IAC 2024 ESG Report

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A Message from Our Chairman

For nearly 30 years, people have trusted IAC businesses to help make everyday life easier, whether that's caring for their homes and families, discovering the best Thanksgiving turkey recipe, or how to best save for retirement. A common thread unites the 11 public companies born from IAC: they all harness the transformative power of digital to innovate a new and better way—not just for our customers, but also our employees and our communities, with the goal of leaving the world a more positive place.

Our Businesses & Employees

A core value at IAC is to make an impact. In 2023 our businesses were dedicated to enhancing the lives of our users, while also looking for opportunities to use our platforms and influence for good. Angi championed awareness around career opportunities in the skilled home trades, where labor supply shortages pose a growing risk to job sectors—such as construction and plumbing—that are critical for both maintaining homes and building for the future. Care.com fought for affordable child care, advocating for policies to stem the child care crisis and engaging legislators in an ongoing effort to find solutions for the millions of American families drowning in child care costs. Driving this remarkable work are our employees, the backbone of IAC, and our commitment to their well-being and growth is unwavering. In 2023, we continued to identify and invest in rising talent across IAC, while many of our businesses enhanced their respective employee offerings with a strong focus on mentorship and leadership growth.

Lifting Up Our Neighbors

We are committed to positively shaping individual lives in our local communities and empowering the next generation of leaders. Now in its fifth year, IAC Fellows, our multi-year immersive education program serving high-achieving students from underrepresented communities, continues to bring that commitment to life with the majority of participants hailing almost entirely from local NYC neighborhoods. Applications for the Fellows program grew 140% this past year and we were thrilled to offer a full-time software engineering job at Angi to a Fellows graduate, the third Fellow to complete the program and accept a position with an IAC company.

A top priority for IAC is to remove barriers to success for these emerging leaders. In 2023, the IAC Charitable Foundation awarded $10,000 scholarships to 30 students in our local area to help cover academic expenses. Now in its third year, we've seen more than 90% growth in applications for this Scholarship Program and are thrilled that five of our extraordinary IAC Fellows students were selected to receive scholarships this past year.

In 2023 we also deepened our commitment to Fellows' well-being with the launch of the IAC Fellows Hardship Relief Fund, building on our goal to directly support academic and career success. The new fund delivers immediate financial aid to eligible applicants, granting up to $10,000 in emergency cash relief. From their very first day of the internship, any Fellow can apply. Designed to swiftly respond to unforeseen crises like medical emergencies, natural disasters, or sudden familial job loss, this fund is intended to ease burdens and alleviate stress. Our goal is simple: empower these exceptional individuals to pursue their dreams without distraction so they can reach their full potential.

As we look ahead to 30 years from now, it's impossible to predict the future, but I believe IAC—forever curious and optimistic—will keep pursuing a new and better way. We're proud of the work we've done and grateful for the opportunity to keep going as we continue to do our part to build a sustainable future.

Who We Are

IAC has been building category-leading Internet businesses for nearly 30 years, and we do it in a way that's unquestionably our own.

We've always done things differently, dating back to our roots in 1995 when IAC founder and Chairman, Barry Diller, took over as CEO of the broadcasting company, Silver King Communications. Mr. Diller was inspired by how technical leaps in interactivity were revolutionizing commerce, which became the foundation for IAC's vision and endless pursuit of opportunity and transformation.

IAC emerged from that single seed almost three decades ago, going on to create 11 publicly traded companies, including Expedia Group and Match Group, as well as generations of exceptional leaders.

We continue to innovate, evolve and embrace the endless possibilities of the Internet as we build the next generation of IAC companies—always with the goal of setting them free to stand on their own.

Our Values

Give people a shot at greatness
Reward those with hunger and ambition.

Follow ideas, not orders
Think differently.
Think for yourself.

Stay curious
Adapt and evolve, don't stand still.

Always be building
Our reason to exist.

Make an impact
Do what matters.

Our Businesses

Dotdash meredith   Angi   care.

vivian   Ask Media Group   DAILY BEAST

Our ESG Priorities

Employee Health & Well-Being
With a wide range of benefits, including comprehensive health coverage and flexible work options, we make sure our employees are cared for.

Career & Economic Growth
We continually invest in our employees and communities to accelerate careers and grow leadership.

Unlocking Opportunity
Programs like IAC Fellows, IAC-wide Employee Resource Groups and our rich network of community partnerships all work toward our goal of lifting diverse voices to find the best talent and narrowing the opportunity gap.

Data & Security
From robust information security programs to comprehensive user privacy policies, IAC is committed to ensuring fundamental data protections for employees and users.

Environmental Sustainability
Protecting the environment is important to us, and we continue taking steps to reduce our environmental impact.

Giving our Businesses the Freedom and Flexibility to Succeed

IAC is never static: at any given moment, a business can become a part of the IAC story, while another begins a new chapter. This is why each of our businesses has the autonomy and the freedom to make decisions that are right for its employees and customers. While all IAC businesses embody our core values, each business has the flexibility to develop its own unique ESG strategy that is authentic and reflective of its culture, communities and business goals. This ensures a flexible and dynamic company-wide ESG approach that empowers IAC to do what we do best: evolve, grow and make lasting impact. That's why throughout the report, we talk about company-wide efforts with some brand-specific examples.

Taking Care of Our People

Working at IAC

Building Tomorrow's Leaders

Embracing Diversity, Fostering Inclusion

Working at IAC

At IAC, the well-being, growth and success of our people take front and center. As we dare to be different, think big and seize opportunities, we strive every day to foster environments that nurture, inspire and motivate our over 9,000 employees to do their best work, form meaningful connections and unlock their full potential.

The well-being of our people is essential, which is why we offer full-time employees (94% of our employee base) flexible, family-friendly benefits and policies along with competitive compensation packages.

Flexible Work Options
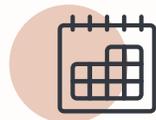
Generous Paid Family Leave

Subsidized Back-Up Childcare

401K Plans with Company Match

Comprehensive Health and Fertility Care

Mental Health Resources

Tuition Reimbursement

Dollar-for-Dollar Charitable Donation Matching, up to $15K

Employee Resource Groups

Spotlight

Building for the Future

IAC has a long history of building value, and not just for shareholders. We're committed to helping our employees build their futures. Across IAC we have retirement savings plans with 401(k) matching that allow our employees to meet their retirement savings goals.

At IAC we:

- Automatically enroll new employees in our 401(k) plans

- Offer annual auto-enrollment, and increase contributions by 1% up to 10% of base salary

- At IAC Corporate and certain IAC businesses, provide industry-leading plans that match 100% of employees' pre-tax and Roth contributions, dollar-for-dollar, up to $10,000 combined

Building Tomorrow's Leaders

IAC's mission is to build great businesses, and part of our ultimate success lies in building the great leaders behind them. Our employees are encouraged to think for themselves—follow ideas, not orders—and empowered to take big shots, make mistakes and learn from them. We don't require the perfect resume; instead we seek passion, gut instinct and raw talent.

Though each of our businesses has a unique approach to talent management, all IAC employees have access to learning and growth opportunities designed to strengthen skills and accelerate career paths. A common thread that unites IAC businesses is a commitment to cultivating our talent pipelines, a desire to promote from within, and equipping those with demonstrable vision, grit, and ambition with the tools to succeed.

This philosophy fuels our succession planning program for IAC's businesses: each year, our talent team collaborates cross-functionally with IAC and business leadership to gain needed insights into team dynamics, strengths, opportunities and an evolving set of talent priorities. We spend time with IAC businesses to meet rising stars, understand their aspirations and work on finding internal growth opportunities.

At IAC and certain of its businesses, we conduct regular job performance reviews and annual employee engagement surveys, as well as offer job-specific training mentorship programs.

