board of Directors and the Board’s Environmental, Social and Governance Committee.

Ziff Davis is committed to transparency and regular reporting on DEI metrics and we publish an annual, standalone DEI Report available on our [website](#). The DEI Report shares diversity and representation statistics of the U.S. employee base and describes DEI programs and initiatives across the organization.

Our programs are driven by the input and participation of our employees, including a DEI Council made up of a diverse group of employees that develops recommendations for initiatives related to employee recruiting, mentorship, and advancement. In 2025, we will shift the existing DEI Council to two councils based on location and time zones, Americas and APAC/EMEA, to better meet the needs and provide relevant programming in these respective areas.





## INTRODUCTION

## SOCIAL IMPACT

### Human Capital Management

Local Communities

## GOVERNANCE

## ENVIRONMENT

## APPENDIX



Ziff Davis and our business units seek to recruit talented employees from all backgrounds and identities by partnering and posting on job boards with professional organizations including the Asian American Journalists Association, the Association of LGBTQ Journalists (NLGJA), the National Association of Black Accountants (NABA), the Native American Journalists Association, and the Society of Hispanic Professional Engineers. Moreover, our Black@ZD ERG participated in 2024 in AFROTECH, the largest Black professional conference for the tech and internet sectors.

We provide our employees with resources and training to help foster an inclusive workplace environment, including annual mandatory Anti-Harassment/Anti-Discrimination training and Code of Business Conduct and Ethics training. Ziff Davis held additional training sessions in 2024 on Navigating Racial and Ethnic Bias and Navigating Tough Conversations: Language, Impact, and Allyship in Action. We also focus learning resources around prominent cultural milestones and celebrations, including Black History Month, Juneteenth, and 2SLGBTQIA+ Pride Month.



A major initiative at Ziff Davis is our Employee Resource Group program (ERGs). These seven groups provide employees with enhanced opportunities for networking, learning and development, and access to our senior leadership. The ERGs are led by employee volunteers and receive oversight and mentoring from executive sponsors along with support from our Global DEI and Human Resources team. All employees are welcome to create or join ERGs.



**ERGs provide enhanced opportunities for networking, learning and development, and access to our senior leadership.**

The ERGs organize observances, event sponsorships, and volunteering opportunities in our communities, which are discussed in [Chapter 2](#). In 2024, Ziff Davis pledged \$1.4 million in pro bono media to charities with the donations directed by our ERGs to organizations aligned with their missions. Recipients include Cxmmunity, PERIOD., Sandy Hook Promise, Stop AAPI Hate, and The Trevor Project.

**\$1.4M**

**in pro bono media to charities with the donations directed by our ERGs**

## Employee Resource Groups



## Leader in LGBTQ+ Workplace Inclusion

Ziff Davis earned a score of 100 on the Human Rights Campaign Foundation's 2023-2024 Corporate Equality Index and received an Equality 100 award as a Leader in LGBTQ+ Workplace Inclusion.



INTRODUCTION

**SOCIAL IMPACT**

Human Capital  
Management

**Local Communities**

GOVERNANCE

ENVIRONMENT

APPENDIX

Chapter 2

## Local Communities

Ziff Davis strives to have a positive impact in the local communities where we live and work, as well as the many global communities we serve through our digital media and internet platforms. We are committed to uplifting communities and our industry by donating ad space on our platforms and working with organizations focused on increasing inclusion in the digital media and internet sector. Ziff Davis and our brands provide support to our communities by partnering with local organizations, providing financial donations, and employee volunteerism.

### Supporting Our Communities in 2024

**\$190,000+**

donated by employees and Ziff Davis matches

**2,000**

hours volunteered  
by employees





## Community Support Through Philanthropy and Platforms

Ziff Davis and our brands provide financial support to charitable organizations and nonprofits focused on important issues impacting our communities, including education, food insecurity, health and well-being, and the environment. We also develop innovative programs using our digital media and internet platforms to provide individuals and organizations with valuable resources and tools to help improve the lives of vulnerable people.

**Humble**, a digital storefront with gaming, software, and book content, donates a portion of proceeds from a vast majority of transactions to charitable organizations focused on five key focus areas: Health & Well-being, Crisis & Disaster Relief, Equity & Inclusion, Quality Education, and Climate Change & Sustainability. Humble raised \$12.4 million for 4,500 charities in 2024, and since the brand's founding in 2010 has raised over \$266 million.

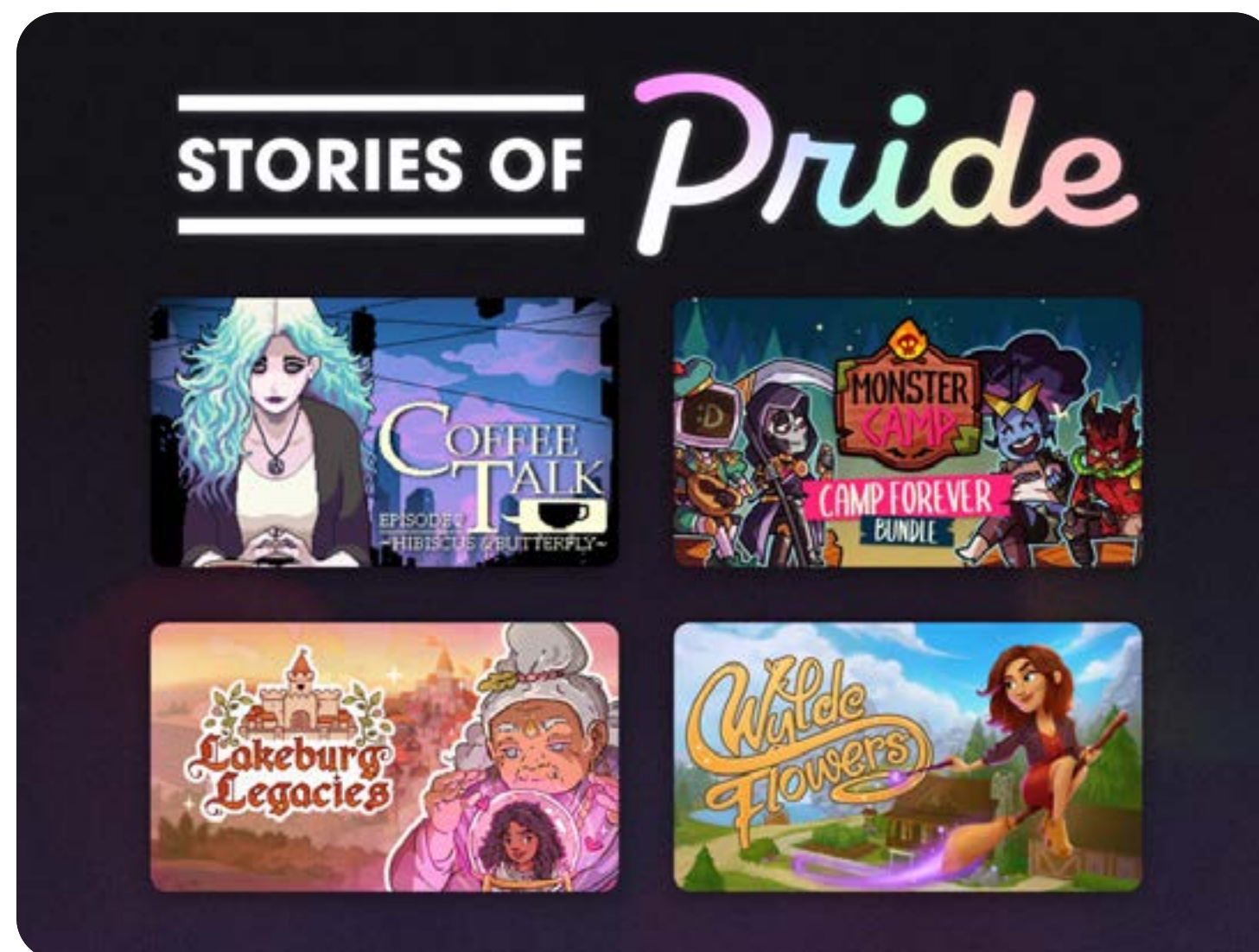


**\$12.4M** raised for 4,500 charities in 2024

**\$266M+** raised since the brand's founding in 2010



To celebrate Pride month, Humble partnered in June with several charities and donated a portion of proceeds to support their work promoting inclusivity and acceptance. These nonprofit organizations included The Trevor Project focused on preventing suicide among 2SLGBTQIA+ young people, It Gets Better to create resources promoting understanding and acceptance, and Covenant House which provides safety and support to LGBTQ+ youth in 34 countries who are homeless or at risk of homelessness.



## Humble Impact in 2024

**4.5M+** meals provided

**305,410** trees planted

**27,500** people received clean water

**8,144** crisis center contacts supported

**28** schools enhanced with mental health education

**6** solar-powered internet hubs built



## INTRODUCTION

## SOCIAL IMPACT

Human Capital  
Management

Local Communities

## GOVERNANCE

## ENVIRONMENT

## APPENDIX

**BabyCenter** and **What to Expect** hosted their annual virtual 5K Promise Walk for Preeclampsia in October 2024. The team raised over \$7,000, which went directly towards the Preeclampsia Foundation's three main goals: to improve healthcare practices, fund research to uncover causes and a cure, and drive awareness and education among impacted women and families.

**What to Expect** held its annual #BumpDay social media campaign celebrating healthy pregnancies and raising awareness about the urgent need for more equitable, accessible maternal healthcare. In the United States, more than 800 women die of pregnancy-related causes annually, with Black, Alaska Native, and Native American moms making up a disproportionate number of them.

**Ziff Davis** is also working to help bridge the digital divide by partnering with internet service provider Starry, Inc. and technology nonprofit Human-I-T. Through this partnership, Ziff Davis donates gently used devices we no longer use to Human-I-T for refurbishing, which also reduces e-waste as discussed in [Chapter 5](#). After refurbishing, the devices are provided by Starry to subscribers who are public and affordable housing residents and belong to the Starry Connect program, which aims to provide high-quality, ultra-low-cost broadband to residents in New York City, Los Angeles, Washington, D.C., Denver, and Boston.







# \$1.4 million

in ad space pledged via our ERGs to organizations

## ERGs Support Our Communities

Ziff Davis provides ad space on our digital media and internet platforms to each of our seven Employee Resource Groups (ERGs), which they donate to nonprofit organizations aligned with their mission. In 2024, \$1.4 million in ad space was pledged via our ERGs to organizations including:

- Cxmmunity, aligned with our Black@ZD ERG
- Stop AAPI Hate, aligned with our Asian ERG
- The Trevor Project, aligned with our Prism ERG
- Sandy Hook Promise, aligned with our Family ERG
- PERIOD., aligned with our Elevate ERG

Our ERGs also organize fundraising and volunteer events for charities they support. In 2024, members of our Elevate Women+ ERG at Ookla partnered with the nonprofit CodeCrew to help sponsor the Girls Rise Up Camp in Memphis to enhance technical skills and promote careers in tech for women. The young women ages 10-16 learn to code Python, R, SQL, and Java through the CodeCrew Computer Science Program.



## Positive Impacts Through Volunteerism

Ziff Davis employees recognize the importance of volunteering their time to support local organizations that are making a difference. We have a Volunteer Time Off policy that gives full-time employees 16 hours, and part-time employees eight hours, of paid time off annually to volunteer with organizations of their choice.



**Full-time and part-time employees at Ziff Davis receive paid time off to volunteer.**

Ziff Davis Cares is a global platform through which employees can organize their own events – virtual or in-person – and sign up for others. The platform helps promote events and streamline employee sign-ups, either individually or with colleagues. Ziff Davis Cares raises awareness of volunteering opportunities, many of which already exist in our business units, to enable employees to donate their time and talents to organizations in their local communities.

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



### Ziff Davis Purpose Summit

In November, Ziff Davis held its 4th Annual Purpose Summit, a virtual event for employees to learn more about opportunities to get involved and effect positive change. The theme of the summit was Inspiring Impact, which featured a panel of employees driving change and discussions on a variety of topics including ESG’s importance to our external stakeholders, driving business success through ERGs, and encouraging our suppliers to take action.

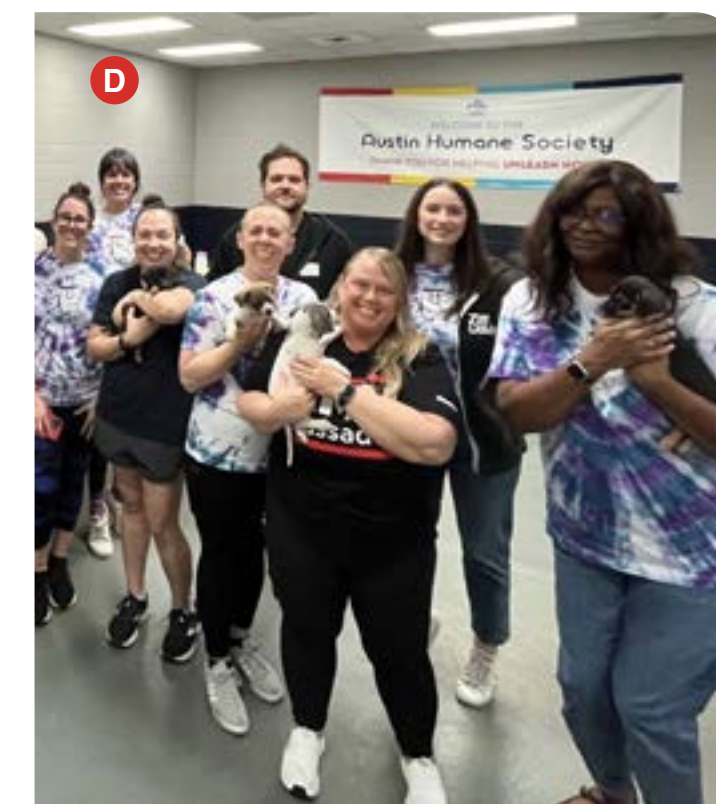
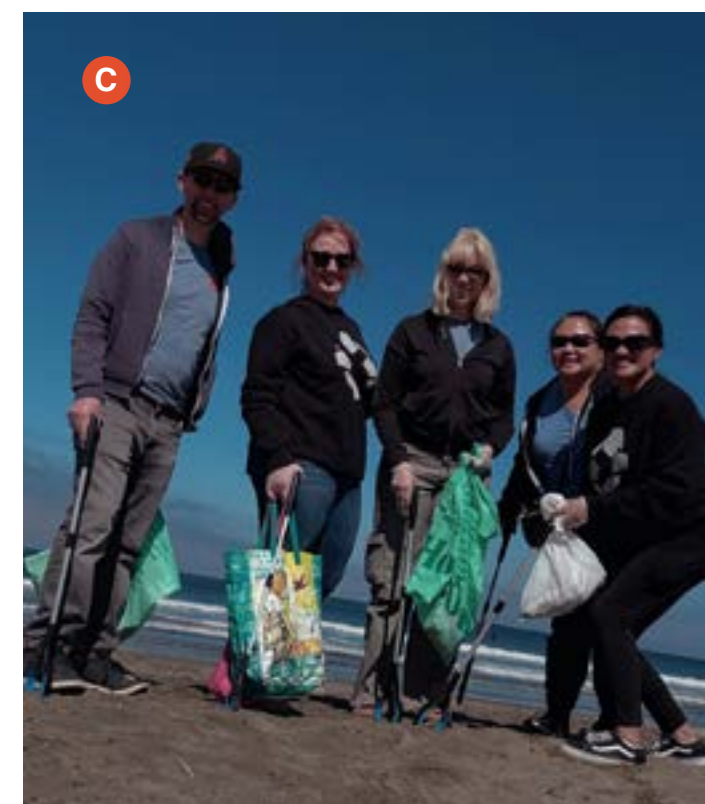




## Volunteer activities in 2024 included:

- A** **Ziff Davis** engineers, designers, UX experts, and product team members collaborated on and created an innovative tool for nonprofit organization Human-I-T as part of our “Hackers Without Borders” hackathon challenge. The project, which helped Human I-T build a dashboard to allow people to easily donate and recycle used technology, was an opportunity for our employees to design and build a sustainable solution for an innovative nonprofit.
- B** **Ziff Davis** employees organized a school supply drive to help make a difference in the lives of students. Items including notebooks, pencils, and backpacks were donated to the Good+ Foundation to help ensure that children had the tools they needed to set them up for success and a great school year.

- C** **IGN** team members from around the world participated in community cleanups as part of the IGN Cares volunteer campaign. San Francisco employees volunteered to clean up trash around Pacifica State Beach, Los Angeles employees cleared trash at Ocean Park in Santa Monica, and employees in Australia worked to clean up Manly Beach. Team members in other locations were encouraged to organize their own cleanups in neighborhood parks.
- D** **Technology & Shopping** employees volunteered with the Austin Humane Society to help with shelter improvement tasks including cleaning kennels, assisting with laundry, and preparing supplies for the animals.





