

IAC 2021 GRI Index

| GRI INDEX | | | |
|---------------------------------|---|--|--|
| GRI STANDARD | DISCL | DESCRIPTION | LOCATION (PAGE NOS. IN 2021 ESG REPORT) |
| GRI 2: General Disclosures 2021 | 2-1 | Organizational details | IAC Builds Companies, p. 6 |
| | 2-2 | Entities included in the organization's sustainability reporting | IAC Builds Companies, p. 6 |
| | 2-3 | Reporting period, frequency, and contact point | Transparency, p. 46 |
| | 2-4 | Restatements of information | IAC recalculated its 2021 Scope 1 and 2 emissions baseline to include Meredith due to the acquisition. |
| | 2-5 | External assurance | Environment, p. 9-13 |
| | 2-6 | Activities, value chain, and other business relationships | IAC Builds Companies, p. 6 |
| | 2-7 | Employees | IAC Builds Companies, p. 6 |
| | | | IAC's 2021 Performance Data Table, p. 49 |
| | 2-8 | Workers who are not employees | Information unavailable |
| | 2-9 | Governance structure and composition | Corporate Governance, p. 35-37 |
| | | | 2022 Proxy Statement |
| | 2-10 | Nomination and selection of the highest governance body | Corporate Governance, p. 36 |
| | | | 2022 Proxy Statement |
| 2-11 | Chair of the highest governance body | Corporate Governance, p. 35 | |
| | | 2022 Proxy Statement | |
| 2-12 | Role of the highest governance body in overseeing the management of impacts | Corporate Governance, p. 37 | |
| | | 2022 Proxy Statement | |
| 2-13 | Delegation of responsibility for managing impacts | Corporate Governance, p. 36-37 | |
| | | 2022 Proxy Statement | |

IAC 2021 GRI Index

| GRI INDEX | | | |
|---------------------------------|--|---|---|
| GRI STANDARD | DISCL | DESCRIPTION | LOCATION (PAGE NOS. IN 2021 ESG REPORT) |
| GRI 2: General Disclosures 2021 | 2-14 | Role of the highest governance body in sustainability reporting | Corporate Governance, p. 37 |
| | 2-15 | Conflicts of interest | Ethics, p. 40 |
| | 2-16 | Communication of critical concerns | Ethics, p. 39-40 |
| | 2-17 | Collective knowledge of the highest governance body | Corporate Governance, p. 36 |
| | | | 2022 Proxy Statement |
| | 2-18 | Evaluation of the performance of the highest governance body | 2022 Proxy Statement |
| | 2-19 | Remuneration policies | 2022 Proxy Statement |
| | 2-20 | Process to determine remuneration | Corporate Governance, p. 36 |
| | | | 2022 Proxy Statement |
| | 2-21 | Annual total compensation ratio | 2022 Proxy Statement |
| | 2-22 | Statement on sustainable development strategy | Our ESG Priorities, p. 7 |
| | 2-23 | Policy commitments | Our ESG Priorities, p. 7 |
| | 2-24 | Embedding policy commitments | Information unavailable |
| | 2-25 | Processes to remediate negative impacts | Our ESG Priorities, p. 7 |
| | | | Corporate Governance, p. 37-38 |
| 2-26 | Mechanisms for seeking advice and raising concerns | Corporate Governance, p. 37-38 | |
| 2-27 | Compliance with laws and regulations | Ethics, p. 39-40 | |
| 2-28 | Membership associations | Information unavailable | |

IAC 2021 GRI Index

| GRI INDEX | | | |
|---------------------------------|-------------------------|--|--|
| GRI STANDARD | DISCL | DESCRIPTION | LOCATION (PAGE NOS. IN 2021 ESG REPORT) |
| GRI 2: General Disclosures 2021 | 2-29 | Approach to stakeholder engagement | Our ESG Priorities, p. 7 |
| | 2-30 | Collective bargaining agreements | Information unavailable |
| MATERIAL TOPICS | | | |
| GRI 3: Material Topics 2021 | 3-1 | Process to determine material topics | Our ESG Priorities, p. 7 |
| | 3-2 | List of material topics | N/A |
| CLIMATE CHANGE AND GHGS | | | |
| | 3-3 | Management of material topics | Environment, p. 9-11 |
| GRI 302: Energy 2016 | 302-1 | Energy consumption within the organization | IAC's 2021 Performance Data Table, p. 5, |
| | 302-3 | Energy intensity | IAC's 2021 Performance Data Table, p. 51 |
| GRI 305: Emissions 2016 | 305-1 | Direct (Scope 1) GHG emissions | Carbon Footprint, p. 10 |
| | | | IAC's 2021 Performance Data Table, p. 51 |
| | 305-2 | Energy indirect (Scope 2) GHG emissions | Carbon Footprint, p. 10 |
| | | | IAC's 2021 Performance Data Table, p. 51 |
| 305-4 | GHG emissions intensity | IAC's 2021 Performance Data Table, p. 51 | |

IAC 2021 GRI Index

| GRI INDEX | | | |
|---|-------|---|---|
| GRI STANDARD | DISCL | DESCRIPTION | LOCATION (PAGE NOS. IN 2021 ESG REPORT) |
| DIVERSITY, INCLUSION, & BELONGING | | | |
| | 3-3 | Management of material topics | Inclusivity & Belonging, p. 18 |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 | Diversity of governance bodies and employees | IAC's 2021 Performance Data Table, P. 49-50 |
| EMPLOYEE EXPERIENCE | | | |
| | 3-3 | Management of material topics | Our People, p. 16-18 |
| GRI 401: Employment 2016 | 401-3 | Parental leave | Our People, p. 17 |
| TALENT MANAGEMENT | | | |
| | 3-3 | Management of material topics | Fueling Talent, p. 20 |
| GRI 404: Training and Education 2016 | 404-2 | Programs for upgrading employee skills and transition assistance programs | Fueling Talent, p. 20 |