"At IAC, we believe in taking chances on people—across our businesses there are so many opportunities to roll up your sleeves and jump into something new. We've built a powerful internal Chief Human Resources Officer network that uniquely enables us to be proactive in growing talent and unlocking employee potential across IAC."

Lauren Geer
Chief Human Resources Officer, IAC

care.

✦ **Spotlight**

Finding a Career You Love at Care.com

Care.com's mentorship program is offered to its employees every spring through fall. Mentees are thoughtfully matched with mentors from the leadership team based on skills and desired outcomes. Together, they establish tangible career goals and strategies for achieving them. Monthly check-ins, with guidance from the HR team, help ensure progress stays on track. Participation in the program continues to grow and build upon past success with the number of employee participants tripling over the last three years.
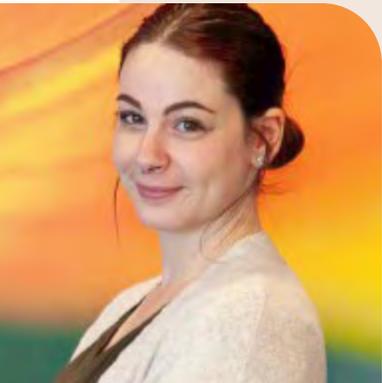
"When I started the program, I was in Operations as a researcher, and by the end of the experience, I moved into a new position in the Accounting department as an Accounts Payable Specialist. I never would have been able to make that career transition without this program!"

Raechel Becea
Accounts Payable Specialist, Care.com
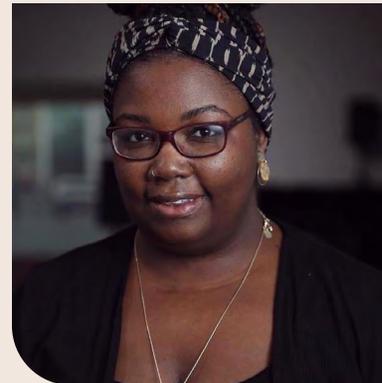
"In a world that often feels hyperconnected, yet isolated, this mentorship program has been a breath of fresh air. It's a fantastic opportunity to connect with others, to learn and grow together."

Shannon Gatewood
Content & Process Specialist, Care.com

✦ **Spotlight**

Ask Media Group:
The Power of Your Personal
Brand Workshop

Self-awareness and emotional intelligence are table stakes for today's leaders, and IAC businesses like Ask Media Group are committed to helping employees grow these soft skills in engaging and creative ways. Building a personal brand at work means understanding how an employee is perceived by colleagues, then creating a brand aligned with the vision of the leader they aspire to become. Mandated for managers but offered to all employees, over half of Ask Media Group's employees take this workshop each year to build their optimal personal brand, hone their strengths, and become better listeners and collaborators.

What you do and say | **Your brand** | **How people feel**
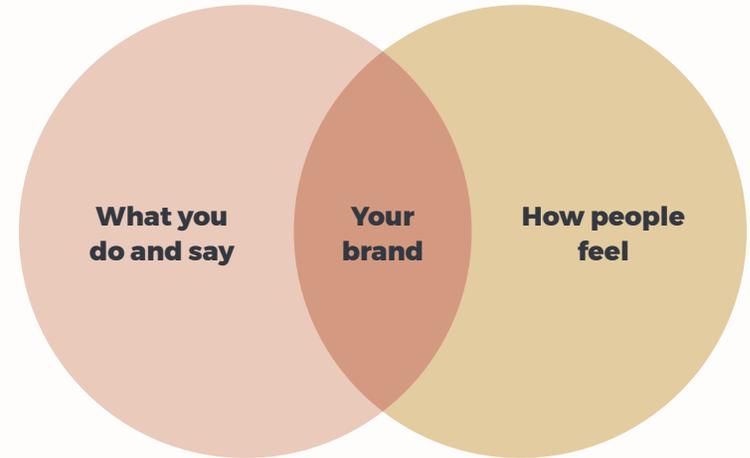
"This workshop helped me properly plan my career and set medium and long-term goals to improve myself. It helped me identify and leverage my unique strengths and build a personal brand that resonates with peers and managers. It also provided the affirmation of past success and capabilities, which boosted my self-confidence."

Deepak Vijaya Kumar
Senior Software Engineer, Ask Media Group

Embracing Diversity, Fostering Inclusion

IAC and our businesses are committed to fostering diverse, inclusive workplaces where all employees feel valued and are motivated and inspired to do their best work. Here are some examples of how we embrace this commitment across a number of IAC businesses:

✓ Robust fertility health programs

✓ Diversity, Equity and Inclusion (DEI) councils or dedicated executives

✓ Employee Resource Groups (ERGs), led by employees and sponsored by executives

✓ Strategies and dedicated tools for increasing candidate diversity in the recruitment process, which across certain of our business can be:

★ Mandatory unconscious bias and/or DEI training for employees

★ Intentional use of job boards specifically built for diverse job seekers

★ Utilization of the Korn Ferry method of competency-based interviewing to eliminate bias

✧ **Spotlight**

Finding Your Place to Belong with ERGs

Twenty vibrant ERGs across IAC give employees with shared life experiences a chance to connect, network, and learn from each other. All IAC employees are welcome to participate in these groups to strengthen and enrich their experience. A significant portion of IAC employees participate:

• Nearly half of Dotdash Meredith employees are engaged in ERGs, such as The Black Affinity Group, OUTspoken and Women's Council.

• 90% of Ask Media Group women participate in its largest ERG, Women in Tech.

• Approximately 25% of Care.com corporate employees participate in its ERGs, including Diversity@Care, LatinX@Care, and Neurodiversity@Care.

IAC/

Dotdash meredith

Ask Media Group

care.

Highlights from our ERGs in 2023 include:

- Dotdash Meredith's Women's Council launched Bloom, a new peer mentorship program. In one year Bloom tripled mentorship pairs.

- Angi's BIPOC ERG hosted panels with BIPOC leaders to share how their cultural backgrounds influenced and shaped their career journeys.

- Ask Media Group's Women in Tech hosted a talk with NASA's director of HR focused on how to build a strong professional network.

"ERGs are crucial to Dotdash Meredith's DNA because they allow employees to network with other unique-minded people across the company, foster community, and create safe spaces that cultivate professional and personal growth."

Nawal Moustafa
Senior Marketing Manager,
Digital Content & Marketing,
Dotdash Meredith

- For Black History Month 2023, Black@Care hosted guest speaker Leslie Forde, founder of Moms Hierarchy of Needs, to discuss her research on how wage gaps impact women of color.

- Angi's LGBTQ ERG hosted a company-wide virtual pride parade showcasing employee celebrations in local communities.

- IAC Corporate launched its first ever ERG, Women@IAC, with a leadership panel and networking event.

"It is a privilege to be a member of a community that not only looks inward to champion the advancement of women but looks beyond IAC's walls to help build the next generation of exceptional female leaders in tech and media."

Addison Traina
Women@IAC Co-Chair and
Senior Program Manager, IAC Philanthropy

DAILY BEAST

✦ **Spotlight**

The Daily Beast: Our Commitment to Diversity in Journalism

The Daily Beast and its employees are dedicated to creating a diverse and inclusive organization while continuing to push themselves to confront biases and create positive change both in the workplace and within the media industry. By doing so, it aims to ensure fair representation and elevate stories that have a significant impact on communities.

The Daily Beast has two Diversity Task Forces that focus on employee education, enrichment and support, as well as serve as the engine for creating inclusive programming to celebrate unique and shared identities—from becoming a new parent to LGBTQ and BIPOC (Black, Indigenous, and People of Color) lives and experiences. The Daily Beast also has a Support Task Force that helps to ensure employee support through mentorship and training, giving every employee a path for growth and development.