## INTRODUCTION

## SOCIAL IMPACT

Human Capital  
Management

Local Communities

## GOVERNANCE

## ENVIRONMENT

## APPENDIX

- A** **Ookla** team members volunteered at the Memphis Union Mission, which plays a crucial role in aiding men, women, and children experiencing homelessness. Volunteers served meals to over 400 individuals during lunch hour, helping contribute to a brighter future for those in need.
- B** **Ookla's** Memphis team members organized an initiative to donate school supplies to Sherwood Middle School, a Title 1 school catering to underprivileged children. The donations helped provide a gateway to a brighter future for the students, providing them with the tools they need to succeed and thrive.
- C** **Ookla** volunteers participated in the 2024 CodeCrew Hackathon, an event that has inspired teamwork and civic engagement among Memphis students since 2015. The three-day event, held at Southwest Tennessee Community College, provides an opportunity for students in grades 5-12 to show off their mobile app development skills and work on a real-world project. Ookla volunteers support the Hackathon participants in completing their apps and participate as judges.
- D** **VoucherCodes** team members from London competed in the Yorkshire 3 Peaks Challenge to raise funds for The Beam Foundation, a charity helping people experiencing homelessness to find safe homes and stable jobs. 25 employees completed the grueling 40-kilometer hike, with more than 1,500 meters of ascent, in less than 12 hours.





## INTRODUCTION

## SOCIAL IMPACT

Human Capital  
Management

Local Communities

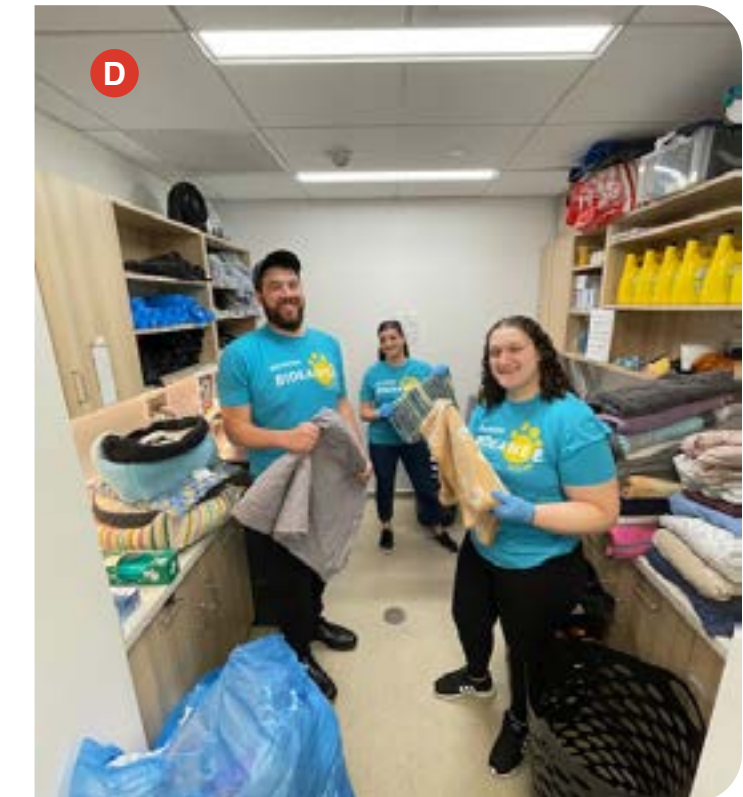
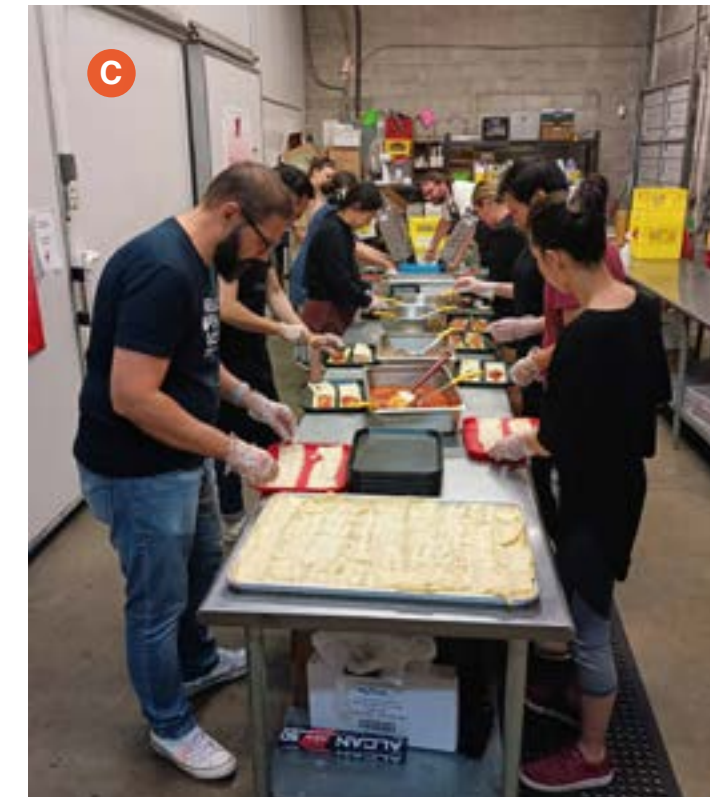
## GOVERNANCE

## ENVIRONMENT

## APPENDIX

- A** **Ziff Davis** employees in Ottawa, Canada held a volunteer day at the Ottawa Food Bank's Community Harvest Farm, helping weed crops for the farm that grows more than 140,000 pounds of fresh produce annually.
- B** **Ziff Davis'** U.S.-based legal team participated in events for Pro Bono Week, which is organized by the American Bar Association to connect attorneys with organizations to provide pro bono work. Employees donated more than 25 hours of legal service on research projects and community events including a project with Appleseed Network regarding accessing Medicaid and SNAP benefits for individuals recently released from incarceration.

- C** **Moz** employees in Vancouver, Canada volunteered with A Loving Spoonful, a nonprofit that provides free meals for people living with HIV and co-existing illnesses. The volunteers helped make 267 meals at their local kitchen and packaged them into containers to freeze at their warehouse.
- D** **Everyday Health Group** employees in New York volunteered at Bideawee Animal Rescue, helping to organize the toy closet, do laundry, wash dishes, and give lots of belly rubs and hugs to the animals.



# Building a Culture of Ethics and Accountability

As a leading digital media and internet company, Ziff Davis recognizes the vital importance of managing critical enterprise risks such as protecting the data of our users and customers. We maintain a strong corporate governance structure and policies to promote accountability and transparency to all stakeholders. Our oversight and compliance programs help ensure that our businesses and our supply chain operate with high standards of ethics and integrity and comply with all applicable laws and regulations.

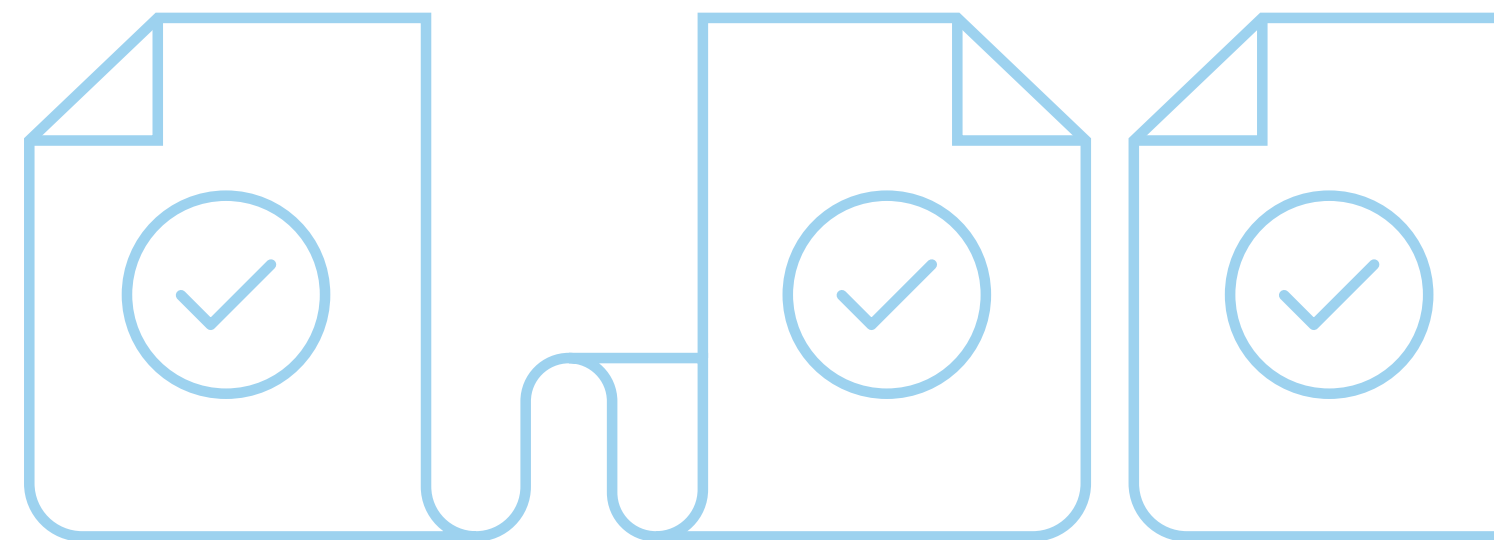




## Chapter 3

# Risk Management

Our Board of Directors is responsible for oversight of the company's business strategies to create long-term value for our stakeholders. The Board also oversees enterprise risk management processes, with the full Board regularly reviewing information and risks regarding business operations, financial performance, and liquidity. The Board also delegates responsibility to individual committees to evaluate and oversee the management of certain enterprise risks. More information on the role of the Board and its committees is available in [Chapter 4](#).



## Each committee oversees certain enterprise risks:



The **Audit Committee** is responsible for oversight of financial risks, including processes by which senior management and relevant departments assess and manage the company's exposure to major financial risks. The Audit Committee also oversees company-wide programs and policies for identifying and mitigating data security and privacy risks. This includes oversight of the Information Security team's operational initiatives and procedures to monitor and respond to cyberattacks.



The **Compensation Committee** oversees risk management procedures and policies relating to executive compensation plans and arrangements. This includes ensuring that the company's compensation philosophy is aligned with our long-term goals.



The **Environmental, Social and Governance Committee** oversees management of risks associated with the independence of the Board, potential conflicts of interest, and environmental and social corporate responsibility policies and practices. This includes potential impacts from climate change, described in detail in [Chapter 5](#).



## Risk Management Processes

Our Corporate Audit Services (CAS) unit performs independent assessments of the adequacy and effectiveness of the company's governance, risk management, and control processes across the entire organization. The unit reports to the Board's Audit Committee and provides its assessments to the committee, management, and outside parties. CAS provides risk-based and objective assurance, advice, and insight throughout the organization. CAS is staffed by a team of auditors from across the organization with experience in critical areas such as operations, information technology, data privacy, and finance.

In addition, our Information Security team performs information risk assessments of our business units to manage cyber risk. The assessment methodology used in the Information Security Risk Management program is aligned with ISO 31000, NIST.SP800-37r2, and NIST.SP800-53r5 Information Security Risk Management.

The Office of the Chief Technology Officer and Chief Information Security Officer are responsible and accountable for the execution of the risk management program and for ensuring alignment with the organization's risk appetite and tolerance. The information security risk management program has support from executive and business unit leaders for the overall risk management effort and its outcome. The Audit Committee of the Board has oversight of information security risk. Updates on information security risk are provided to the Audit Committee and to executive leadership every quarter.

### CAS independent risk assessments focus on:

Identification of risks related to the achievement of the company's strategic objectives and appropriate management of those risks

Compliance of actions of the company's officers, directors, employees, and contractors with our policies and all applicable laws, regulations, and governance standards

Effectiveness of established processes and systems in enabling compliance with Ziff Davis' policies, procedures, and applicable laws and regulations

Acceptable economic acquisition, efficient use, and sufficient protection of the company's resources and assets

## Business Continuity

Ziff Davis is committed to mitigating risks from business disruptions and each business unit maintains comprehensive Disaster Recovery Plans (DRPs) and Business Continuity Plans (BCPs) that undergo mandatory annual reviews and updates. These reviews include tests of the plans to promote awareness among team members on how to effectively respond to, swiftly address, and resolve business disruptions. At the corporate level, we maintain the Ziff Davis Corporate BCP to mitigate risks from disruptions and maintain continuity of company-wide operations.



**Compliance with the Information Security Policy is verified through regular reviews by CAS and our Information Security team.**

All business units are also required to comply with Ziff Davis' internal Information Security Policy, which includes detailed company-wide requirements for security measures such as backup and recovery of information systems and data. The policy identifies the essential components of information security measures but, due to the diverse nature of our companies and the products they offer, individual business units also develop specific business continuity procedures to fit their situations.

We ensure compliance with the Information Security Policy through regular reviews by CAS and our Information Security team. Since our business units use cloud platforms including AWS and Google Cloud to support the majority of product infrastructure, business continuity measures are in place such as regular backups, multi-region hosting, and snapshots of environment images. Business units with physical environments also use more traditional information security methods, such as tape backups and offsite storage.



## Customer Privacy

Ziff Davis is committed to protecting the privacy and security of customer data by implementing leading data privacy and security standards and practices. The Board’s Audit Committee oversees our comprehensive measures, policies, and operating procedures designed to maintain the trust of our readers, subscribers, clients, suppliers, and employees.

The company has a corporate [Privacy Policy](#) stating clear terms regarding data collection, use, retention, and sharing. Our individual business units have their own [separate privacy policies](#), customizing their privacy policies to meet particular needs and to cover specific data protection requirements. Privacy impact assessments are conducted by our Legal and Information Security teams for major new products, services, and other offerings as needed prior to public launch. Our Legal team and Information Security team regularly update business executives on new privacy regulations and policies, as well as changes to procedures.

All of Ziff Davis’ data protection policies and practices are based on the core principles of “privacy by default” and “privacy by design.” When user consent is relied on as the legal basis for data collection, our privacy policies ensure that this consent is affirmative, specific, informed, and freely given, with users able to withdraw consent at any time. Our policies provide all users with subject access rights, regardless of location, and offer controls enabling users to manage their data and exercise their subject access rights. We manage the subject access rights to our data with organization-wide tools that document our data flows and ensure data is collected lawfully and transparently. We also protect personal and sensitive data by using internal access controls.



We are committed to notifying data subjects in a timely manner if there is a material adverse change in our privacy policies or practices. We also notify data subjects as legally required when data is shared. Ziff Davis seeks to avoid the processing of personal data of minors. The company’s services are not intended for use by children, especially those under the age of 13, and we prohibit purchases by minors under the age of 18.

Ziff Davis’ commitment to complying with all applicable laws and regulations where we operate concerning the use and protection of customer information, including the European Union’s General Data Protection Regulation and the California Consumer Privacy Act, is demonstrated in our [Code of Business Conduct and Ethics](#) and privacy policies. We are not aware of any countries where our available core products or services are subject to government-required monitoring, blocking, content filtering, or censoring. We are also not aware of any government requests to remove content.

Ziff Davis and our businesses occasionally receive and evaluate requests for information on users, and we respond to valid requests when the user has consented, or we are legally required to do so. In 2024, we received an estimated 250 law enforcement requests for user information. We had no substantiated complaints in 2024 regarding breaches of customer privacy that resulted in material loss to the company. The company also had no material financial loss from payment of claims in legal proceedings related to user data privacy or payment of fines for breach of any protective measures related to user data privacy.







## Data Security

We recognize the risks to our business from increasing data security and cybersecurity threats, such as phishing attacks and other targeted attacks on information technology (IT) systems. The company's Board is briefed regularly on cybersecurity risks and the Board's Audit Committee is responsible for oversight of the implementation of cybersecurity risk management measures, including the use of outside vendors.



**Ziff Davis' information security program is aligned with the NIST framework and standards.**

Ziff Davis' information security program for the entire organization, including security management practices and controls, is detailed in our comprehensive [Information and Data Security Practices](#). These practices are aligned with the National Institute of Standards and Technology (NIST) framework and standards as well as applicable industry regulatory requirements, such as using hosting facilities for our businesses that are SSAE16 SOC 2 certified. Certain business units comply with Payment Card Industry (PCI) data security standards to enhance payment account data security, and certain business units and sites are also TrustArc, ISO 27001, ISAE 3000, and SOC 2 certified.

INTRODUCTION

SOCIAL IMPACT

**GOVERNANCE**

**Risk Management**

Corporate Governance

ENVIRONMENT

APPENDIX

Our information security program is implemented by our Chief Information Security Officer, in conjunction with our Chief Technology Officer, Chief Auditor, General Counsel, Chief Financial Officer, Chief Accounting Officer, and senior management. The company's Information Security team is responsible for our internal Information Security Policy and for conducting tabletop exercises, random "phishing tests," and other organization-wide measures to regularly monitor core systems, sites, and applications for potential vulnerabilities.

We conduct internal and external audits of information security standards at least annually, and we continuously review policies and programs to ensure protection against actual and emerging threats. Ziff Davis did not experience performance issues, service disruptions, or customer downtime in our IT systems in 2024 that materially impacted our business.

The company and our business units actively encourage responsible reporting of vulnerabilities that may be found on our sites or in our applications and we review and respond to reports as appropriate. If a potential data security incident occurs, we follow the guidelines of our Information Security Incident Response Plan which operates under the principles of timely

detection, management, and response, including notifying applicable regulators and any affected data subjects as required by applicable law. In 2024, we did not have any material data breaches.

We conduct mandatory annual training for our employees and contractors on data protection, global privacy, and security awareness. Employees and contractors are required to acknowledge compliance annually with the Information Security Policy and Information Security Incident Response Plan. We also conduct vendor security reviews and require key vendors to implement data security standards that meet or exceed our own.

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

## Building Cybersecurity Awareness

Ziff Davis works to raise awareness and provide education to employees about cybersecurity threats. In October 2024, we marked Cybersecurity Awareness Month by offering employees educational webinars on topics ranging from detecting deepfake voices to navigating modern cyber threats and safeguarding our work in a digital world.



## Responsible Supply Chains

Ziff Davis strives to partner with suppliers who share our commitment to maintaining high standards of ethical and sustainable business practices. In addition, we are focused on working with vendors in our local communities where possible, including vendors and suppliers in the United States and local companies in our global locations. We use analytics to track vendor spend and implement processes to assess risks in our supply chain and mitigate potential disruptions.

Our proactive vendor selection process is designed to identify appropriate partners and suppliers and to build awareness of the importance of sustainability to Ziff Davis. All our business units use a company-wide procurement software platform for efficient vendor onboarding. As part of the onboarding process, all vendors are requested to complete a Sustainability Survey on our Vendor Portal which includes questions about the vendor's commitments to initiatives such as reducing carbon emissions.

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





## Chapter 4

# Corporate Governance

Ziff Davis is committed to operating our business with the highest standards of ethics and integrity and fostering a culture that promotes accountability and transparency for our stakeholders. Our corporate governance policies and oversight structures are designed to ensure compliance with all applicable laws and regulations in the countries where we operate, including those covering anti-corruption, anti-bribery, antitrust, and human rights.





## Governance Oversight

The company's [Corporate Governance Principles](#) are adopted by our Board of Directors to provide guidelines governing the qualifications, conduct, and oversight roles of our Board and its committees. These principles are consistent with the governance and oversight requirements of Nasdaq and the U.S. Securities and Exchange Commission, and include guidelines for:

- Authority of the Board and committees to engage outside advisors
- Functions of the Board with respect to oversight of the company
- Independence and other qualifications of Board and committee members
- Organization and function of the Board committees
- Selection, evaluation, and approval of compensation of the company's executive officers

### Our corporate governance policies and practices are designed to promote accountability and include:

Annual election and majority voting for directors

Annual self-assessments of the Board and its committees, including sustainability matters

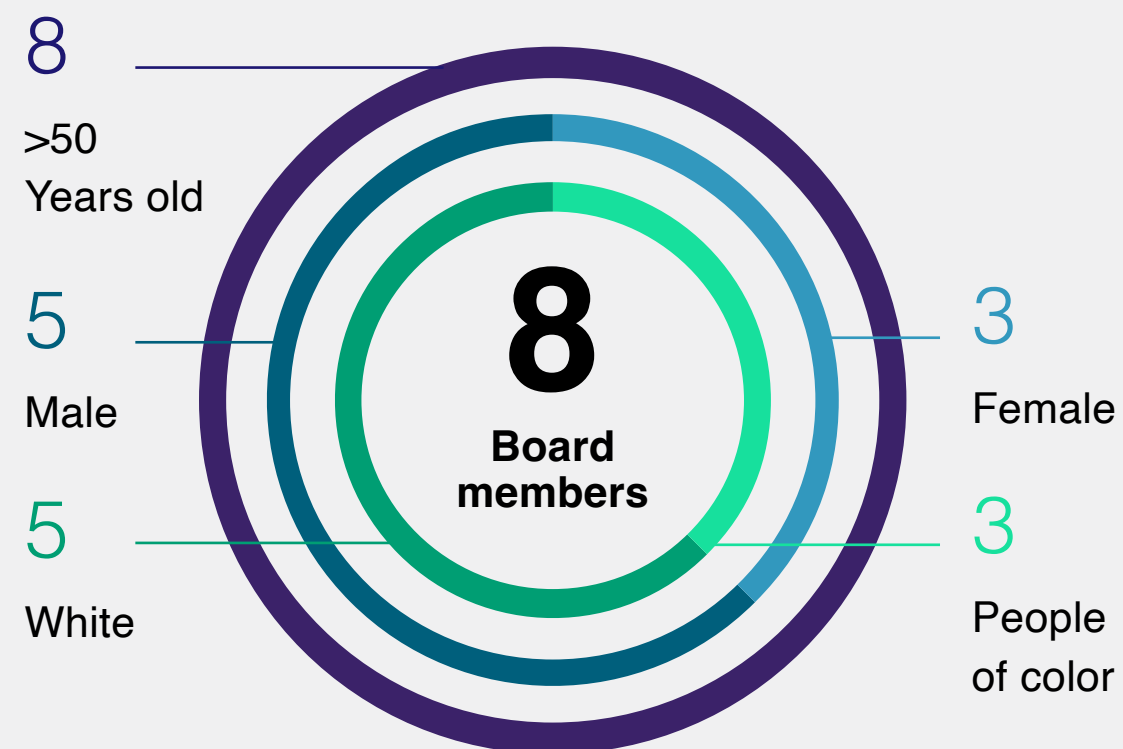
Limits for our directors in serving on other public company boards

Only independent directors serving on all Board standing committees

Separation of the roles of Board Chair and CEO to align the Board Chair role with our independent directors

Stock ownership guidelines for all directors and named executive officers

## Board Demographics



The company's current Board of Directors has eight members, of which seven are independent directors. Our Corporate Governance Principles highlight that Ziff Davis endeavors to have a diverse Board of Directors, taking into consideration numerous factors including gender, race, age, knowledge, experience, and geography. The Board's members currently include three women and three members who identify as people of color.

Our directors bring a spectrum of thought and experience to their roles, based on their extensive backgrounds in media, corporate strategy, executive leadership, finance, technology, accounting, and venture capital. In addition, all eight of our current directors have experience in sustainability issues.



**Our current Board of Directors has eight members, including three women and three who identify as people of color.**



## Our Board of Directors currently has three standing committees:

The **Audit Committee** assists the Board in its oversight of the integrity of the company's financial statements, which includes evaluating the internal audit function, assuring the independence of our outside auditors, and reviewing significant legal, compliance, and regulatory requirements with the General Counsel. The Committee is also responsible for oversight of the company's cybersecurity practices and reviewing policies and processes for risk management, including reviewing exposure to enterprise risks such as major financial risks and reviewing management's programs to monitor and control these risks.

The **Compensation Committee** sets Ziff Davis' compensation philosophy and strategy, including engaging with stockholders and third-party compensation advisors to ensure the compensation philosophy is consistent with our strategic goals and is properly implemented.

The Committee also has oversight of compensation programs for executive officers and directors. These programs include equity-based incentives and bonus plans, which include bonus plans for certain senior executives tied to meeting goals related to environmental, social, and governance (ESG) issues such as achieving targets for environmental management.

The **Environmental, Social and Governance Committee** is responsible for developing and recommending the Corporate Governance Principles adopted by the Board and reviews these principles at least annually. The Committee is also responsible for identifying and making recommendations to the Board regarding individuals qualified to become Board members and to be members of the standing committees. In evaluating potential Board members, the Committee takes into consideration numerous factors including skill, educational background, demographics, experience with businesses and other organizations of a comparable size, and the interplay of the candidate's experience with that of the other Board members.

The Committee also has direct oversight of policies, procedures, reporting, and disclosure supporting the company's ESG initiatives, including our commitments to sustainability more generally. This includes reviewing and approving the annual ESG Report. As the highest governing body below the Board that oversees ESG issues within Ziff Davis, the Committee reviews and evaluates ESG plans and practices, and receives updates and information on ESG issues at least quarterly from the Senior Vice President, Sustainability & Responsibility.

## Stakeholder Engagement

We are committed to engaging with our stakeholders on a regular basis to provide transparency and gather input and feedback on our ESG strategies and initiatives. In addition to our annual Employee Engagement survey, discussed in [Chapter 1](#), the company engages regularly with investors and other stakeholders. In 2024, the company reached out to shareholders (exclusive of current or former directors and officers) representing more than 80% of our shares and offered these investors an opportunity to engage with us. More details are available in our [Proxy Statement](#).





## Ethics and Integrity

The principles set forth in Ziff Davis’ [Code of Business Conduct and Ethics](#) embody the company’s commitment to operating our business with high ethical standards and in accordance with all applicable laws, rules, and regulations. The Code also includes guidelines for maintaining compliance with the policies and procedures in the Code. The company’s Ethics Officers – our President and Chief Executive Officer, Chief Financial Officer, General Counsel, Chief Accounting Officer, and Chief Auditor – are designated as the primary contacts for employees and directors to raise potential issues and ask about the application of the Code whenever in doubt.



Our ethics compliance practices include mandatory annual training for all full-time and part-time employees regarding the Code’s application to daily activities, and their legal and ethical obligations under applicable laws, regulations, and policies. Our ethics and compliance programs are subject to audit company-wide by Ziff Davis Corporate Audit Services (CAS), which is overseen by our Chief Auditor, who has an independent reporting line to the Board’s Audit Committee. CAS conducts an annual Sarbanes-Oxley audit and additional audits to ensure compliance with our ethical standards and is governed by the International Professional Practices of the Institute of Internal Auditors (IIA) to ensure that principles of integrity, objectivity, confidentiality, and competency are applied and maintained.



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

All Board members and executives are required annually to complete and sign a Conflict of Interest Policy Statement and Acknowledgment to ensure that conflicts of interest are identified, avoided, and managed. This includes any potential conflict related to a decision or transaction in which the individual may receive a benefit or gain. All conflict of interest disclosures are filed with and reviewed by CAS, and more information about how Ziff Davis handles conflicts of interest can be found in our [Proxy Statement](#).

## Whistleblower Policy

Employees and directors are made aware of our policies and procedures for reporting ethical concerns as part of the annual training on the Code of Business Conduct and Ethics. The Code, and our [Whistleblower Policy](#), requires any employee or director who becomes aware of any existing or potential violation of the Code, or any potential unlawful activity, to promptly notify an appropriate Ethics Officer.

As part of our commitment to promoting a culture of ethics and integrity, the Board's Audit Committee has established additional procedures to quickly identify potential ethics and compliance issues. These procedures include a confidential 24/7 toll free line and website to report potential issues, which is managed by an independent third party and includes local phone numbers and language support in six countries outside the United States. The toll-free line and website are not limited to Ziff Davis' employees and are open to all stakeholders, including suppliers, customers, and other third parties.

There were five matters reported through the toll-free line and website in 2024, for which we opened two investigations and found that none were sustained.



**Ziff Davis has a zero tolerance non-retaliation policy.**

Our Whistleblower Policy states Ziff Davis' zero tolerance non-retaliation policy to protect whistleblowers who report good faith complaints or concerns or cooperate in an investigation. We investigate all reports, and anyone found to have violated the Code is subject to disciplinary action, up to and including demotion or termination of employment. The procedures and structures to investigate reports are laid out in the Whistleblower Policy, which is proactively communicated to employees and directors.



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

We are committed to creating long-term value for our stakeholders by operating our business ethically, including our supply chain, and achieving success through honest competition in the marketplace. Ziff Davis and all our business units follow policies and procedures that meet or exceed all applicable anti-corruption, anti-bribery, and antitrust laws and regulations, as well as laws and regulations that protect human rights in the workplace.

The company's [Code of Business Conduct and Ethics](#) states that all employees, directors, consultants, representatives, and agents, are prohibited from paying or offering to pay money or anything of value to secure an improper advantage. The Code, and our Foreign Corrupt Practices Act and UK Bribery Policy, also states that all employees, including non-U.S. and non-UK employees, must comply with these two important laws in the United States and UK prohibiting the giving or receiving of bribes, or kickbacks, to foreign officials.

Our Code of Business Conduct and Ethics prohibits seeking competitive advantages through illegal or unethical business practices, including through manipulation, concealment, or any unfair dealing practice. In 2024, we issued our [Antitrust and Competition Law Policy](#), which specifically prohibits employees, contractors, directors, and officers of Ziff Davis from engaging in anti-competitive behavior. The policy also encourages individuals who have a concern about Ziff Davis' business practices or

conduct, including any related to antitrust or competition laws and regulations, to report their concerns to the Ziff Davis whistleblower website. Ziff Davis did not have any material monetary losses in 2024 as a result of penalties associated with alleged violations of anti-competitive behavior regulations.



### We introduced our Antitrust and Competition Law Policy in 2024.

Ziff Davis' [Human Rights Policy](#) states our commitment to upholding the principles of human rights in the workplace by ensuring worker safety and fair labor practices, throughout our organization and in our supply chain. The policy is guided by our aim to conform with the UN Declaration on Human Rights, OECD Guidelines for Multinational Enterprises, and UN Guiding Principles on Human Rights.

Our commitment to protecting human rights in the workplace includes compliance with all applicable laws and regulations governing the prohibition of child labor, forced or indentured labor, involuntary prison, bonded labor, modern slavery, and human trafficking. Ziff Davis' human rights policies are reviewed with employees in the onboarding process, and we conduct regular training to raise awareness and ensure compliance with these policies.

# Protecting the Environment

Ziff Davis recognizes the fundamental risks to our business, employees, customers, and communities from environmental threats such as climate change, pollution from e-waste, and scarcity of water. We are committed to protecting the environment by shrinking the carbon footprint of our operations and supply chain, reducing waste sent to landfills, recycling e-waste and hazardous materials, and conserving water. While our direct operations as a digital media and internet company do not produce significant greenhouse gas (GHG) emissions, we remain focused on lowering our energy usage by reducing our operational square footage and using alternative or renewable energy sources where possible.



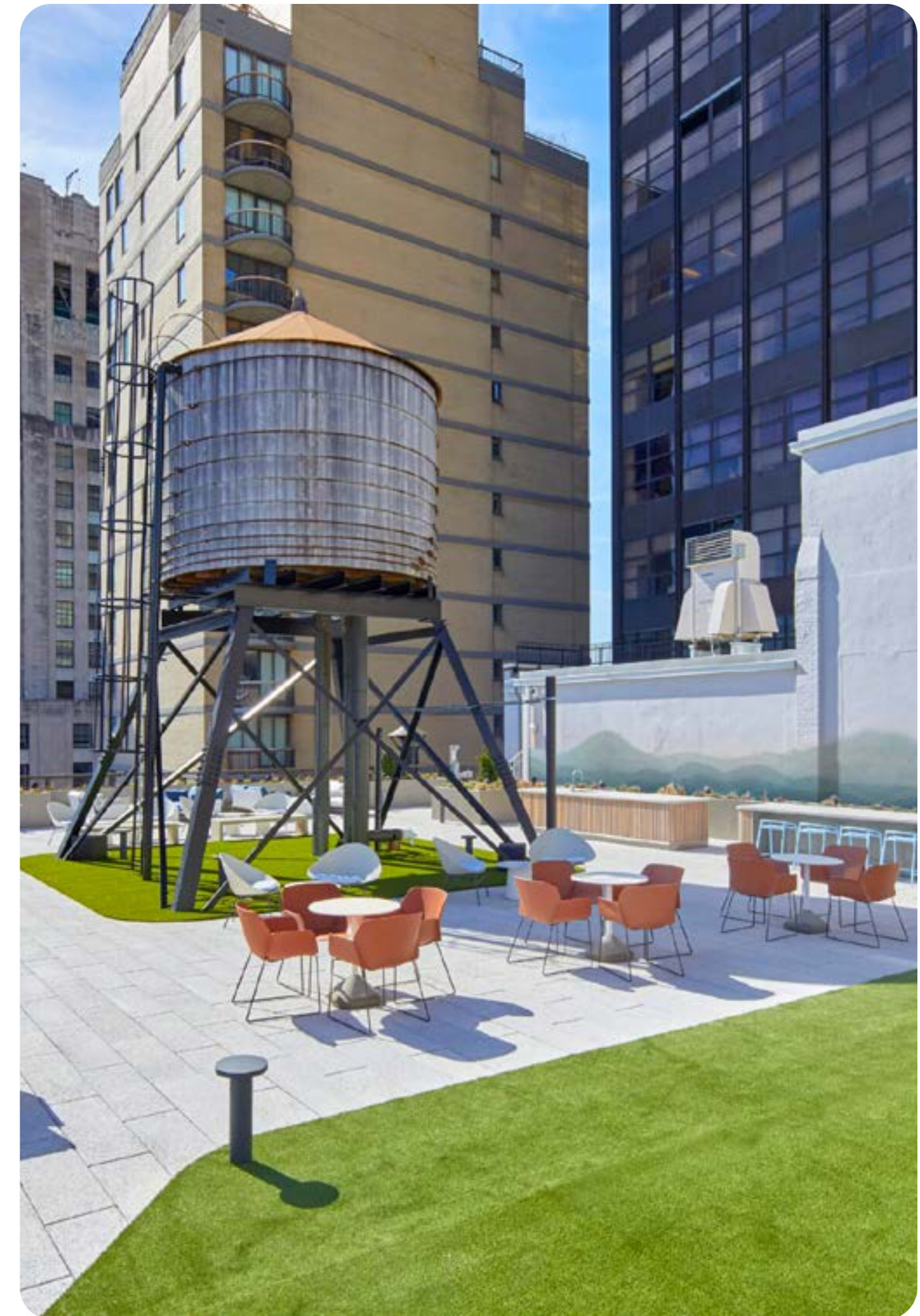


## Chapter 5

# Environmental Management

Ziff Davis' [Environmental Policy](#) states our environmental goal is to operate our business, including our supply chain, with sustainability as a priority. The policy highlights our commitment to comply with all applicable environmental laws and regulations, and our focus on implementing best practices and innovative technology to continuously improve our environmental performance. The policy also describes the actions we are focused on to reduce the environmental impact of our operations, employees, suppliers, customers, and communities, and our pledge to regularly track and report on our environmental performance.