The Daily Beast's Diversity Editorial Committee meets with leadership and HR quarterly to discuss key topics, such as improving the representation of People of Color in visuals and recruitment efforts to increase diversity. The Daily Beast employs a second-read process for stories that deal with issues impacting ethnic, racial, religious and LGBTQ communities, and has updated its style guide to reflect the most accurate and respectful ways to describe and report on these communities.

Taking Care of Our Neighbors

IAC Fellows

IAC Foundation

Dotdash Meredith: How We Give

At IAC we take our core value of "Make an Impact" seriously.

We don't want to check a box or invest dollars and time into generic programs where we can't see for ourselves the difference we seek to make. We endeavor to understand the most pressing needs of our neighbors and then work to support them, be it by addressing food insecurity, temporary hardships, lack of access to education or assistance with career mobility.

In 2023, IAC and its businesses directly made over $1.5 million in charitable contributions, including IAC's $850K match for group-wide employee donations to a variety of organizations supporting causes important to our employees.

IAC Fellows:
Not Your Ordinary Internship

Now in its fifth year, the award-winning IAC Fellows immersive education program aims to break down barriers in the workplace and empower high-achieving college students from historically and systemically underrepresented communities. Our goal is to help students see themselves as future leaders at a company like IAC, then do our part to help make that future a reality.

Last year was the program's busiest summer to date. IAC saw a 140% increase in applications year-over-year and welcomed 23 students for a nine-week internship that collectively represented 15 departments across six businesses: IAC Corporate, Dotdash Meredith, Angi, Ask Media Group, Vivian Health and Care.com.

"IAC Fellows has opened so many doors for me. I met successful industry leaders, ambitious peers, and supportive managers/ mentors. I learned new technical skills and honed my communication, teamwork, and leadership skills. And most importantly, I gained clarity and direction!"

Crystal Liu
2023 IAC Fellow and
Senior at New York University

✧ **Spotlight**

Hardship Relief Fund

Unexpected hardships like job loss or medical emergencies can shatter financial stability, increase stress and impair overall well-being, culminating in poor academic or professional performance for students like IAC Fellows.

We believe IAC Fellows deserve quality education and internship experiences uncompromised by financial pressures at home, and to be present and learn without the mental and emotional stress of wondering whether their family can cover critical expenses.

To address this need, in 2023 IAC launched its Hardship Relief Fund. The fund delivers immediate financial aid to eligible applicants, granting up to $10k in emergency cash relief. All Fellows are eligible to apply from their very first day of joining the program.

In 2023, the program also produced a full-time hire, with a Fellows graduate accepting a software engineering role at Angi. Upon completion of the program, Fellows who accept a job at IAC or any of its businesses will have 100% of their student debt paid off following three years of employment.

Fellows are encouraged to participate in the program each year for up to four years, discovering and honing their passions and professional aspirations as they take on new internships across IAC. Additional elements of the program include educational and cultural field trips, 1:1 mentorship with IAC executives, and an $8,000 bonus intended for academic-related expenses.

Learn more about the IAC Fellows program here.

"The IAC Fellows Program was the most transformative journey that I have undertaken in my college career."

Sadaf Khan
2023 IAC Fellow and Senior at Harvard University

2023: Fellows by the Numbers

23
students

6
IAC businesses

15
departments

140%
increase in applications

100%
of Fellows recommend
the program

100%
of managers recommend
their Fellows for hire

"Thank you for the incredible partnership and support all these years. There is no one that does it better than IAC. I wish we could replicate all you do for Prep across all companies and industries. We would surely figure out how to solve the problems of the world!"

Rebecca Ervey
Prep for Prep, IAC Fellows Partner

IAC Foundation

The IAC Foundation is the bedrock of our community giving strategy. Through the Foundation, IAC invests in improving local lives, be it hosting a professional clothing drive for the Edgecomb Transitional Facility as part of its job readiness program, fulfilling holiday wish lists for students and families at local elementary school PS 11, or funding Holy Apostles Soup Kitchen's annual sit-down Christmas Day dinner for 1,000 guests and providing 100 winter coats for those who arrive without.

The Foundation's Scholarship Program is one of our fastest-growing initiatives. In 2023, IAC awarded $10,000 scholarships to 30 students to help cover academic expenses. Applications have surged over 300% since the inception of the program three years ago and five of our extraordinary IAC Fellows students were selected to receive the scholarship this year.

"IAC goes above and beyond traditional grants to foster deep and meaningful engagement with our community. Time and time again IAC shows up–when other corporate donors hesitated to give direct aid during the unprecedented challenges of the pandemic, IAC offered direct cash assistance to our residents, helping cover temporary rent payments, food vouchers and even funeral costs. We are immensely grateful for IAC's continued partnership."

Ken Jockers
Executive Director of Hudson Guild

"SEO commends IAC for its commitment to bolstering students' educational paths through the IAC Fellows, IAC Scholarship program, and now its latest addition, the Hardship Relief Fund. We're proud to be a longstanding IAC partner and to witness firsthand its ongoing dedication to nurturing young minds."

William Goodloe
President and CEO of SEO

Dotdash Meredith: How We Give

In line with IAC's commitment to making a big impact on individual lives, Dotdash Meredith is in its third year of empowering employees to make a difference right in their own backyards with its nationwide How We Give initiative.

Led by dedicated co-chairs, How We Give committees in individual Dotdash Meredith markets determine, plan and activate volunteer projects aligned with key pillars of food, families, health, financial security, housing, environment and animal welfare, all of which reflect major content areas covered by Dotdash Meredith brands.

In 2023, approximately 900 Dotdash Meredith employees served 30 different charitable organizations across nine different markets. Organizations supported in 2023 include Greater Birmingham Humane Society, Chicago Children's Advocacy Center, Central Iowa Shelter and Services, Harlem Grown, and Food Bank of Lower Fairfield County.

"Our How We Give co-chairs, committees and employee volunteers across the country take so much pride in giving back to the communities where they live and work. These projects are changing lives one market at a time."

Jenny McCoy
Executive Director, ESG & Community Relations, Dotdash Meredith

Care.com: Fighting for Affordable Childcare

Angi: Empowering Small Business

Dotdash Meredith: Driving Positive Change

Beyond Our Backyards

Care.com:
Fighting for Affordable Childcare

As one of the leading online platforms for finding and managing family care, Care.com has a front row seat to America's care crisis. The company's most recent Cost of Care report paints a bleak picture: one-third of American families are now draining their savings to afford childcare. And it's no surprise. The US Department of Health and Human Services says childcare is affordable when it costs families no more than 7% of their household income—yet according to Care.com's most recent data, families are spending more than 3x that (24%).

Care.com's data is reported on by top media outlets all over the world to educate Americans, business leaders and policy makers on the gravity of this issue. But the company isn't content to sit on the sidelines. Over the past year, Care.com has advocated for multiple policies and proposals, laying the groundwork for positive change that could impact millions of American families.

As the childcare cliff (the term used to describe the abrupt end to pandemic-era funding that kept thousands of childcare programs afloat) approached in September of 2023, Care.com was and continues to be a vocal advocate of common-sense policies and reforms—including advocating for the permanent expansion of the Child Tax Credit and the Child and Dependent Care Tax Credit. Both credits were temporarily expanded during the pandemic to reduce cost and increase choice and options for working families, but have since ended, only serving to exacerbate the crisis.

"The childcare crisis should be a major red flag for everyone, not just parents. It is a systemic failure that will impact our nation's economic growth, and that affects us all."

Brad Wilson
CEO, Care.com

Care.com has also devised and actively supports a Working Families Savings Plan which brings America's dependent care plans into the 21st century and helps families, care workers and employers alike by:

• Enabling families to save pre-tax dollars for qualified dependent care and enjoy flexibility and choice in care options

• Doubling the dependent care contribution limit—unchanged from the 1980s—of $5,000 to $10,500

• Allowing rollovers so families don't lose unused funds for the following year

• Offering a portable plan that employees can take from job to job

• Being income agnostic and accessible to every working family

"There needs to be some form of contract between families, government and enterprise to solve this...what we're seeing is that whether it's government or enterprises, flexibility is desired by employees and American families. And that's certainly what we've been helping with and taking a leadership position in."