In our supply chain, we seek to work with vendors who share our commitment to operate sustainably and improve their environmental performance. We require certain of our vendors to abide by our [Vendor Policy](#) and [Code of Business Conduct and Ethics](#), including compliance with our Environmental Policy or the adoption of substantially similar policies.





## Climate Change

Our [Climate Change and Biodiversity Policy Statement](#) states our commitment to limit any damaging effects our operations may have on climate change and biodiversity. The policy also highlights our 2030 emissions reduction targets that were validated in 2023 by the Science Based Targets initiative (SBTi), a partnership between the CDP, the United Nations Global Compact, World Resources Institute, and the Worldwide Fund for Nature. SBTi is the lead partner of Business Ambition for 1.5°C, a campaign by a global coalition of UN agencies, businesses, and industry leaders that urges companies to set net-zero-based emissions targets in line with the 2015 Paris Agreement. Ziff Davis supports the goals of the 2015 Paris Agreement, and our reduction target is in line with these goals.

Ziff Davis provides transparency on the progress of our climate change initiatives by responding to the annual CDP questionnaire. Our policies state our commitment to continuously assess and manage climate-related risks and opportunities in our ongoing operations, such as physical risks to our offices from extreme weather events and transition risks from regulatory changes. We also pledge to incorporate environmental risk criteria, including climate change risk, into the evaluation and due diligence process for mergers and acquisitions.

**Ziff Davis  
supports the  
goals of the 2015  
Paris Agreement,  
and our reduction  
target is in line  
with these goals.**





## Oversight

Our Board of Directors and the Board’s Environmental, Social and Governance Committee oversee all environmental commitments and initiatives implemented by senior management across the company’s brands and subsidiaries. The Environmental, Social and Governance Committee receives updated information at least quarterly on environmental issues and performance from the Senior Vice President, Sustainability & Responsibility.

Management initiatives designed to reduce our environmental footprint and improve the sustainability of our operations are developed by the cross-functional Ziff Davis Sustainability Council, which is overseen by sustainability team members. The Sustainability Council has over 145 members across the company, many of whom meet monthly to collaborate and share best practices on improving our systems and processes to become more sustainable. The Sustainability Council includes our facilities managers and is also responsible for programs to raise awareness among our employees regarding environmental initiatives related to energy, waste, and water.

**145+** members in the  
Sustainability Council



## Emissions

Ziff Davis’ Environmental Policy states our commitment to regularly measure the company’s GHG emissions and to use science-based targets for emissions reduction. We perform an annual GHG inventory process, which was initiated in 2021 using an independent third-party expert, Agendi. The inventory identifies the amount and primary sources of Scope 1 emissions, which come from direct emissions from owned and controlled sources, and Scope 2 emissions, which stem from the generation of purchased energy. These are measured based on energy usage at owned and co-located data centers, as well as leased office locations, including energy from renewable sources. Ziff Davis’ Scope 3 emissions, which encompass value chain emissions, include all material categories such as purchased goods and services, business travel, employee commuting, waste generation, and other indirect activities that contribute to the company’s overall carbon footprint.

In 2023, we began to receive external assurance on the GHG inventory for Scopes 1 and 2 as well as Scope 3 category 1, our primary Scope 3 category which includes purchased goods and services such as third-party operated cloud storage platforms.

Ziff Davis is proud of steadily reducing its emissions year-over-year since our baseline year of 2021. We continue to prioritize utilizing the most up to date emission factors to calculate our annual inventory. We saw additional emission reductions as a result of implementing both the latest emission factors as well as our suppliers’ own emission data. As our suppliers and the industry as a whole make progress towards a lower emission future, the emissions intensity of our purchased goods and services decreases. We consistently engage with our suppliers to ensure our industry continues to make meaningful progress towards decarbonization.

In terms of non-GHG air emissions, Ziff Davis is also committed to eliminating emissions of ozone-depleting substances and in 2024 did not emit any of these substances. The company does not have any non-GHG air emissions such as nitrogen oxides (NOX), volatile organic compounds (VOCs), hazardous air pollutants (HAPs), or other substances that require a permit.

**Our science-based targets, as validated by SBTi, include:**

\* from a 2021 baseline

**Reduce absolute Scope 1 and Scope 2 GHG emissions**

**50%** by **2030\***

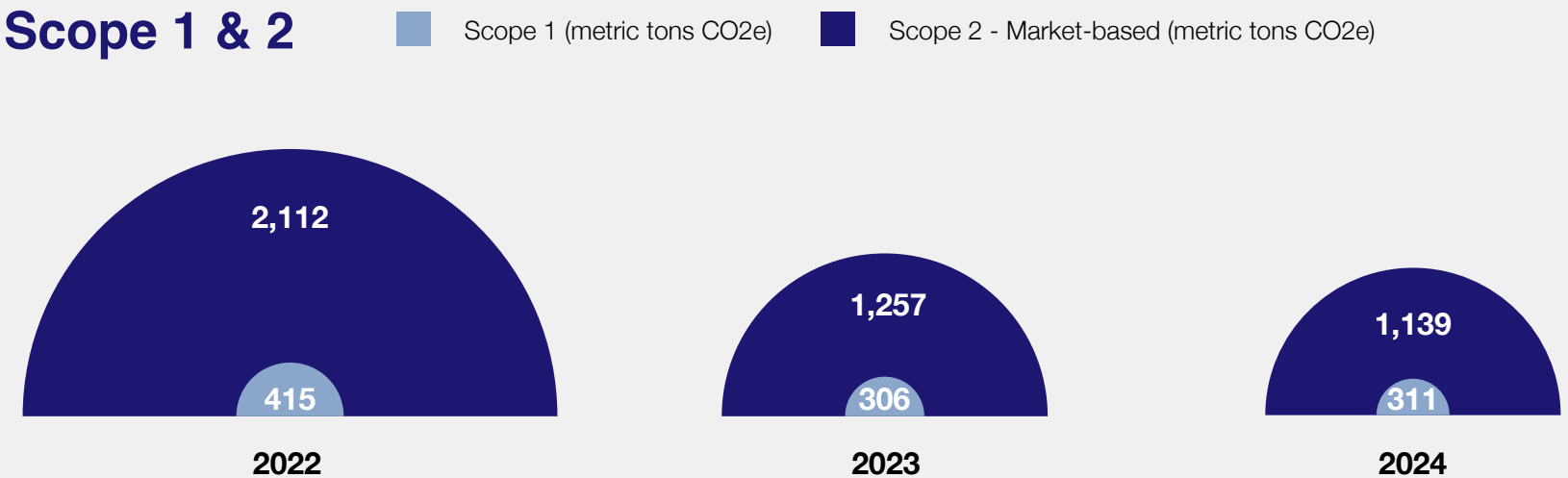
**Reduce Scope 3 emissions**

**51.6%** per USD value added by **2030\***

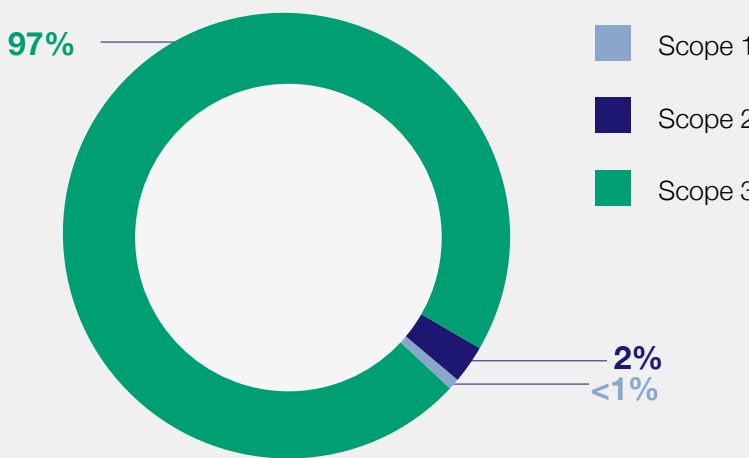


# Scope 1, 2, and 3 GHG Emissions

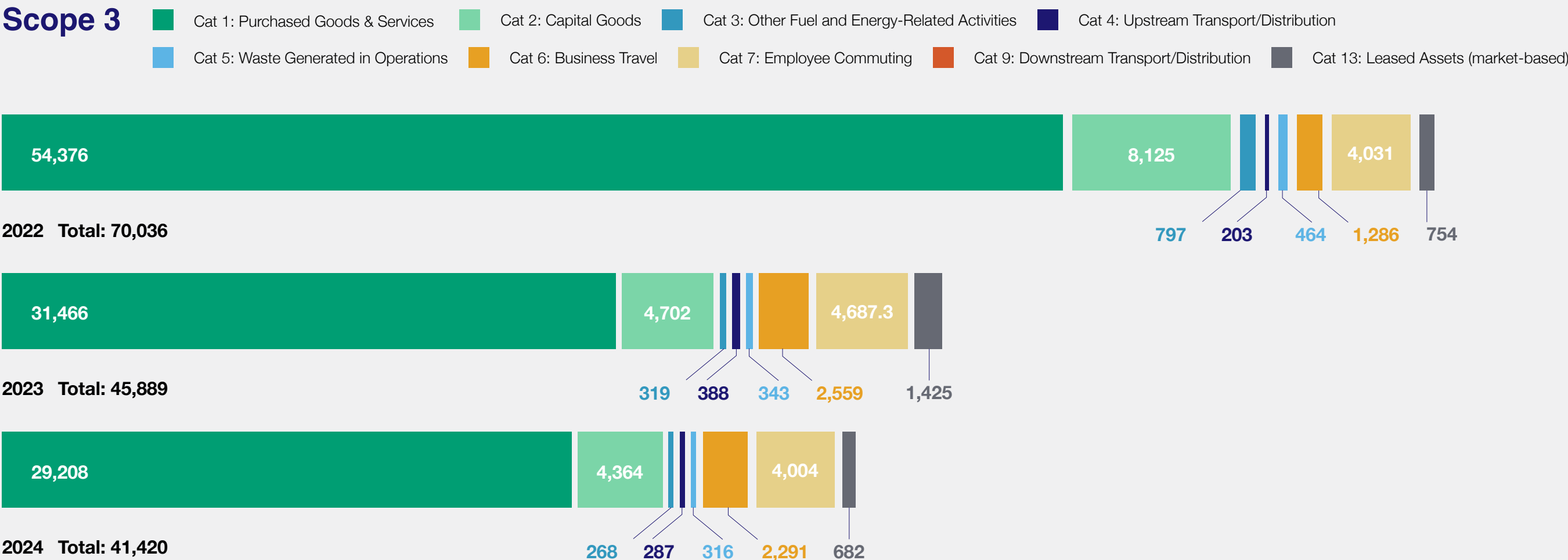
## Scope 1 & 2



## 2024 Breakdown by Scope



## Scope 3



## Energy

A major initiative to reduce Scope 1 and Scope 2 emissions is our focus on decreasing the amount of energy used in our operations relative to the size of our company. Among the ways we lower energy usage are consolidating and reducing our office space, locating our offices in energy efficient buildings where possible, and using alternative or renewable energy technologies and sources when feasible.

Our shift to offer flexible options for remote and hybrid work among both current employees and new hires has enabled Ziff Davis to substantially reduce the amount of office space we use. In 2024, we reduced our square footage in our New York headquarters by 40%, which in part resulted in a decrease in our total operational square footage of 22% over 2023, and a two-year decrease of 35%. We expect to continue reducing square footage in 2025 as we continue to downsize our office space.

# 40%

reduction in the amount of office  
space at our New York headquarters





## Waste and Water

Ziff Davis' Environmental Policy states our commitment to reducing waste sent to landfills, recycling e-waste and hazardous materials, and conserving water, which we recognize is becoming an increasingly scarce resource worldwide.

We comply with all applicable laws and regulations on disposal and recycling of e-waste and hazardous materials, and we strive to reduce e-waste sent to landfills by refurbishing old devices and recycling toner cartridges and electronic equipment when feasible. Ziff Davis partners with internet service provider Starry, Inc. and technology nonprofit, Human-I-T, on a program to refurbish used devices and distribute them to new users. Ziff Davis has donated over 400 devices which we were no longer using since the start of this partnership. After refurbishing by Human-I-T, Starry provides these devices to subscribers signed up through their Starry Connect program. This program works to provide ultra-low-cost, high-quality broadband for public and affordable housing residents in New York City, Los Angeles, Washington, D.C., Denver, and Boston.

When we are unable to refurbish used devices, we work to responsibly recycle our e-waste with partners such as IT Asset Management Group in New York, FITS Computer Recycling in

Texas, and 3R Technology in the Pacific Northwest. We also implement recycling and composting programs for office waste where possible and raise awareness of these programs among our employees by using posters, signage, and clearly marked disposal containers.



**We implement recycling and composting programs for office waste where possible.**

In our Los Angeles office, we work with a recycling company, Athens Services, to collect organic food waste for use in composting. We also work with recycling company TerraCycle to provide Zero Waste Boxes to collect and recycle items not collected by the local municipality, such as potato chip bags, candy bar wrappers, and coffee machine packets. We also work with TerraCycle to separate plastic waste for recycling and have focused on reducing plastic waste by replacing plastic bottled water with boxed water, eliminating single-use cups, using straws made of vegetable fibers, and greatly reducing single-use cutlery.

**400+**

**devices donated since the start of our partnership with Human-I-T**

# Appendix



## About This Report

This annual ESG Report primarily covers data and metrics from January 1 to December 31, 2024, unless otherwise noted, with three years of data generally provided for context. Data may be rounded. All financial information is presented in U.S. dollars unless otherwise noted. The ESG Report includes our subsidiaries unless otherwise noted.

This report was prepared with reference to the Global Reporting Initiative (GRI) 2021 Standards and the Sustainability Accounting Standards Board (SASB) Software & IT Services 2023 Standard and the Internet Media & Services 2023 Standard. The report also aligns with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations. Content indexes are available from page 76.

Ziff Davis is committed to transparency, engagement, and consistent communication of our ESG strategies and programs to all stakeholders. In this report we are restating our 2023 Scope 3 GHG emissions. Ziff Davis has recalculated Scope 3 category 1 and 2 emissions for 2023 resulting in an 8% increase in category 1 and 2 and a total Scope 3 increase of 6%. This increase represents a slight increase in emissions (2,797 MT CO<sub>2</sub>e) providing more accurate disclosure and better comparability year-over-year. Ziff Davis will continue to prioritize accurate disclosures.

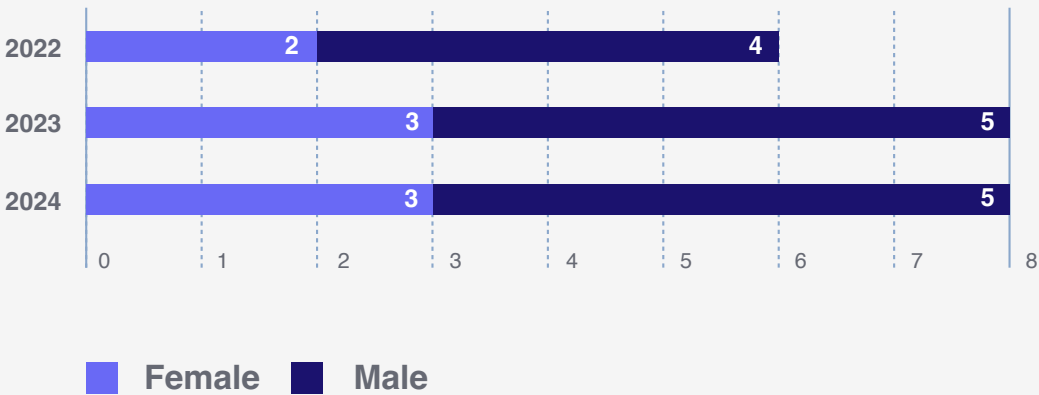
Feedback or questions about the report or any of our ESG disclosures can be sent to [sustainability@ziffdavis.com](mailto:sustainability@ziffdavis.com).

Data Tables

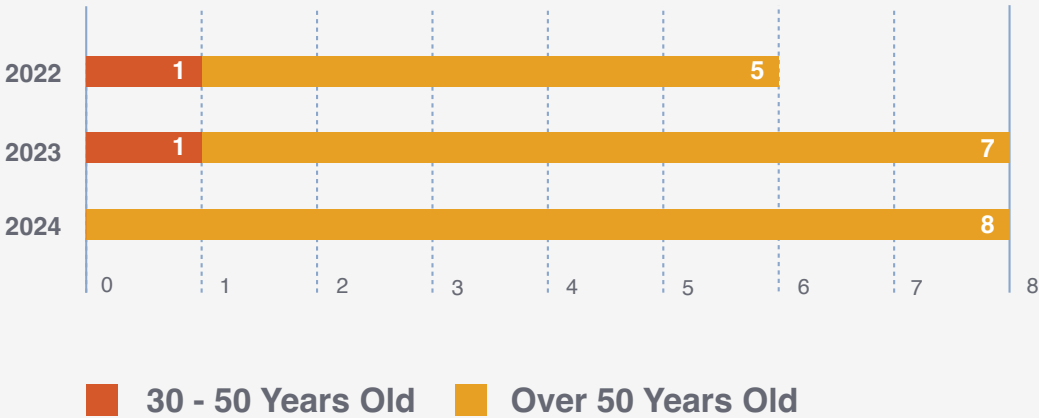
Global Governance Data

Metric	2022	2023	2024
Board Members			
Number of Board Members	6	8	8
Board Demographics <sup>1</sup>			
Gender			
Female	33.3%	37.5%	37.5%
Male	66.7%	62.5%	62.5%
Age Group			
Under 30 Years Old	0.0%	0.0%	0.0%
30-50 Years Old	16.7%	12.5%	0.0%
Over 50 Years Old	83.3%	87.5%	100.0%
Ethnicity			
People of Color	33.3%	37.5%	37.5%
White	66.7%	62.5%	62.5%
Board Independence			
Number of Independent Directors	5	7	7

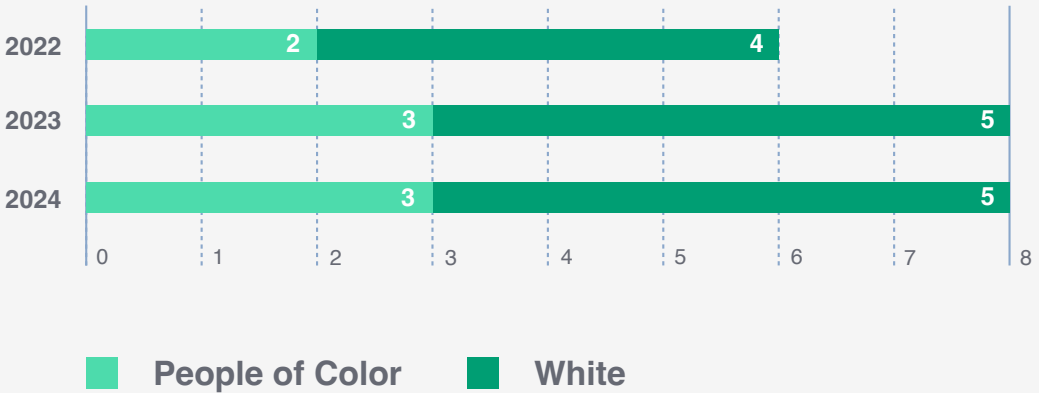
Board Gender Breakdown



Board Age Breakdown



Board Ethnicity Breakdown

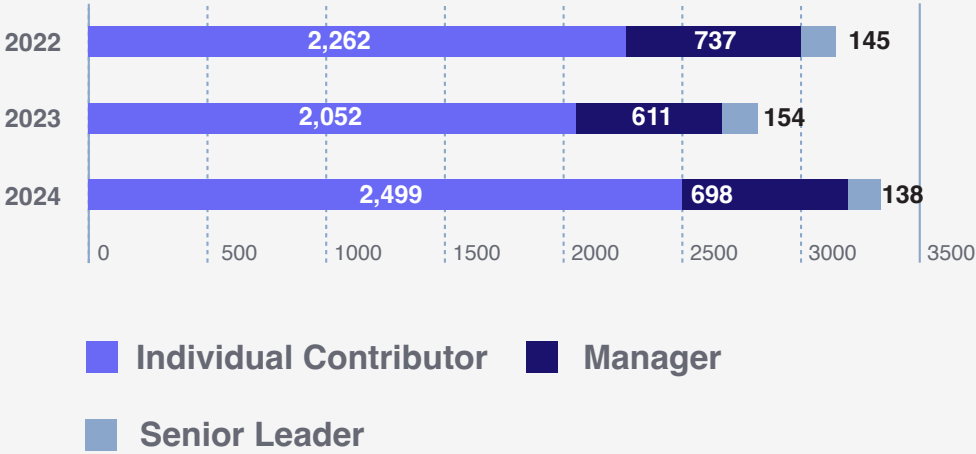


1 - Data aligns with the annual Proxy Statement.

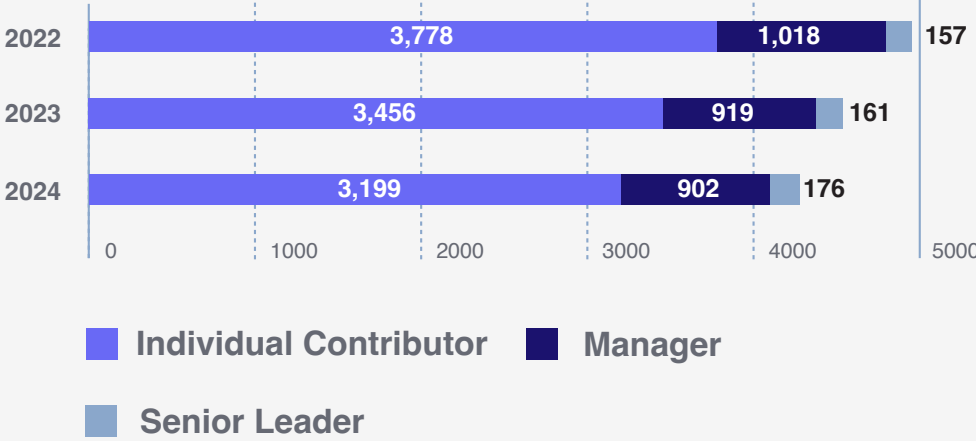


Metric	2022	2023	2024
Anti-corruption Training, by Employee Category <sup>2</sup>			
<b>Number of Training Hours</b>	3,144	2,817	3,335
Individual Contributor	2,262	2,052	2,499
Manager	737	611	698
Senior Leader	145	154	138
<b>Number of Employees</b>	4,953	4,536	4,277
Individual Contributor	3,778	3,456	3,199
Manager	1,018	919	902
Senior Leader	157	161	176
<b>Percentage of Employees</b>			
Individual Contributor	100%	100%	100%
Manager	100%	100%	100%
Senior Leader	100%	100%	100%
Ethics Helpline			
Number of Matters Reported to Helpline		5	5
Number of Investigations Opened Based on Those Matters		2	2
Number of Which Were Sustained		0	0
Data Privacy & Information Security			
Number of Material Data Breaches		0	0
Amount of Payment of Fines for Breach of any Protective Measures Surrounding User Data Privacy		\$0	\$0
Number of Government Requests to Remove Content		0	0
Number of Material, Substantiated Complaints About Customer Privacy		0	0
Number of Law Enforcement Requests for User Information <sup>3</sup>		300	250

## Anti-corruption Training Hours



## Employees Receiving Anti-corruption Training



2 - Training courses include the Code of Conduct, Anti-Corruption and Bribery, and Export & Trade Compliance. In 2024, these training topics were consolidated to provide more broadly to Ziff Davis employees. The number of employees who received training does not match the overall number of employees due to hiring and turnover throughout the year.

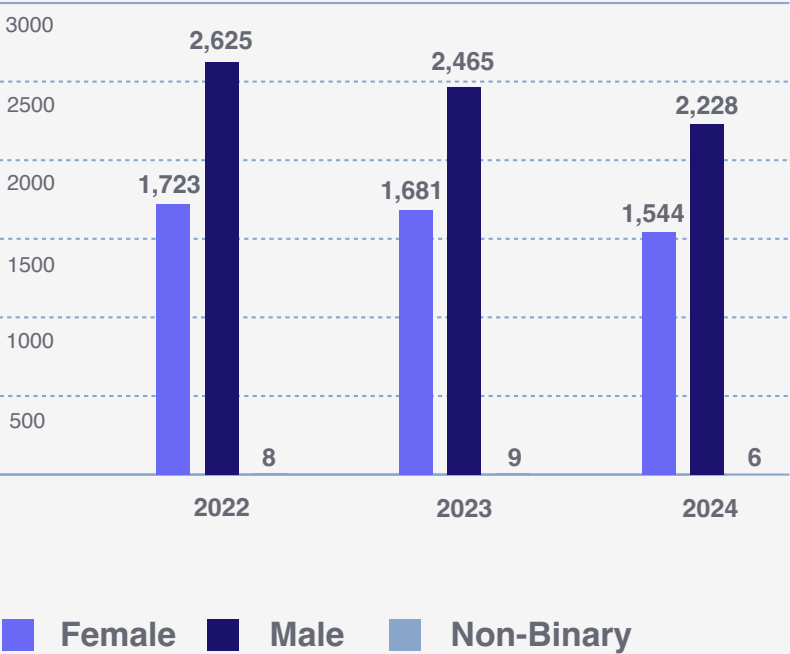
3 - Number is approximate.

Global Social Data <sup>4</sup>

Metric	2022	2023	2024
Workforce			
Employee Headcount	4,356	4,155	3,778
Percent of Employees Located Offshore	51.1%	47.9%	43.8%
Workforce by Gender			
Female	1,723	1,681	1,544
Male	2,625	2,465	2,228
Non-Binary	8	9	6
Workforce by Employee Category			
Individual Contributor	3,384	3,117	2,797
Manager	833	884	795
Senior Leader	139	154	186

4 - Global social data does not include contractors. Hiring, turnover and promotion rates are calculated by dividing the total number of employees by the total of each subgroup, based on the total number of employees at the end of the reporting year.

Workforce, by Gender



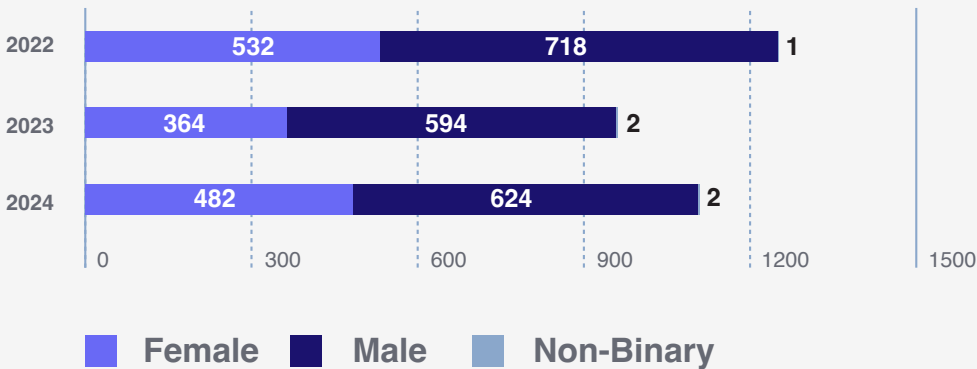
Workforce, by Employee Category



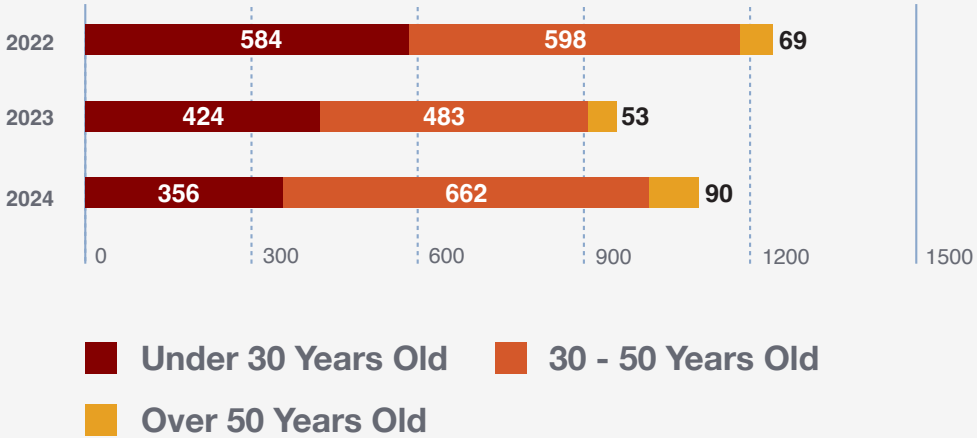


Metric	2022	2023	2024
Hiring			
Number of New Employee Hires	1,251	960	1,108
Overall Rate of New Employee Hires	28.7%	23.1%	29.3%
Number and Percentage of Employee Hires, by Gender			
Female	532	364	482
	42.5%	37.9%	43.5%
Male	718	594	624
	57.4%	61.9%	56.3%
Non-Binary	1	2	2
	0.1%	0.2%	0.2%
Number and Percentage of Employee Hires, by Age			
Under 30 Years Old	584	424	356
	46.7%	44.2%	32.1%
30-50 Years Old	598	483	662
	47.8%	50.3%	59.8%
Over 50 Years Old	69	53	90
	5.5%	5.5%	8.1%
Number and Percentage of Employee Hires, by Region			
Americas	553	432	697
	44.2%	45.0%	62.9%
Asia-Pacific	511	424	245
	40.9%	44.2%	22.1%
Europe, Middle East, and Africa	187	104	166
	14.9%	10.8%	15.0%

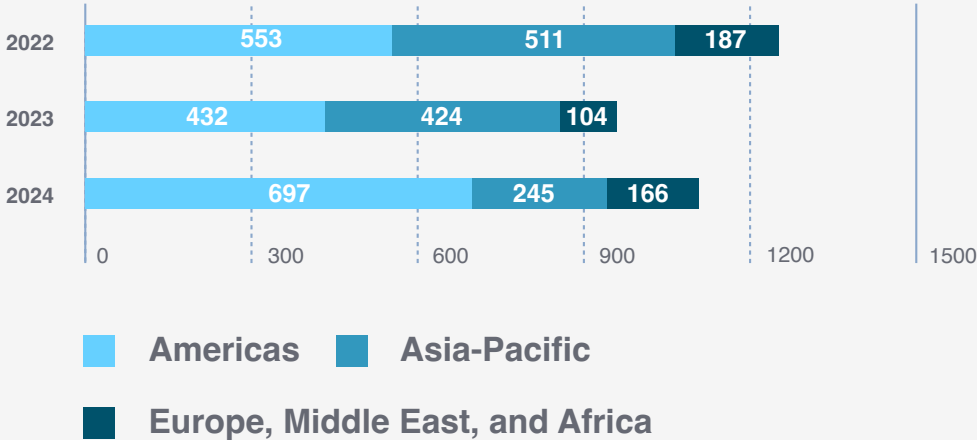
New Employee Hires, by Gender



New Employee Hires, by Age



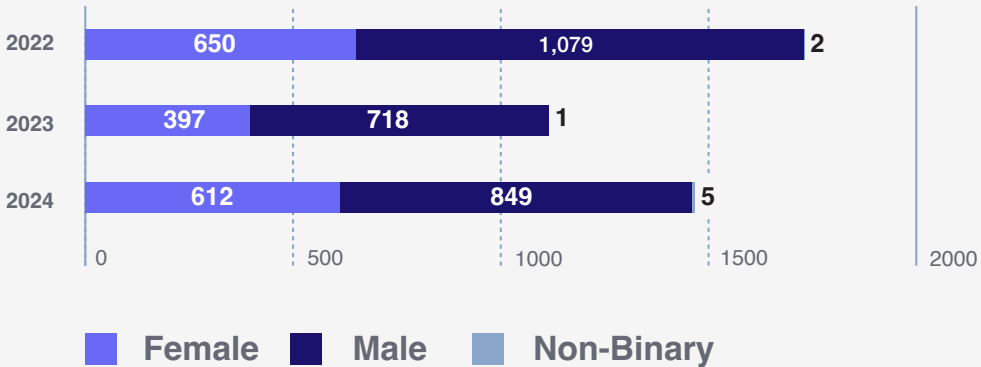
New Employee Hires, by Region



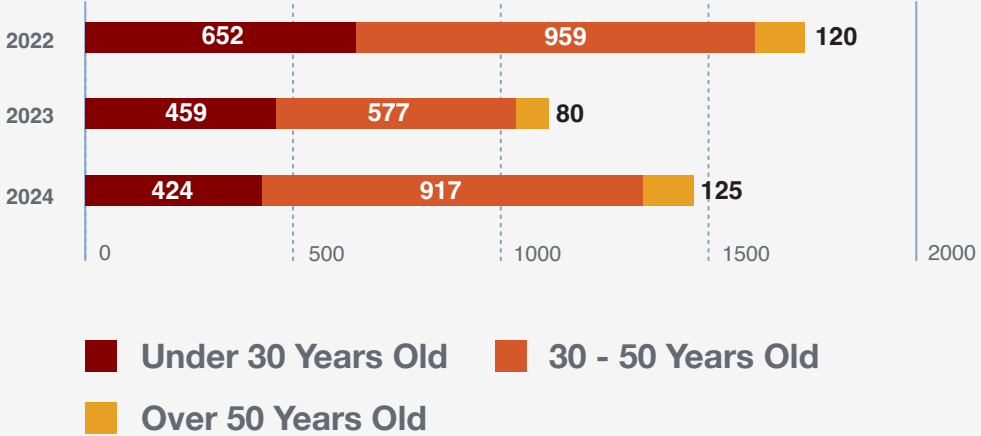
Metric	2022	2023	2024
Turnover <sup>5</sup>			
Employee Turnover Number	1,731	1,116	1,466
Overall Rate of Employee Turnover	39.7%	26.9%	38.8%
Number and Percentage of Employee Turnover, by Gender			
Female	650	397	612
	37.6%	35.6%	41.8%
Male	1,079	718	849
	62.3%	64.3%	57.9%
Non-Binary	2	1	5
	0.1%	0.1%	0.3%
Number and Percentage of Employee Turnover, by Age			
Under 30 Years Old	652	459	424
	37.7%	41.1%	28.9%
30-50 Years Old	959	577	917
	55.4%	51.7%	62.6%
Over 50 Years Old	120	80	125
	6.9%	7.2%	8.5%
Number and Percentage of Employee Turnover, by Region			
Americas	812	360	715
	46.9%	32.3%	48.8%
Asia-Pacific	764	649	552
	44.1%	58.1%	37.6%
Europe, Middle East, and Africa	155	107	199
	9.0%	9.6%	13.6%

5 - Turnover data includes both voluntary and involuntary departures, as well as departures due to divestitures. 2022 turnover included a sizable reduction in force and 2024 turnover is elevated due to a voluntary buyout offer.