Brad Wilson
CEO, Care.com

✦ **Spotlight**

Supporting Military Families

Childcare is a stressor for most American families, but is especially hard for military families. A recent study revealed that more than 70% of military families say they need some form of childcare, but only 38% say they are able to find solutions that work for their situation.

Spotting an opportunity to help families in acute need, in May 2023 Care.com began collaborating with the US House Armed Services Committee's Special Panel on Military Quality of Life Issues. In addition to advocating for modernizing military dependent care flexible spending accounts and restoring expanded tax credits for military families, Care.com has also proposed changes to the Department of Defense's in-home childcare pilot program. These proposals would expand its provider network and locations served, as well as mandate back-up childcare benefits for all military personnel and families.

Angi: Empowering Small and Local Businesses

Nearly a quarter of tradespeople are approaching retirement age according to the US Bureau of Labor Statistics—a growing concern as fewer young people enter the skilled trades industries. Angi is committed to lifting up the voices of successful home professionals and driving awareness of the opportunities young Americans have to start careers, launch businesses and secure well-paying jobs in the home services industry. This is why Angi partnered with SkillsUSA in 2023 to sponsor National Signing Day, a nationwide event celebrating high school seniors and college/post-secondary students who have decided to pursue a career in any of the skilled trades, including home services and construction.

Separately, to better understand how to serve professionals in these industries, in 2023 Angi launched the Angi Pro Council made up of 13 members selected from its network with hundreds of collective years of experience servicing Americans' homes. Comprising a diverse mix of roles—from CEOs, founders and owners to those working in the field—the Council members meet regularly with Angi leadership on a variety of topics and issues impacting their industries, share their personal career journeys, discuss recruitment strategies and provide feedback to Angi to help its platform better serve business owners like themselves.

"Every day, individuals across the US set off to do the vitally important work helping people improve, maintain and repair their homes. We know these jobs do not get the credit and recognition they deserve, despite high earning potential, high satisfaction, high demand and high community impact."

Angie Hicks
Co-Founder and Chief Customer Officer, Angi

Pro Spotlight

Kathy Cuppy, All Phase Group

Forty-five years ago, Kathy Cuppy opted to skip grad school and start a remodeling business with her husband, and she hasn't looked back since. As a woman in the trades in the 1980s, Kathy stood out. There were many times she showed up at a home and a man opened the door and looked around asking where the contractor was. Kathy learned to just ask people to give her an hour and she would show them what could be done to their homes on their budget. Her confidence and passion became a key driver of the business. Today All Phase Group has grown to complete a dozen large projects a year, from bathrooms to kitchen remodels to custom-built treehouses. With Angi, Kathy can leverage the credibility and trust she's built over decades in the offline world into a strong digital presence that helps her attract more quality customers online.

"I love the prospects that come to me from Angi. They've seen my credentials and my reviews, and they know about my experience and the work I do. I can't imagine looking for prospects without the help of Angi. I've built my brand over the years based on reputation, and there is no place better than Angi to get that message across."

Kathy Cuppy
All Phase Group, Indianapolis

Pro Spotlight

Vinnie Curcie, CEO, OC Solar

Vinnie Curcie didn't plan on a career in the trades, but after leaving the financial industry 15 years ago, he took a new opportunity as a contractor before deciding to launch his own solar business. He started OC Solar from his home office and quickly realized the value of reviews and the importance of building trust and credibility online, especially as a new small business. Ten years later, Vinnie is still using Angi to maintain a strong online presence and attract new customers. Today, he is happier than ever about ditching finance and embracing a new career path. He is passionate about showing others how they can become successful entrepreneurs in similar fields.

"As an entrepreneur you figure out pretty early on you that need a good strategy for acquiring customers. Angi makes it easy for me to put my company's best foot forward, make clear who we are, and attract the type of high-quality customer we want. As a business owner, ensuring our company's reputation and brand are aligned with my goals and values as a person is key. Building a strong presence online is essential for any local business, and Angi helps us do that."

Vinnie Curcie
OC Solar, Orange County

Dotdash Meredith: Driving Positive Change

Dotdash Meredith ensures its content and brands, such as Investopedia, Health, Brides, and Entertainment Weekly, reflect the rich diversity and perspectives of the millions of Americans who rely on them. As such, its brands have publicly pledged the following commitments and processes. To learn more, visit each brand's Diversity & Inclusion Pledges here.

- Dotdash Meredith content is created and reviewed by editorial teams representing a wide range of ages, races, gender identities, sexual orientations, ethnicities and abilities.

- An anti-bias review board (including non-employee experts with experience in language, history and education) helps ensure the content is culturally sensitive and uses appropriate language and imagery.

- All brands publish accountability metrics which are updated quarterly. These metrics can include diversity in editorial staff, inclusive content initiatives, and community partnerships.

Spotlight
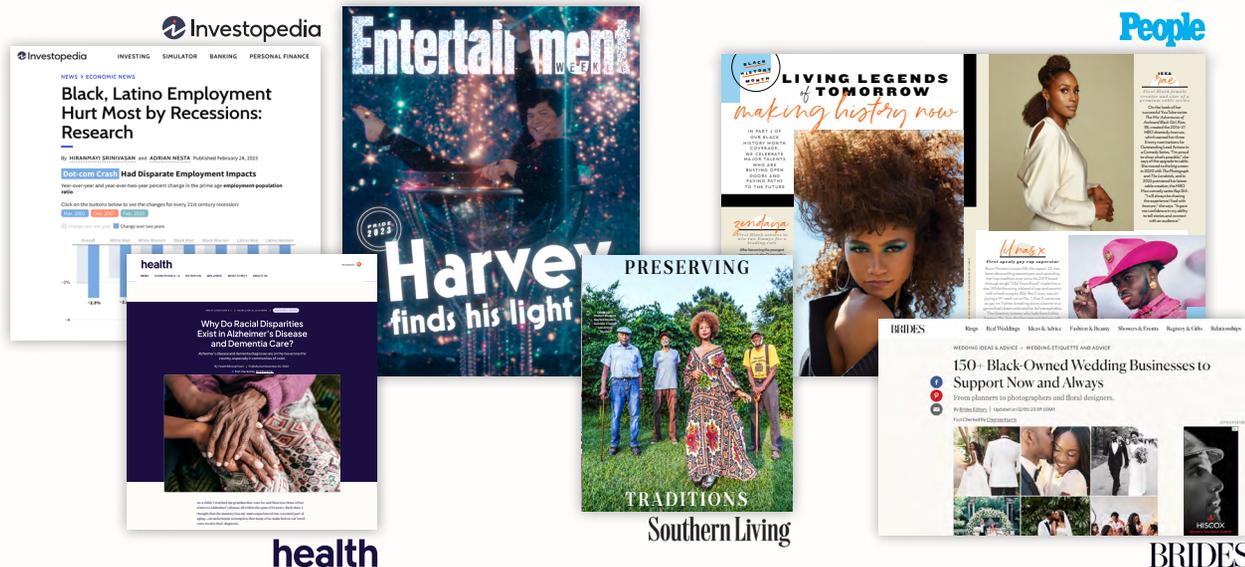
Empowering a New Generation of Creators

In 2023 Dotdash Meredith continued its commitment to help empower emerging storytellers from different backgrounds:

- Parents® partnered with Girls Write Now, which aims to break down barriers of gender race, age and poverty for emerging writers, to help young writers take their college application personal statements to the next level.

- Dotdash Meredith partnered with Pencil to provide mentorship and education on media careers for local students, assisting with choosing a major, writing persuasive essays, creating a resume and effective interviewing.

Taking Care of Our Environment

Carbon Footprint

Real Estate

Waste

Responsible Paper Sourcing

Awareness & Advocacy

**In 2023, IAC continued to take steps to assess and mitigate our environmental impact, including:**

• Completed our first TCFD-aligned climate change risks and opportunities assessment

• Purchased renewable energy credits to offset 100% of greenhouse gas emissions related to electrical use at IAC's headquarters

• Received ENERGY STAR® and LEED Gold certifications for IAC Headquarters in New York City

• Obtained 100% third-party certified paper used by Dotdash Meredith's print business

Carbon Footprint

Scope 1 emissions include direct greenhouse gas emissions that occur from sources that are controlled or owned by an organization (i.e. emissions associated with fuel combustion and heating at owned facilities). Scope 2 emissions are indirect greenhouse gas emissions associated with the purchase of electricity and heating (at leased facilities).

These emissions were independently verified by Advanced Waste Management Systems (AWM) in accordance with ISO 14064-3, to the level of limited assurance. AWM is accredited by the ANSI National Accreditation Board. Please find its assurance statement here.

For more information on IAC's greenhouse gas emissions, please read our Greenhouse Gas Report and CDP Climate Change Response.

Scope 1 & 2

	MT CO$_2$e
◼ Scope 1: Direct	5,536
◼ Scope 2: Indirect	12,766
Total	**18,302**

Scope 1: Direct

	MT CO$_2$e
◼ Mobile Fuel	4,750
◼ Heating	784
◼ Refrigerant	1
Total	**5,536**

Scope 2: Indirect

	MT CO$_2$e
◼ Electricity	10,610
◼ Heating	1,848
◼ Chilled Water	308
Total	**12,766**
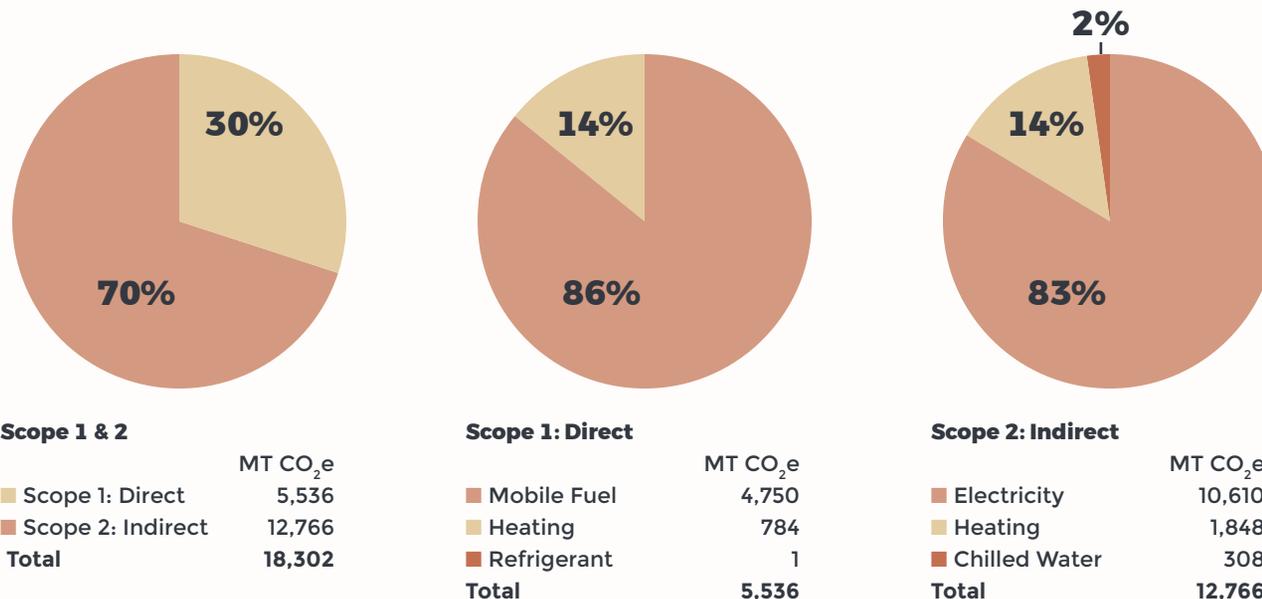
Real Estate

At IAC, we've reduced our environmental impact by focusing on green building design for leased properties and efficiently managing energy use for owned properties. When leasing new real estate, we seek properties with green building standards (LEED Certification and/or ENERGY STAR in the US and equivalents internationally). Additionally, in order to limit our real estate footprint, we weigh partial and fully remote work options for our employees.

We have made lasting changes to the following owned properties to increase efficiency:

IAC

555 West 18th Street, is a nearly 200,000-square-foot office building located in Manhattan, New York. This building, owned by and built for IAC in 2007, serves as headquarters for IAC Corporate and The Daily Beast, while also providing satellite offices for Angi and Care.com. Since 2021, we have purchased renewable energy credits to offset 100% of greenhouse gas emissions related to electrical use at this building.

In the past, this building had high operating costs and a high energy use intensity, both of which were reduced in 2021 due to improvements of the building's lighting and HVAC systems. As a result, the building earned ENERGY STAR and LEED Gold certification in 2023.

Dotdash Meredith

Dotdash Meredith's building in Des Moines has many energy-efficient features, including 100% LED lighting systems, automated lighting and HVAC equipment systems, and HVAC systems that can load shed during peak demand periods, consuming less energy.

## Green building certifications (LEED Gold) at our 3 largest properties

IAC Headquarters
(New York City)

Dotdash Meredith Headquarters
(New York City)

Angi Headquarters
(Denver)

Waste

We have taken measures to reduce our e-waste and product waste footprints, such as working with a third party to responsibly dispose of hardware and hazardous waste when it reaches the end of its life. To reduce office waste, many of our offices have recycling programs as well as kitchen composting bins and compostable supplies.

IAC Partners with Green Seal Certified Janitorial Service

In 2024, IAC transitioned to a Green Seal certified and minority-owned company to service our New York-based headquarters, which ensures our existing staff uses new cleaning products and methods to align with Green Seal standards.

A Green Seal certification addresses four primary concerns: human health, climate preservation, clean water and waste reduction. For a cleaning company to achieve this designation, it must follow strict guidelines set to reduce adverse effects on people and the environment.

Responsible Paper Sourcing

Dotdash Meredith Magazines

As a major purchaser of paper, Dotdash Meredith is committed to responsible forestry. Through annual engagement with paper suppliers, this business aims to monitor environmental performance, identify areas for improvement and aid paper buyers in making informed procurement decisions.

Paper Certifications

Third-party certifications play a crucial role in ensuring that paper is sourced from sustainably managed forests, protecting biodiversity and benefiting local communities. In 2023, 100% of the paper used in Dotdash Meredith's print magazines was certified by at least one of the following organizations:

• Programme for the Endorsement of Forest Certification and Sustainable Forestry Initiative Certified Chain of Custody: Traces fiber used in paper production from its origins in certified forests.

• Sustainable Forestry Initiative Certified Fiber: Loggers are trained to use environmentally friendly forestry methods when harvesting raw materials.

• Forest Stewardship Council: Acknowledges sustainable forest management practices that protect biodiversity, benefit local communities and workers, and maintain economic viability.

Environmental Management Systems

Paper mills can employ environmental management systems, such as ISO 14001, to minimize their environmental impact. Eighty percent of the paper mills that serve Dotdash Meredith are certified to ISO 14001. In 2023, 89% of the company's paper tonnage was purchased from ISO 14001-certified mills.