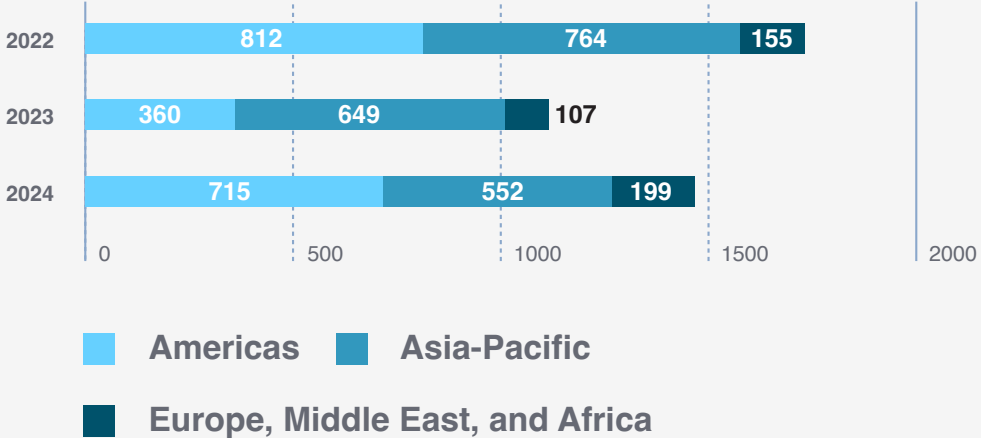
Employee Turnover, by Gender



Employee Turnover, by Age



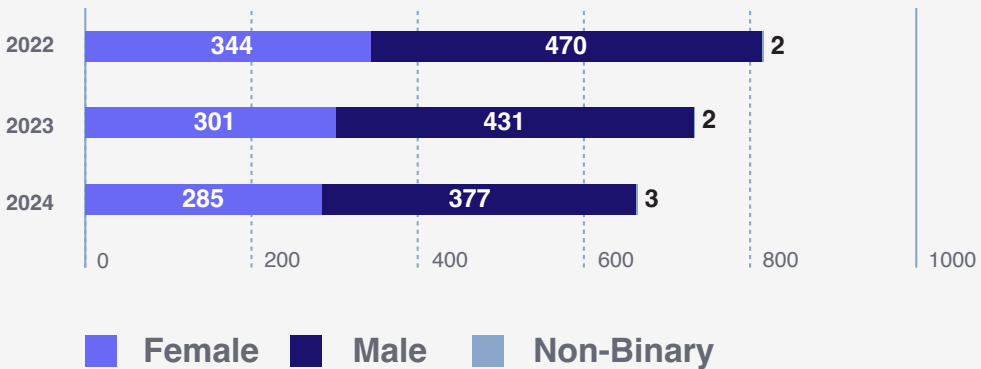
Employee Turnover, by Region



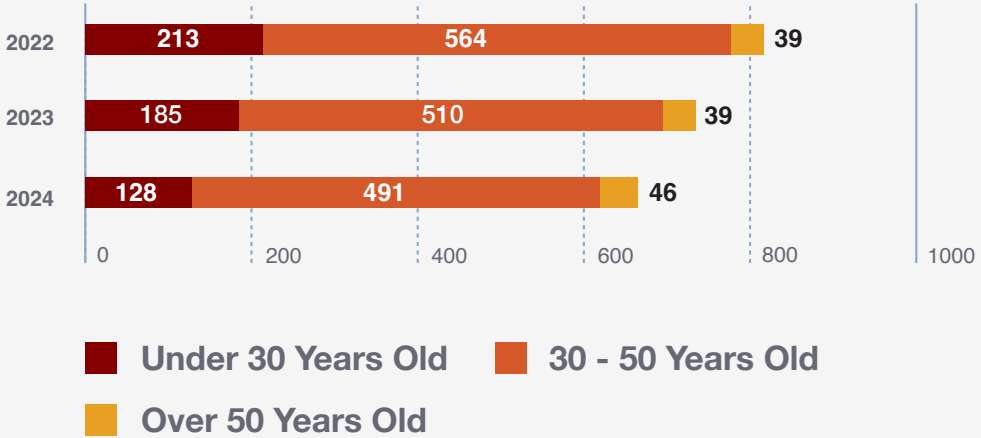


Metric	2022	2023	2024
Promotions			
Employee Promotion Number	816	734	665
Overall Rate of Employee Promotions	18.7%	17.7%	17.6%
Number and Percentage of Promotions, by Gender			
Female	344	301	285
	42.2%	41.0%	42.9%
Male	470	431	377
	57.6%	58.7%	56.7%
Non-Binary	2	2	3
	0.2%	0.3%	0.4%
Number and Percentage of Promotions, by Age			
Under 30 Years Old	213	185	128
	26.1%	25.2%	19.3%
30-50 Years Old	564	510	491
	69.1%	69.5%	73.8%
Over 50 Years Old	39	39	46
	4.8%	5.3%	6.9%
Number and Percentage of Promotions, by Region			
Americas	521	409	374
	63.9%	55.7%	56.3%
Asia-Pacific	192	247	189
	23.5%	33.7%	28.4%
Europe, Middle East, and Africa	103	78	102
	12.6%	10.6%	15.3%

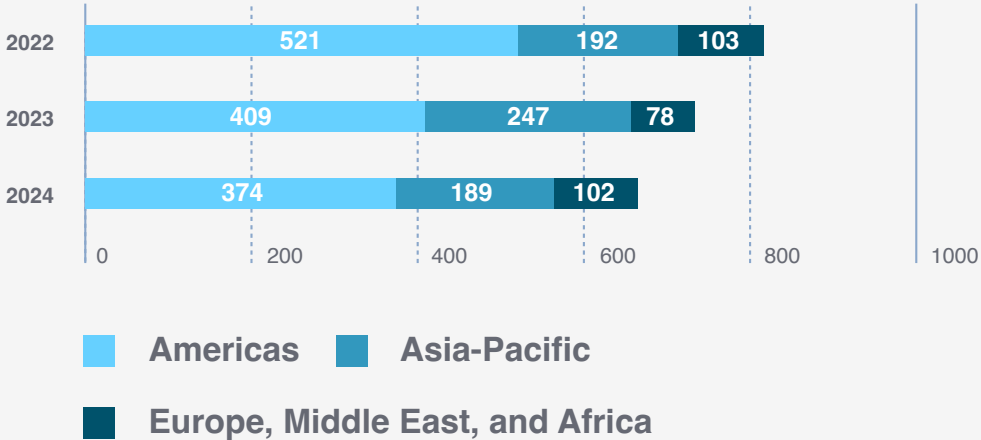
Promotions, by Gender



Promotions, by Age

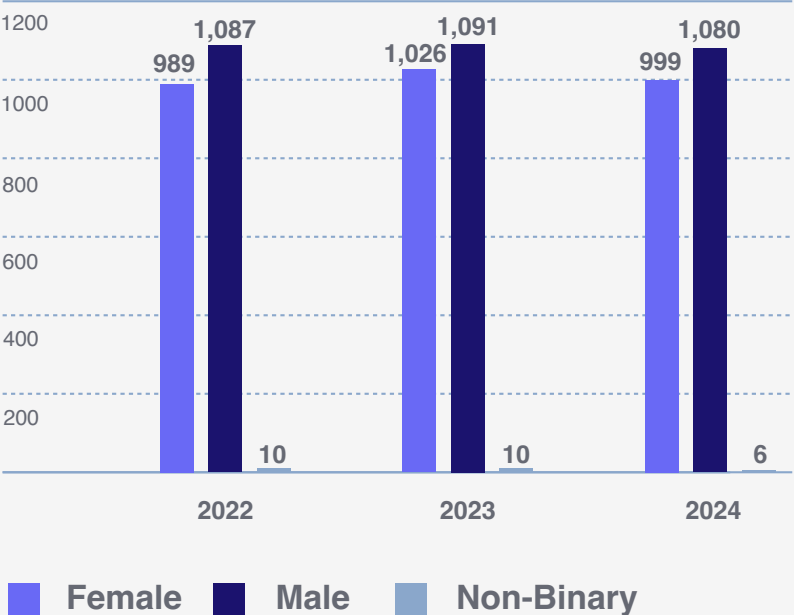


Promotions, by Region

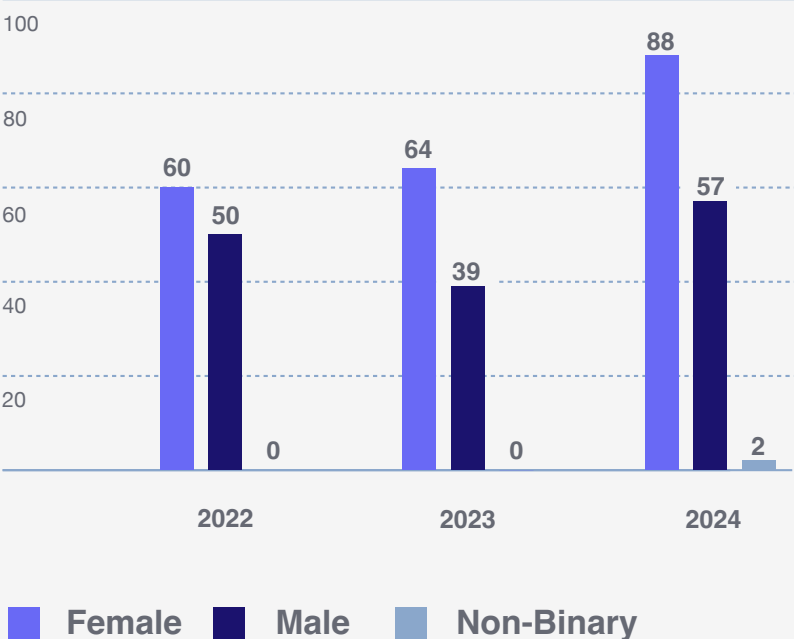


Metric	2022	2023	2024
Parental Leave (U.S. Only)			
Number of Employees That Were Entitled to Parental Leave, by Gender			
Female	989	1,026	999
Male	1,087	1,091	1,080
Non-Binary	10	10	6
Number of Employees That Took Parental Leave, by Gender			
Female	60	64	88
Male	50	39	57
Non-Binary	0	0	2
Number of Employees That Returned to Work in the Reporting Period After Parental Leave Ended, by Gender			
Female	51	66	73
Male	49	43	53
Non-Binary	0	0	2
Number of Employees That Returned to Work After Parental Leave Ended That Were Still Employed 12 Months After Their Return to Work, by Gender			
Female	36	31	69
Male	30	37	47
Non-Binary	0	0	0
Employee Engagement			
Percentage of Employees Who Feel Engaged	72%	76%	76%
Training and Education			
Employees Receiving Regular Performance and Career Development Reviews	77%	79%	88%

Employees Entitled to Parental Leave, by Gender



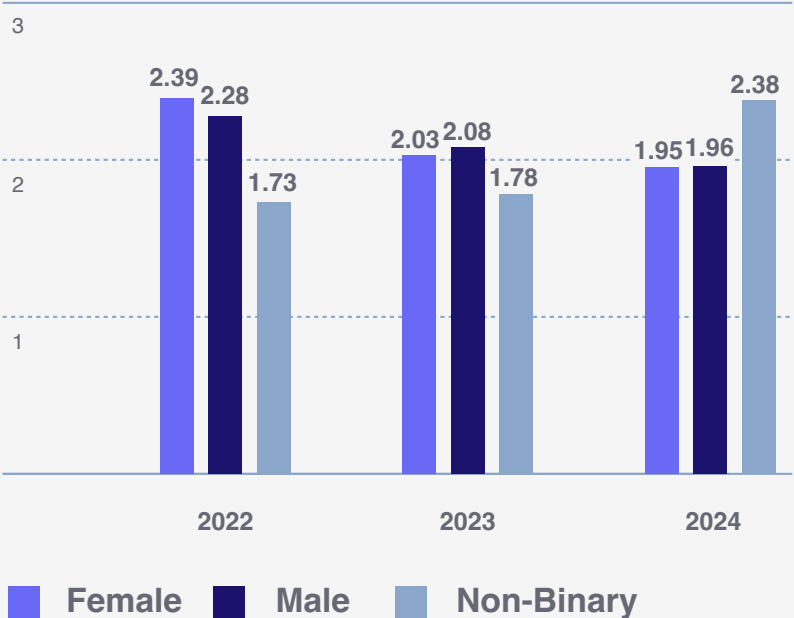
Number of Employees That Took Parental Leave, by Gender





Metric	2022	2023	2024
Average Hours of Training <sup>6</sup>	2.32	2.06	2.35
By Gender			
Female	2.39	2.03	1.95
Male	2.28	2.08	1.96
Non-Binary	1.73	1.78	2.38
By Job Level			
Individual Contributor	2.31	2.11	1.98
Manager	2.38	1.85	1.91
Senior Leader	2.40	2.22	1.84
Total Training Hours <sup>6</sup>	10,125	8,567	8,873
By Gender			
Female	4,126	3,419	3,597
Male	5,985	5,132	5,261
Non-Binary	14	16	15
By Job Level			
Individual Contributor	7,806	6,587	6,593
Manager	1,986	1,638	1,870
Senior Leader	334	342	410
Percentage of Employees Receiving Training <sup>6</sup>	100%	100%	100%
By Gender			
Female	100%	100%	100%
Male	100%	100%	100%
Non-Binary	100%	100%	100%
By Job Level			
Individual Contributor	100%	100%	100%
Manager	100%	100%	100%
Senior Leader	100%	100%	100%

Average Training Hours, by Gender



Average Training Hours, by Job Level



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

Metric	2022	2023	2024
Global Demographics			
Employees by Gender			
Female	39.5%	40.5%	40.9%
	1,723	1,681	1,544
Male	60.3%	59.3%	59.0%
	2,625	2,465	2,228
Non-Binary	0.2%	0.2%	0.1%
	8	9	6
Individual Contributors by Gender <sup>7</sup>			
Female	39.5%	40.7%	41.6%
	1,336	1,268	1,163
Male	60.4%	59.1%	58.3%
	2,043	1,842	1,630
Non-Binary	0.1%	0.2%	0.1%
	5	7	4

Metric	2022	2023	2024
Managers by Gender <sup>8</sup>			
Female	41.6%	41.0%	39.9%
	346	362	317
Male	58.3%	58.8%	59.9%
	486	520	476
Non-Binary	0.1%	0.2%	0.2%
	1	2	2
Senior Leaders by Gender <sup>9</sup>			
Female	29.5%	32.5%	34.4%
	41	50	64
Male	70.5%	67.5%	65.6%
	98	104	122
Non-Binary	0.0%	0.0%	0.0%
	0	0	0

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

8 - A Manager is defined as an employee having one or more direct reports.