For more information on Dotdash Meredith's forestry practices, please see our most recent CDP Forests Response.
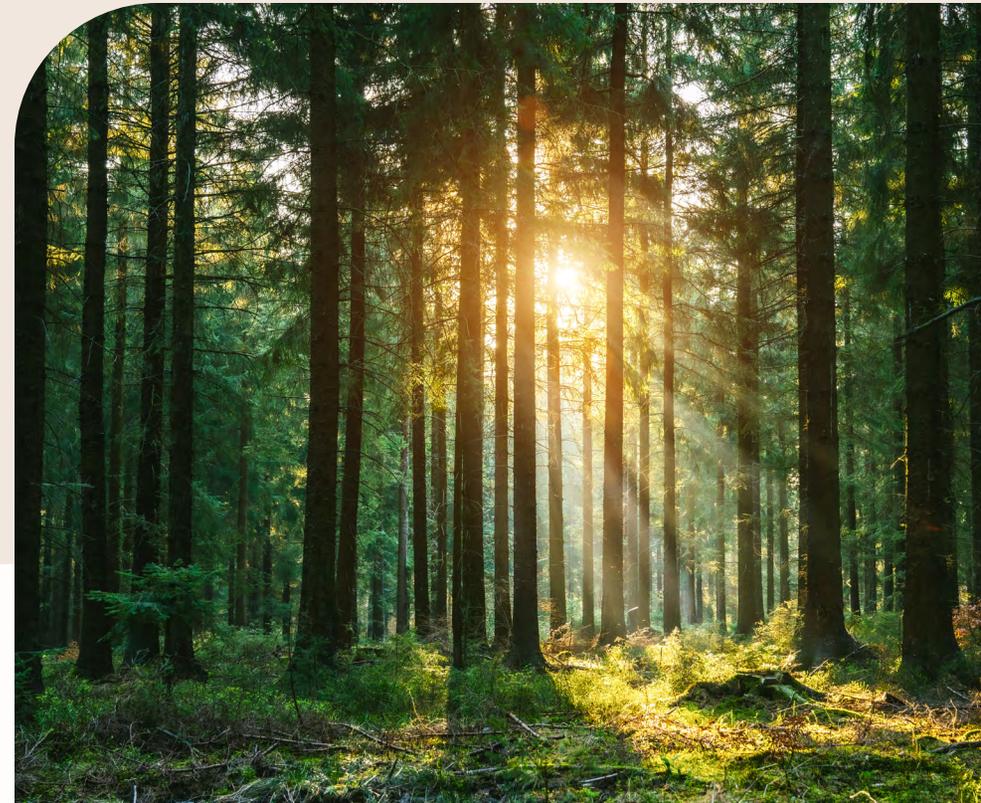
Awareness & Advocacy

Dotdash Meredith and Angi are committed to raising awareness and engaging and educating millions of consumers about the climate crisis.

Running Our Business Responsibly
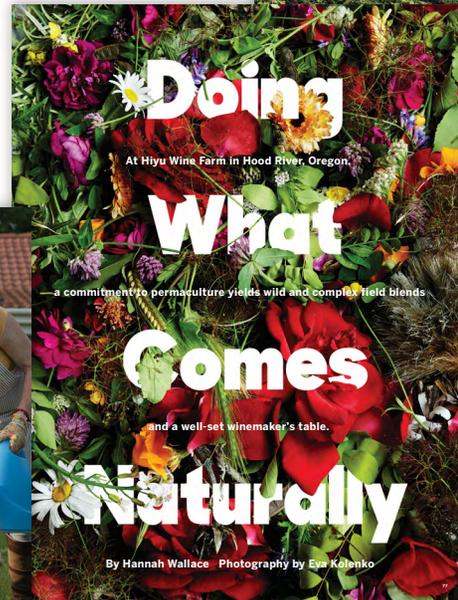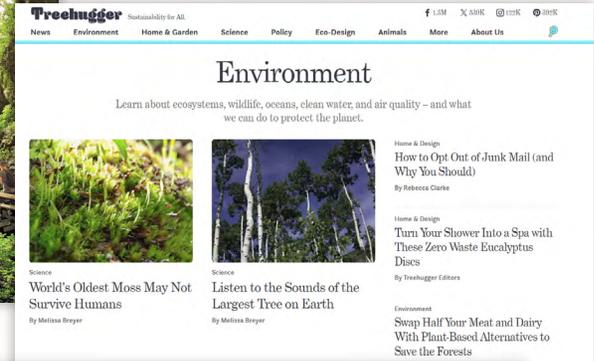
- Governance
- Risk Management
- Ethics
- Cybersecurity
- Data Privacy

Good governance starts with accountability.

IAC drives accountability throughout our organization and is committed to professionalism, integrity, and practices that allow us to build upon our culture of excellence.

Governance

Our Board

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

Mr. Barry Diller currently serves as both Chairman and Senior Executive of IAC, coupling objective oversight with continued strategic management. Director experience ranges from public policy to acquisitions and investment strategy, including private equity and venture capital expertise, as well as marketing and branding expertise in fields including media, entertainment, online advertising and e-commerce.

In 2022, IAC adopted a stock ownership policy that provides for minimum IAC ownership targets for non-employee directors and IAC executive officers.

In 2023, as required by Section 954 of the Dodd-Frank Act and the Marketplace Rules, IAC adopted a clawback policy that provides for the recovery of incentive-based compensation received by current and former executive officers based on financial statements that are subsequently restated.
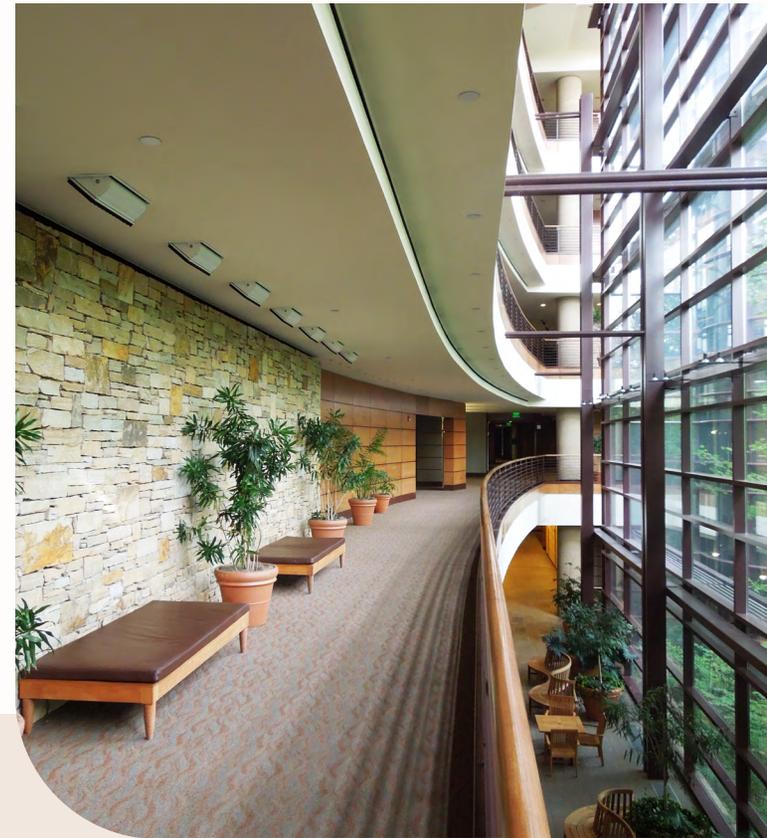
Board Oversight of ESG

The Board oversees ESG matters through its committees, informed by reports that are designed to provide visibility into our programs and practices. In addition, the Board is the final reviewer of the ESG report.

ESG-Related Risks

ESG-related and other risks are reviewed during the year through our Enterprise Risk Management (ERM) process and discussed with our Audit Committee at least semi-annually and with our Board at least annually. Please find more details in the Risk Management section.

Human Capital Management

The Compensation and Human Capital Committee reviews material human capital management policies, strategies, progress and metrics, in addition to reviewing procedures for the reporting, investigation and resolution of complaints related to workplace conduct.

Climate Risk

The assessment, identification and management of climate risks are part of our annual ERM process and discussed with our Audit Committee at least semi-annually.

Privacy and Cybersecurity

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

For more information about IAC's Board, please see our 2024 Proxy Statement.

Our Board

Members
12

Committees
Audit Committee
Compensation and Human Capital Committee
Nominating Committee
Executive Committee

Stock Ownership
Board members generally own IAC common stock

Independence
67% of Board members are independent, as defined by the Marketplace Rules of The Nasdaq Stock Market

Stock and Voting Structure

IAC has two classes of common stock, Class A common stock and Class B common stock. Class A common stock is listed on the Nasdaq Stock Market and stockholders are entitled to one vote per share. There is no established public trading market for Class B common stock, and stockholders are entitled to 10 votes per share. Currently, Mr. Diller, his spouse (Diane von Furstenberg) and his stepson (Alexander von Furstenberg), collectively hold (directly and through certain trusts) 5,789,499 shares of Class B common stock, representing 100% of the outstanding shares of Class B common stock. The Class B common stock holdings held by these individuals represent over 40% of the total outstanding voting power of IAC.

At IAC we are creators of long-term value. We believe our corporate governance structure helps relieve us from the short-term pressure of quarterly earnings, allowing us to focus instead on our long-term vision, which has been key to our success over the course of nearly 30 years.
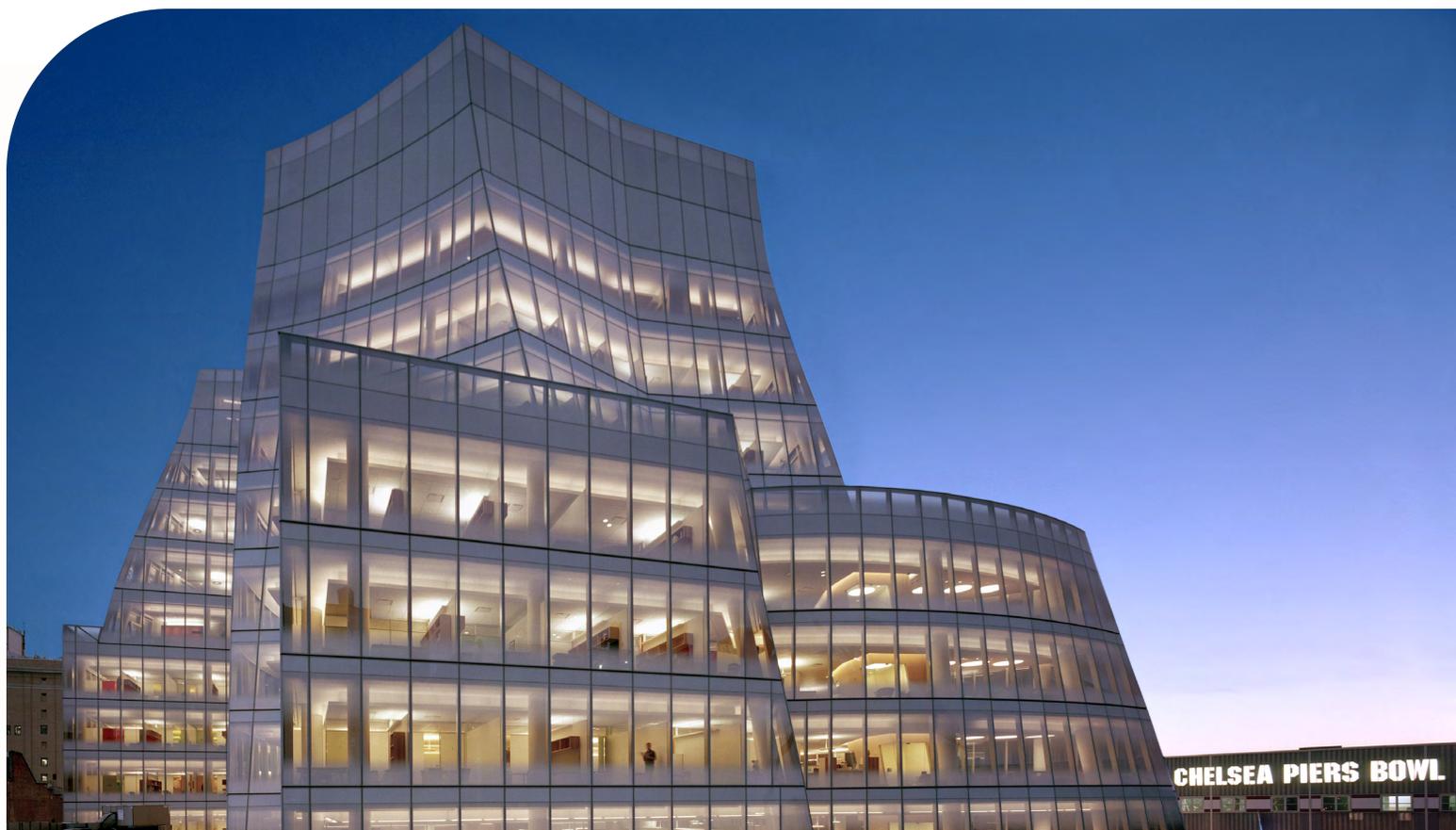
Risk Management

IAC Management is responsible for the day-to-day management of risks, and has developed and implemented guidelines and policies to identify, assess and manage significant risks facing our company through an Enterprise Risk Management (ERM) process. This process includes an assessment across all IAC businesses of strategic, financial, operational, information security and regulatory risks, concluding with corresponding risk mitigation plans.

Examples of ESG risks included in our ERM process:
1. Information security risks
2. Reputational risks
3. Regulatory compliance/litigation risks
4. Human capital risks
5. Climate change risks

The results of these assessments are then consolidated and reviewed by an Executive Risk Committee, consisting of members of IAC senior management, which prioritizes risks and discusses mitigation plans. These risk assessments are discussed at least semi-annually with the Board's Audit Committee and at least annually with the Board, which relies on these assessments as it reviews IAC's long-term strategies in addition to significant capital expenditures, acquisitions and divestitures and financial matters.

In addition, IAC has an internal audit department whose purpose is to provide independent, objective assurance and consulting services designed to improve operations and the health of our risk management, control and governance processes to ensure:

• Risks are appropriately identified and managed

• Significant financial and operating information is accurate, reliable and timely

• Employee actions comply with policies, standards, procedures and applicable laws and regulations

• Resources are adequately safeguarded

• Compliance issues impacting the organization are recognized and addressed appropriately

Ethics

Across our business practices and operations, IAC is committed to an honest and fair-minded work environment that prioritizes integrity and compliance with regulations.

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

1. Code of Business Conduct and Ethics
2. Discrimination and Harassment Policy
3. Employee Complaint Procedures for Accounting and Auditing Matters
4. Securities Trading Policy

Code of Business Conduct and Ethics

The Code of Business Conduct and Ethics applies to all employees, and outlines expectations for daily business interactions with internal and external stakeholders. It defines ethical principles and practices, and guides employees in making decisions in line with these principles in various business scenarios they may encounter in their daily work. It also includes antitrust compliance and reflects our commitment to conducting our business affairs in accordance with international labor standards and guidelines, informed by the United Nations' Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. IAC's Code of Business Conduct and Ethics can be found here.

Discrimination and Harassment Policy

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

Employee Complaint Procedures for Accounting and Auditing Matters

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

Securities Trading Policy

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

Anti-Bribery Policy

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

Suspected Ethics and Policy Violations

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

Ethics Governance

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

Editorial Integrity

Editorial integrity is the lifeblood of Dotdash Meredith and The Daily Beast. In line with Dotdash Meredith's commitment to creating timely, accurate and helpful content that represents and serves a diverse audience, Dotdash Meredith has established an Anti-Bias Review Board, which consists of educators, advocates, public health specialists, journalists, researchers, financial experts and other professionals.

Read more about Dotdash Meredith's editorial policy and standards here.