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

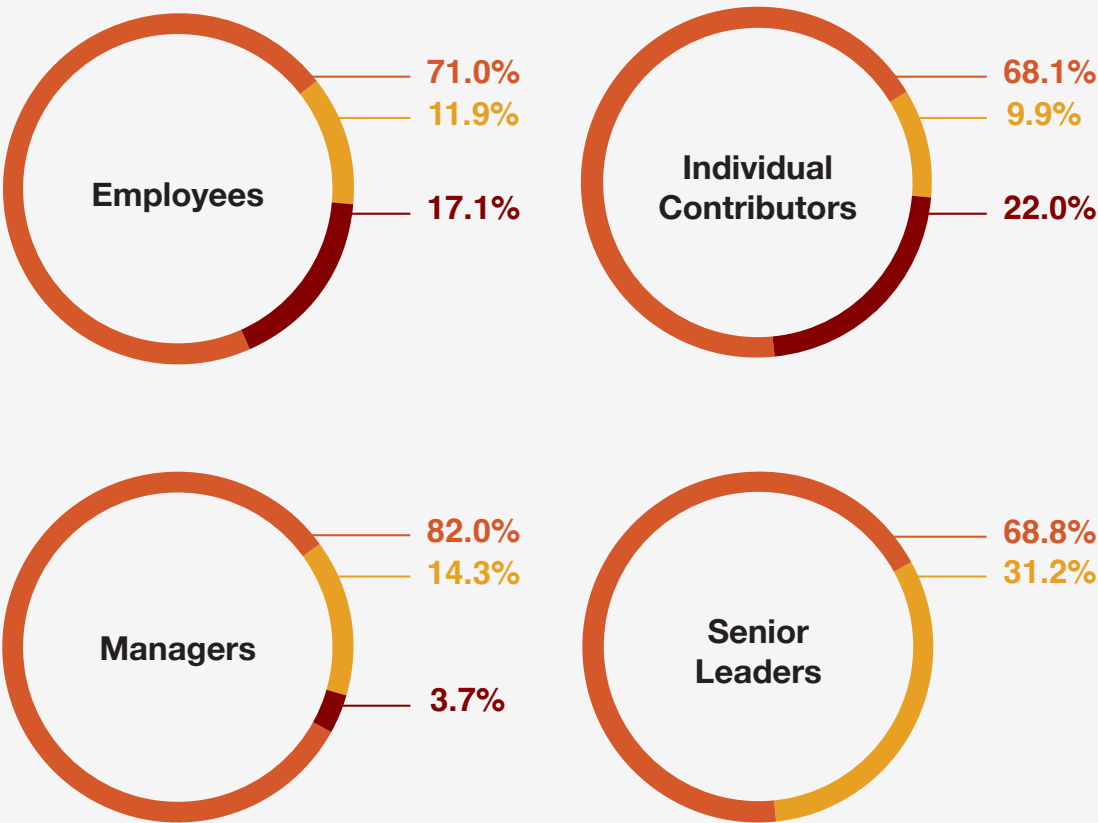


Metric	2022	2023	2024
Employees by Age			
Under 30 Years Old	27.1%	21.9%	17.1%
	1,181	909	644
30-50 Years Old	64.2%	68.0%	71.0%
	2,798	2,828	2,684
Over 50 Years Old	8.7%	10.1%	11.9%
	377	418	450
Individual Contributors by Age			
Under 30 Years Old	33.3%	27.5%	22.0%
	1,128	856	615
30-50 Years Old	59.5%	64.5%	68.1%
	2,013	2,012	1,904
Over 50 Years Old	7.2%	8.0%	9.9%
	243	249	278
Managers by Age			
Under 30 Years Old	6.2%	6.0%	3.7%
	52	53	29
30-50 Years Old	82.0%	80.1%	82.0%
	683	708	652
Over 50 Years Old	11.8%	13.9%	14.3%
	98	123	114

Metric	2022	2023	2024
Senior Leaders by Age			
Under 30 Years Old	0.7%	0.0%	0.0%
	1	0	0
30-50 Years Old	73.4%	70.1%	68.8%
	102	108	128
Over 50 Years Old	25.9%	29.9%	31.2%
	36	46	58

2024 Demographics by Age

Under 30 Years Old 30 - 50 Years Old Over 50 Years Old



Metric	2022	2023	2024
U.S. Demographics			
U.S. Workforce	2,130	2,163	2,123
Individual Contributor	1,493	1,467	1,452
Manager	509	555	515
Senior Leader	128	141	156
Employees by Gender			
Female	48.3%	48.8%	48.5%
	1,029	1,055	1,030
Male	51.3%	50.8%	51.2%
	1,093	1,099	1,087
Non-Binary	0.4%	0.4%	0.3%
	8	9	6
Individual Contributors by Gender			
Female	49.5%	50.6%	50.0%
	740	742	726
Male	50.0%	48.9%	49.7%
	746	718	722
Non-Binary	0.5%	0.5%	0.3%
	7	7	4

Metric	2022	2023	2024
Managers by Gender			
Female	49.3%	48.1%	47.6%
	251	267	245
Male	50.5%	51.5%	52.0%
	257	286	268
Non-Binary	0.2%	0.4%	0.4%
	1	2	2
Senior Leaders by Gender			
Female	29.7%	33.3%	37.8%
	38	47	59
Male	70.3%	66.7%	62.2%
	90	94	97
Non-Binary	0.0%	0.0%	0.0%
	0	0	0



Metric	2022	2023	2024
Employees by Age			
Under 30 Years Old	16.6%	14.4%	13.1%
	354	311	279
30-50 Years Old	69.4%	70.6%	70.6%
	1,478	1,527	1,499
Over 50 Years Old	14.0%	15.0%	16.3%
	298	325	345
Individual Contributors by Age			
Under 30 Years Old	22.1%	19.7%	18.0%
	330	289	261
30-50 Years Old	65.8%	67.7%	68.1%
	983	993	989
Over 50 Years Old	12.1%	12.6%	13.9%
	180	185	202
Managers by Age			
Under 30 Years Old	4.5%	4.0%	3.5%
	23	22	18
30-50 Years Old	79.2%	78.7%	78.4%
	403	437	404
Over 50 Years Old	16.3%	17.3%	18.1%
	83	96	93

Metric	2022	2023	2024
Senior Leaders by Age			
Under 30 Years Old	0.8%	0.0%	0.0%
	1	0	0
30-50 Years Old	71.9%	68.8%	67.9%
	92	97	106
Over 50 Years Old	27.3%	31.2%	32.1%
	35	44	50
Employees by Race			
Asian	13.5%	13.8%	13.9%
	287	299	296
Black or African American	6.1%	6.0%	5.7%
	129	130	122
Hispanic or Latiné	9.9%	9.8%	8.9%
	210	212	188
Native Hawaiian or Other Pacific Islander	0.3%	0.3%	0.3%
	7	7	6
American Indian or Alaska Native	0.1%	0.2%	0.2%
	3	3	4
White	67.7%	67.2%	68.1%
	1,443	1,453	1,446
Two or More Races	2.4%	2.7%	2.9%
	51	59	61

Metric	2022	2023	2024
Individual Contributors by Race			
Asian	14.6%	14.7%	15.1%
	218	215	219
Black or African American	7.2%	7.0%	6.5%
	108	103	95
Hispanic or Latiné	10.9%	10.4%	9.2%
	162	152	133
Native Hawaiian or Other Pacific Islander	0.4%	0.3%	0.3%
	6	5	4
American Indian or Alaska Native	0.1%	0.1%	0.2%
	1	2	3
White	64.3%	64.4%	65.6%
	960	945	953
Two or More Races	2.5%	3.1%	3.1%
	38	45	45
Managers by Race			
Asian	10.0%	11.0%	10.7%
	51	61	55
Black or African American	3.4%	4.0%	4.1%
	17	22	21
Hispanic or Latiné	8.8%	10.4%	9.9%
	45	58	51

Metric	2022	2023	2024
Native Hawaiian or Other Pacific Islander	0.2%	0.4%	0.4%
	1	2	2
American Indian or Alaska Native	0.4%	0.2%	0.2%
	2	1	1
White	75.0%	71.9%	72.2%
	382	399	372
Two or More Races	2.2%	2.1%	2.5%
	11	12	13
Senior Leaders by Race			
Asian	14.1%	16.4%	14.1%
	18	23	22
Black or African American	3.1%	3.5%	3.8%
	4	5	6
Hispanic or Latiné	2.3%	1.4%	2.6%
	3	2	4
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%
	0	0	0
American Indian or Alaska Native	0.0%	0.0%	0.0%
	0	0	0
White	78.9%	77.3%	77.6%
	101	109	121
Two or More Races	1.6%	1.4%	1.9%
	2	2	3



Global Economic Data

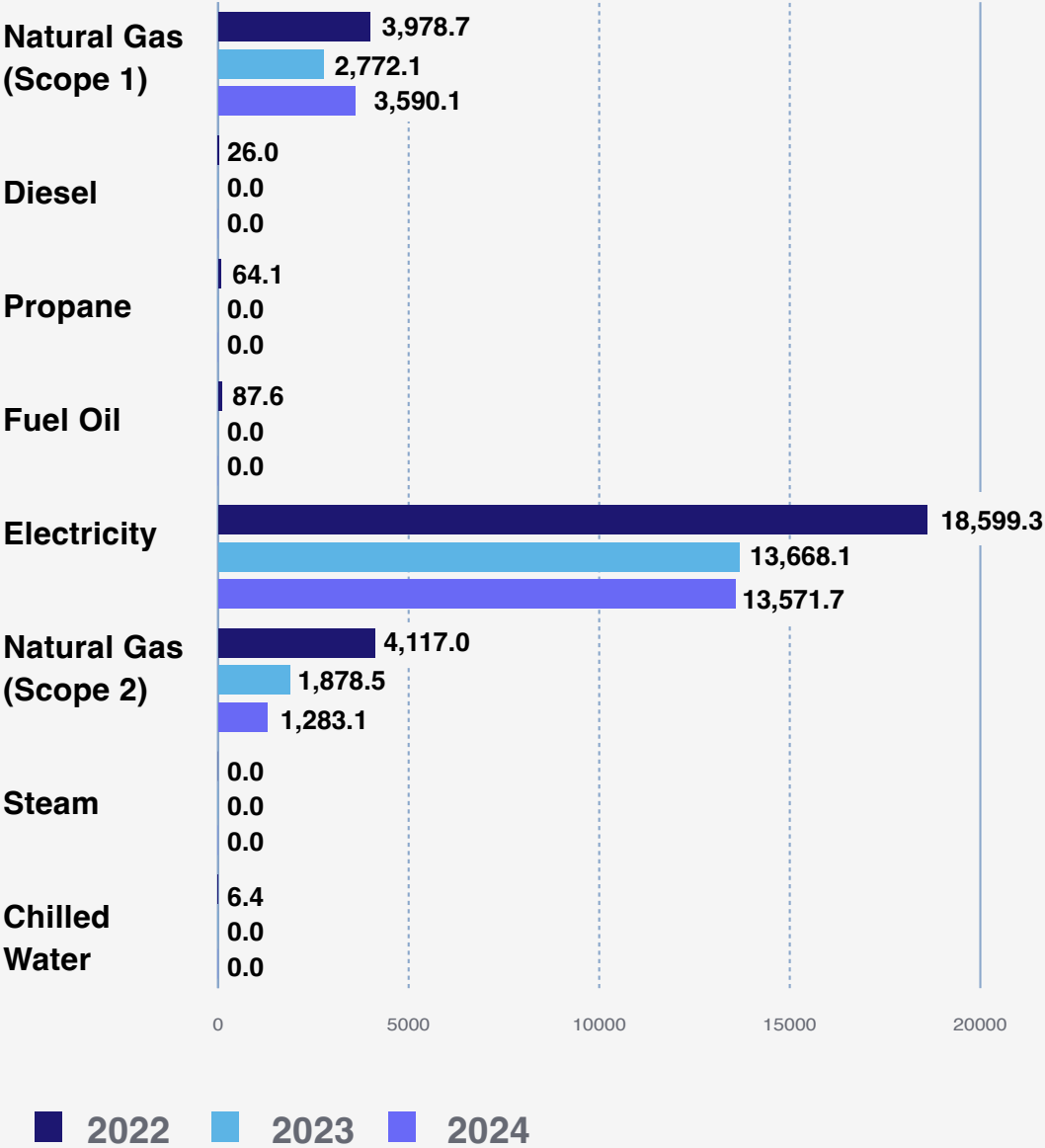
Metric	2022	2023	2024
SASB Activity Metrics			
Subscriptions			
Average Monthly Subscribers (in millions)	2.65	3.24	3.48
Percentage That Are Cloud-Based	100%	100%	100%
Monthly Average Revenue per Subscriber	\$18.20	\$14.80	\$14.05
Data Storage <sup>10</sup>			
Total Amount	18 PB	27 PB	25 PB
Percentage Outsourced	85%	84%	92%

10 - Data storage figures exclude encrypted customer data that the company is not able to access.

Global Environmental Data <sup>11</sup>

Metric	2022	2023	2024
Energy			
Total Energy Consumption (Gigajoules)	26,879.1	18,318.7	18,444.9
Natural Gas (Scope 1) <sup>12</sup>	3,978.7	2,772.1	3,590.1
Diesel	26.0	0.0	0.0
Propane	64.1	0.0	0.0
Fuel Oil	87.6	0.0	0.0
Electricity	18,599.3	13,668.1	13,571.7
Natural Gas (Scope 2) <sup>12</sup>	4,117.0	1,878.5	1,283.1
Steam	0.0	0.0	0.0
Chilled Water	6.4	0.0	0.0
Percentage Grid Electricity	69.2%	74.6%	73.6%
Percentage Renewable	6.8%	15.3%	7.9%
Energy Intensity (GJ / \$1,000 Revenue)	0.01932	0.01343	0.01316
Revenue (in Thousands)	\$1,390,997	\$1,364,028	\$1,401,700

Total Energy Consumption (Gigajoules)



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

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

As our emissions methodology is refined in future years, our emissions numbers are subject to change. Ziff Davis recalculated Scope 3 category 1 and 2 emissions for 2023 resulting in an 8% increase in category 1 and 2 and a total Scope 3 increase of 6%. This increase represents a slight increase in emissions (2,797 MT CO2e) providing more accurate disclosure and better comparability year-over-year. Ziff Davis will continue to prioritize accurate disclosures.

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



APPENDIX

About This Report

Data Tables

GRI Content Index

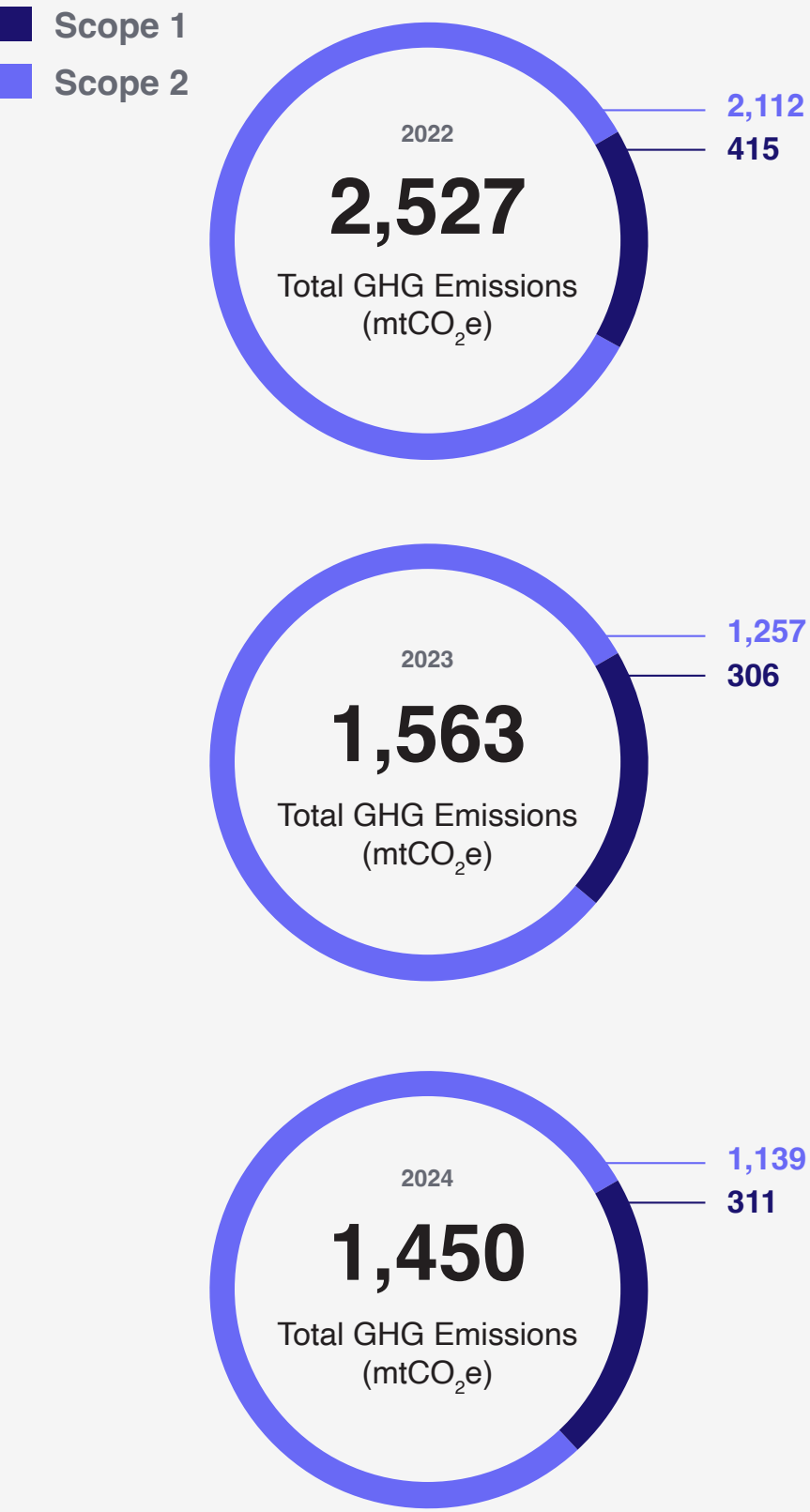
SASB Index

TCFD Index

Metric	2022	2023	2024
Emissions			
Scope 1 Direct GHG Emissions (mtCO <sub>2</sub> e)	415	306	311
Natural Gas <sup>12</sup>	199	140	181
Diesel	2	0	0
Propane	4	0	0
Fuel Oil	7	0	0
Refrigerant Loss	203	166	130
Scope 2 Indirect GHG Emissions (mtCO <sub>2</sub> e, Market-based)	2,112	1,257	1,139
Electricity	1,904	1,162	1,074
Natural Gas <sup>12</sup>	207	95	65
Steam	0	0	0
Chilled Water	1	0	0
Scope 2 Indirect GHG Emissions (mtCO <sub>2</sub> e, Location-based)	1,983	1,340	1,113
Electricity	1,776	1,245	1,048
Natural Gas <sup>12</sup>	207	95	65
Steam	0	0	0
Chilled Water	0	0	0
Scope 1 and 2 Market-based Emissions (mtCO <sub>2</sub> e)	2,527	1,563	1,450

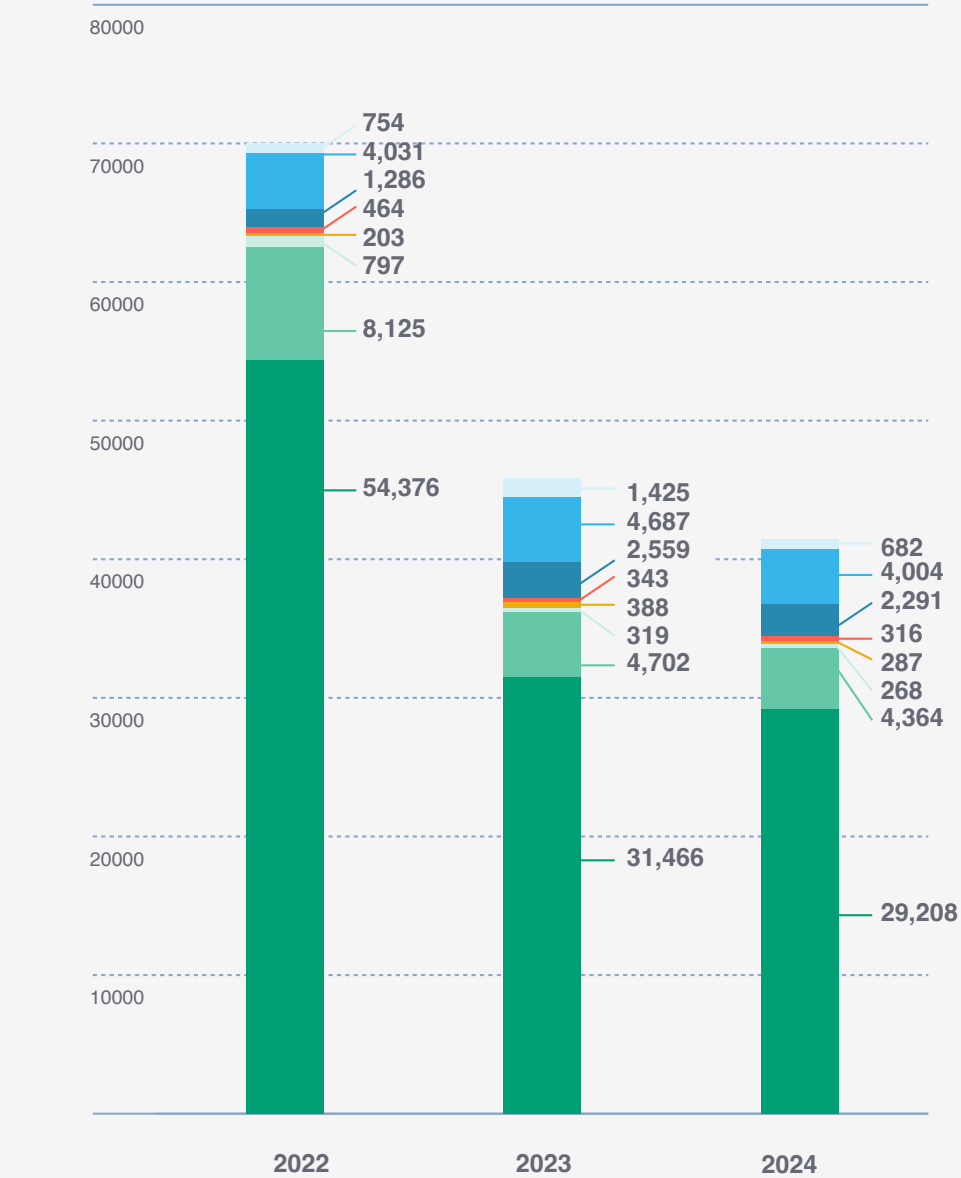
12 - Where site surveys confirmed that the landlord or building manager control the boiler or source of heating, natural gas emissions were allocated to Scope 2. In all other instances, natural gas emissions were allocated to Scope 1, per recommended practice from the GHG Protocol.

Annual Scope 1 + 2 Market-based Emissions (mtCO<sub>2</sub>e)



Metric	2022	2023	2024
Scope 3 Value Chain GHG Emissions (mtCO <sub>2</sub> e) <sup>13</sup>	70,036	45,889	41,420
Category 1: Purchased goods and services	54,376	31,466	29,208
Category 2: Capital goods	8,125	4,702	4,364
Category 3: Fuel- and energy-related activities	797	319	268
Category 4: Upstream transportation	203	388	287
Category 5: Waste generated in operations	464	343	316
Category 6: Business travel	1,286	2,559	2,291
Category 7: Employee commuting (including Teleworking)	4,031	4,687	4,004
Category 9: Downstream transportation and distribution	-	-	-
Category 13: Downstream Leased Assets	754	1,425	682
Scopes 1, 2 Market-based, and 3 GHG Emissions Intensity (mtCO <sub>2</sub> e / \$1,000 Revenue)	0.05217	0.03479	0.03058

Scope 3 Value Chain GHG Emissions (mtCO<sub>2</sub>e)



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

13 - All relevant Scope 3 categories are included.



GRI Content Index

**Statement of Use:** Ziff Davis has reported the information cited in this GRI content index for the period January 2024 - December 2024 with reference to the GRI Standards.

**GRI Standard Used:** GRI 1: Foundation 2021

Disclosure

Report Location or External Reference

GRI 2: General Disclosures 2021

General Disclosures

2-1 Organizational details

Ziff Davis, Inc.  
New York, NY  
[2024 Annual Report](#): Properties, page 38  
[2024 Annual Report](#): Market for Registrant's Common Equity, Related Stockholder Matters and Issuer Purchases of Equity Securities, pages 39-41

2-2 Entities included in the organization's sustainability reporting

[2024 Annual Report](#): Business, pages 3-12

2-3 Reporting period, frequency and contact point

About This Report, page 58

2-4 Restatements of information

About This Report, page 58

2-5 External assurance

Ziff Davis received [external assurance](#) on our 2024 Scope 1, Scope 2, and Scope 3 (Category 1) emissions

2-6 Activities, value chain and other business relationships

[2024 Annual Report](#): Business, pages 3-12  
[2024 Annual Report](#): Properties, pages 38  
[2024 Annual Report](#): Financial Statements and Supplementary Data, pages 61-116  
Chapter 3: Risk Management, page 32  
There were no significant changes in the reporting period

2-7 Employees

[2024 Annual Report](#): Business, pages 3-12  
Chapter 1: Human Capital Management, page 11  
Data Tables, page 61

Disclosure

Report Location or External Reference

2-9 Governance structure and composition

**2025 Proxy Statement**: Our Board and Corporate Governance, pages 13-28  
Chapter 4: Corporate Governance, page 41  
**Board & ESG Webpage**  
**Committee Composition Webpage**

2-10 Nomination and selection of the highest governance body

**Corporate Governance Principles**: Size of Board and Selection Process, pages 2-3

2-11 Chair of the highest governance body

**2025 Proxy Statement**: Qualifications and Backgrounds, page 3

2-12 Role of the highest governance body in overseeing the management of impacts

**2025 Proxy Statement**: Risk Management, page 26  
Chapter 3: Risk Management, page 32  
Chapter 4: Corporate Governance, page 41  
**Corporate Governance Principles**: Functions of the Board, page 1  
**Environmental, Social and Corporate Governance Committee Charter**: Role, page 1  
**Human Rights Policy**  
**Climate Change Policy Statement**  
**Environmental Policy**

2-13 Delegation of responsibility for managing impacts

Chapter 4: Corporate Governance, page 41

2-14 Role of the highest governance body in sustainability reporting

Chapter 4: Corporate Governance, page 41

2-15 Conflicts of interest

**2025 Proxy Statement**: Related-Party Transactions, page 69  
**Corporate Governance Principles**: Ethics and Conflicts of Interest, page 4

2-16 Communication of critical concerns

Chapter 4: Corporate Governance, page 41

2-17 Collective knowledge of the highest governance body

**2025 Proxy Statement**: Qualifications and Backgrounds, pages 3-12

Disclosure

Report Location or External Reference

2-18 Evaluation of the performance of the highest governance body

Chapter 4: Corporate Governance, page 41  
[Environmental, Social and Corporate Governance Committee Charter: Performance Evaluations](#), page 4

2-19 Remuneration policies

[2025 Proxy Statement](#): Director Compensation, pages 18-19  
[2025 Proxy Statement](#): Executive Compensation, pages 29-61  
[Compensation Committee Charter](#)

2-20 Process to determine remuneration

[2025 Proxy Statement](#): Director Compensation, pages 18-19  
[2025 Proxy Statement](#): Executive Compensation, pages 29-61  
[Compensation Committee Charter](#): Duties and Responsibilities, pages 1-2

2-21 Annual total compensation ratio

[2025 Proxy Statement](#): Pay Ratio Disclosure, page 59

2-22 Statement on sustainable development

CEO Letter, page 3

2-23 Policy commitments

Chapter 4: Corporate Governance, page 41  
Chapter 5: Environmental Management, page 50  
[Code of Business Conduct and Ethics](#)

2-24 Embedding policy commitments

Chapter 4: Corporate Governance, page 41  
[Code of Business Conduct and Ethics](#)

2-26 Mechanisms for seeking advice and raising concerns

Chapter 4: Corporate Governance, page 41  
[Code of Business Conduct and Ethics](#)  
[EthicsPoint Reporting Webpage](#)

2-28 Membership associations

Chapter 1: Human Capital Management, page 11

2-29 Approach to stakeholder engagement

Materiality-based Approach to ESG, page 9

2-30 Collective bargaining agreements

[2024 Annual Report](#): Human Capital Resources, page 10



Disclosure

Report Location or External Reference

GRI 3: Material Topics

Material Topics

3-1 Process to determine material topics

Materiality-based Approach to ESG, page 9

3-2 List of material topics

Materiality-based Approach to ESG, page 9

3-3 Management of material topics

Chapter 1: Human Capital Management, page 11  
Chapter 2: Local Communities, page 22  
Chapter 3: Risk Management, page 32  
Chapter 4: Corporate Governance, page 41  
Chapter 5: Environmental Management, page 50

Economic topics

Anti-corruption (GRI 205: Anti-corruption 2016)

205-2 Communication and training about anti-corruption policies and procedures

Chapter 4: Corporate Governance, page 41  
[Code of Business Conduct and Ethics](#)

Anti-competitive Behavior (GRI 206: Anti-competitive Behavior 2016)

206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices

Chapter 4: Corporate Governance, page 41

Disclosure

Report Location or External Reference

Environmental topics

Energy (GRI 302: Energy 2016)

302-1 Energy consumption within the organization

Data Tables, page 73

302-3 Energy intensity

Data Tables, page 73

Water and Effluents (GRI 303: Water and Effluents 2018)

303-1 Interactions with water as a shared resource

Chapter 5: Environmental Management, page 50

Emissions (GRI 305: Emissions 2016)

305-1 Direct (Scope 1) GHG emissions

Chapter 5: Environmental Management, page 50  
Data Tables, page 74

305-2 Energy indirect (Scope 2) GHG emissions

Chapter 5: Environmental Management, page 50  
Data Tables, page 74

305-3 Other indirect (Scope 3) GHG emissions

Chapter 5: Environmental Management, page 50  
Data Tables, page 75

305-4 GHG emissions intensity

Chapter 5: Environmental Management, page 50  
Data Tables, page 75

Disclosure

Report Location or External Reference

Social topics

Employment (GRI 401: Employment 2016)

401-1 New employee hires and employee turnover

Data Tables, pages 62-63

401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

Chapter 1: Human Capital Management, page 11  
[Employee Benefits Webpage](#)

401-3 Parental leave

Data Tables, page 65

Training and Education (GRI 404: Training and Education 2016)

404-1 Average hours of training per year per employee

Chapter 1: Human Capital Management, page 11  
Data Tables, page 66

404-2 Programs for upgrading employee skills and transition assistance programs

Chapter 1: Human Capital Management, page 11

404-3 Percentage of employees receiving regular performance and career development reviews

Chapter 1: Human Capital Management, page 11  
Data Tables, page 65

Diversity and Equal Opportunity (GRI 405: Diversity and Equal Opportunity 2016)

405-1 Diversity of governance bodies and employees

Chapter 4: Corporate Governance, page 41  
Data Tables, pages 59 and 67-71

Local Communities (GRI 413: Local Communities 2016)

413-1 Operations with local community engagement, impact assessments, and development programs

Chapter 2: Local Communities, page 22

Customer Privacy (GRI 418: Customer Privacy 2016)

418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data

Chapter 3: Risk Management, page 32  
Data Tables, page 60



## SASB Index

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

SASB Topic	Accounting Metric	Code	Section Reference
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed, (2) percentage grid electricity, and (3) percentage renewable	TC-SI-130a.1, TC-IM-130a.1	Chapter 5: Environmental Management, page 50 Data Tables, page 73
	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	TC-SI-130a.2, TC-IM-130a.2	Data not available
	Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.3, TC-IM-130a.3	Chapter 5: Environmental Management, page 50
Data Privacy & Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1, TC-IM-220a.1	Chapter 3: Risk Management, page 32
	Number of users whose information is used for secondary purposes	TC-SI-220a.2, TC-IM-220a.2	Please refer to the Ziff Davis Privacy Policy for a description of how information may be used.
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3, TC-IM-220a.3	Chapter 3: Risk Management, page 32
	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	TC-SI-220a.4, TC-IM-220a.4	(1) Data Tables, page 60 (2) Data not available (3) Data not available
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	TC-SI-220a.5, TC-IM-220a.5	Chapter 3: Risk Management, page 32
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	TC-SI-230a.1, TC-IM-230a.1	Any material data breaches are reported in our Form 10K.
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2, TC-IM-230a.2	Chapter 3: Risk Management, page 32

SASB Topic	Accounting Metric	Code	Section Reference
Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of employees that require a work visa	TC-SI-330a.1, TC-IM-330a.1	Data not available
	Employee engagement as a percentage	TC-SI-330a.2, TC-IM-330a.2	Chapter 1: Human Capital Management, page 11
	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees	TC-SI-330a.3, TC-IM-330a.3	Data Tables, pages 67-71
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	TC-SI-520a.1, TC-IM-520a.1	Chapter 4: Corporate Governance, page 41
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	TC-SI-550a.1	Chapter 3: Risk Management, page 32
	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	<a href="#">2024 Annual Report</a> , pages 13-36
Activity Metrics	Entity-defined measure of user activity	TC-IM-000.A	Data Tables, page 72
	(1) Number of licenses or subscriptions, (2) percentage cloud-based	TC-SI-000.A	Data Tables, page 72
	(1) Data processing capacity, (2) percentage outsourced	TC-SI-000.B, TC-IM-000.B	Data not available
	(1) Amount of data storage, (2) percentage outsourced	TC-SI-000.C, TC-IM-000.C	Data Tables, page 72

TCFD Index

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

TCFD Element	Disclosure	Reference
Governance	a) Describe the board’s oversight of climate-related risks and opportunities.	Chapter 4: Corporate Governance, page 41 Chapter 5: Environmental Management, page 50 2024 Climate Change CDP Disclosure, item 4.1.2
	b) Describe management’s role in assessing and managing climate-related risks and opportunities.	Chapter 5: Environmental Management, page 50 2024 Climate Change CDP Disclosure, item 4.3
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Chapter 5: Environmental Management, page 50 2024 Climate Change CDP Disclosure, items 2.1, 3.1, 3.6, 3.6.1
	b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	2024 Climate Change CDP Disclosure, items 3.6.1, 5.2, 5.3.1, 5.3.2
	c) Describe the resilience of the organization’s strategy, taking into consideration different climate related scenarios, including a 2°C or lower scenario.	2024 Climate Change CDP Disclosure, item 5.1
Risk Management	a) Describe the organization’s processes for identifying and assessing climate-related risks.	Chapter 5: Environmental Management, page 50 2024 Climate Change CDP Disclosure, items 2.1, 2.2.1, 2.2.2
	b) Describe the organization’s processes for managing climate-related risks.	Chapter 5: Environmental Management, page 50 2024 Climate Change CDP Disclosure, items 2.1, 2.2.1
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	Chapter 5: Environmental Management, page 50 2024 Climate Change CDP Disclosure, items 2.1, 2.2.1
Metrics and Targets	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Data Tables, pages 73-75
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Data Tables, pages 74-75 2024 Climate Change CDP Disclosure, items 7.6, 7.7, 7.8, 7.8.1
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Data Tables, pages 73-75 2024 Climate Change CDP Disclosure, items 7.53, 7.53.1, 7.53.2, 7.54



# About Ziff Davis

Ziff Davis (NASDAQ: ZD) is a vertically focused digital media and internet company whose portfolio includes leading brands in technology, shopping, gaming and entertainment, health and wellness, connectivity, cybersecurity, and martech. For more information, visit: [www.ziffdavis.com](http://www.ziffdavis.com).

**Ziff  
Davis**

[sustainability@ziffdavis.com](mailto:sustainability@ziffdavis.com)



**GUIDED BY G&A**  
Report developed with  
assistance of Governance  
& Accountability Institute, Inc.  
[ga-institute.com](http://ga-institute.com)