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

Read more about The Daily Beast's Code of Ethics and Standards here.

Cybersecurity

We recognize that the safety and security of our systems, technology and infrastructure, and those of key third-party service providers upon which we rely, as well as our content and confidential or sensitive user and employee information, are critical to maintaining the trust and confidence of our users and subscribers, consumers, advertisers and investors (among other stakeholders). As a result, IAC has established programs and related processes designed to manage cybersecurity issues, including the assessment, identification and management of cybersecurity risks, together with related mitigation and recovery efforts. Our Board, directly and through our Audit Committee, oversees company management in the execution of its cybersecurity responsibilities, including the assessment of our approach to cybersecurity risk management.

Cybersecurity Risk Management and Strategy

Our cybersecurity programs and related processes generally consist of the following key elements:

• Risk assessment and management efforts

• Technical safeguards and incident response and recovery efforts

• Third-party risk management efforts

• Education, training and preparedness efforts, and

• Governance efforts

Risk Assessment and Management

We assess, identify, and manage cybersecurity risks as part of a comprehensive information security program that is intended to align with standard industry frameworks, such as ISO 27000 and the National Institute of Standards and Technology (NIST) Cyber Security Framework.

As part of the ongoing refinement of our information security program, we engage (as appropriate) various third-party risk management services to assist with the identification of potential cybersecurity issues, such as those involving software vulnerabilities, configuration errors, data exposure and credential theft (among others); as well as consult with external legal counsel, third-party experts and other advisors to assist with incident response and recovery efforts, forensic investigations, extortion negotiations and crisis management or readiness for the same. We also maintain a cyber insurance policy to help manage, in part, costs associated with significant cybersecurity incidents that may occur.

In addition, as discussed in more detail below under, "Cybersecurity Governance," the assessment, identification and management of cybersecurity risks have been integrated into our overall ERM efforts.

Technical Safeguards and Incident Response and Recovery

As part of our information security program, we have implemented a number of tools and procedures designed to identify and remediate vulnerabilities and misconfigurations in our applications and infrastructure, as well as manage access and identities throughout their lifecycles. These tools and procedures are intended to be consistent with ISO and NIST frameworks. We have also implemented an incident response policy that outlines established processes for addressing cybersecurity issues that leverages a cross-functional cybersecurity incident response team and outside advisors intended to allow the company to take action in a timely and decisive manner in compliance with applicable laws, rules and regulations during the response, investigation and remediation of a given cybersecurity incident.

Third-Party Risk Management

In addition to the assessment, identification, and management of our own cybersecurity related risks, we also consider and evaluate cybersecurity risks associated with certain third-party service providers upon which we rely for a wide variety of technical and business functions. Our efforts in this regard consist of (among other efforts):

• Security assessments to determine whether key third-party service provider information security procedures meet our expectations.

• The use of a monitoring service that detects evidence of compromised key third-party provider systems, technology, and infrastructure.

• Assessments designed to identify business and technical risks to our systems, technology, and infrastructure posed by key third-party service providers.

• The development of strategies to determine the potential adverse impact of, and develop mitigation strategies for, any cybersecurity incidents experienced by key third-party service providers on our business, financial condition, and results of operations.

Education, Training and Preparedness

Education, training, and preparedness are important aspects of our information security program. In connection with our education and training efforts, we have developed and implemented a set of company-wide policies and procedures regarding cybersecurity matters that impose responsibility on our employees through the course of their work to:

• Protect our systems, technology, infrastructure, and data from cybersecurity threats

• Quickly report known or suspected cybersecurity incidents or other suspicious activity through designated channels and respond effectively to such events

• Use company and personal information technology in a secure manner

In addition, we generally mandate information security training for our employees and our software developers generally receive mandatory additional technical training, each on an annual basis. In connection with our preparedness efforts, we periodically participate in tabletop exercises with the goal of helping management effectively respond to cybersecurity incidents that may occur. We also maintain documented

incident response policies to help ensure that our response activities are consistent and appropriate.

Cybersecurity Governance

Our Board is responsible for overseeing company management's execution of its cybersecurity responsibilities, including our approach to cybersecurity risk management. Our Board executes this oversight in coordination with our Audit Committee, which—pursuant to its charter—assists the Board with risk assessment and risk management policies as they relate to cybersecurity risk exposure (among other risk exposures), in its regularly scheduled meetings and through discussions with company management on an as-needed basis.

In addition, the assessment, identification, and management of cybersecurity risks have been integrated into our ERM efforts. As part of that process, cybersecurity risks across our businesses are included in the risk universe that our Executive Risk Committee (consisting of members of company senior management) evaluates to identify our top enterprise risks and develop related mitigation plans. Cybersecurity and other risks are reviewed during the year through our ERM process and discussed with our Audit Committee at least semi-annually and with our Board at least annually.

Our Chief Information Security Officer (CISO) is responsible for the development and implementation of our information security program on a company-wide basis, together with a dedicated team of experienced, company-wide information security analysts. Our CISO has over twenty-five years of experience leading the development, implementation and oversight of information security programs, and members of the information security team have relevant certifications, educational, and industry experience.

Our CISO is also responsible for reporting on the status of our information security program and related efforts and processes to company senior management periodically, and to the Audit Committee on a quarterly basis. In addition, our CISO reports cybersecurity matters to company senior management and the Audit Committee on an as-needed basis. At each regularly scheduled meeting of our Board, the Chair of our Audit Committee provides quarterly updates regarding significant matters discussed, reviewed, considered, and approved by the committee since the last regularly scheduled board meeting (including cybersecurity matters, as applicable), as well as timely updates outside of quarterly updates on an as-needed basis. Lastly, our CISO promptly informs company management and our Audit Committee of cybersecurity incidents that meet established reporting thresholds or when otherwise determined appropriate, and provides ongoing updates regarding such incidents until they have been resolved.

Cybersecurity Risks

We face a number of cybersecurity risks across our various businesses, and we have experienced threats to and unauthorized intrusions of our systems, technology, and infrastructure from time to time. While to our knowledge we have not to date experienced a cybersecurity incident or threat that has materially and adversely affected our business, financial condition, or and results of operations, we cannot provide assurances that they will not be materially affected in the future by such incidents.

Ask
Media Group

✧ **Spotlight**

Making Security Training Fun

In 2023, Ask Media' Group's Sixth Annual "Security Games" drew nearly 100% employee engagement in security awareness and data protection training, an admirable feat given these topics aren't typically at the forefront of most employees' minds.

The theme for the year was "World Cup" with the company organized into teams representing 8 countries in over 40 separate competitions which included live-quiz rounds and "Family Feud"-style cybersecurity games. In 2023, Ask Media Group employees completed over 600 activities and 10,000 total minutes of security training.

"We've taken a mandatory security training once viewed as potentially dull and injected it with team-based activities that not only produce deep engagement and retention, but also help strengthen our company's collaborative culture. We actually have employees ask us 'when do Security Games start?'"

Dave Smith
Senior Director Tech Ops, Ask Media Group

Data Privacy

We believe our privacy technology, policies and programs allow IAC to maintain the trust our businesses have built with consumers over decades.

We respect user privacy and safety. Each IAC business implements a robust privacy program to ensure data collected in the process of delivering services to its users is handled in accordance with applicable privacy laws.

Each IAC business has dedicated professionals focused on data privacy issues and implements its own uniquely tailored privacy program.

IAC and our businesses have processes and procedures in place to comply with applicable privacy laws. These include providing mechanisms for users to reach an appropriate contact for all data-related inquiries—including data subject requests to access, correct or delete their data—as required by applicable laws. We regularly monitor the evolution of existing laws and new legislation and update our privacy programs accordingly.

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

Learn More About Our Privacy Policies

Dotdash meredith

Angi

care.

Ask Media Group

vivian

DAILY BEAST

Transparency

Social Data

Environmental Data

SASB Index

GRI Index

About This Report
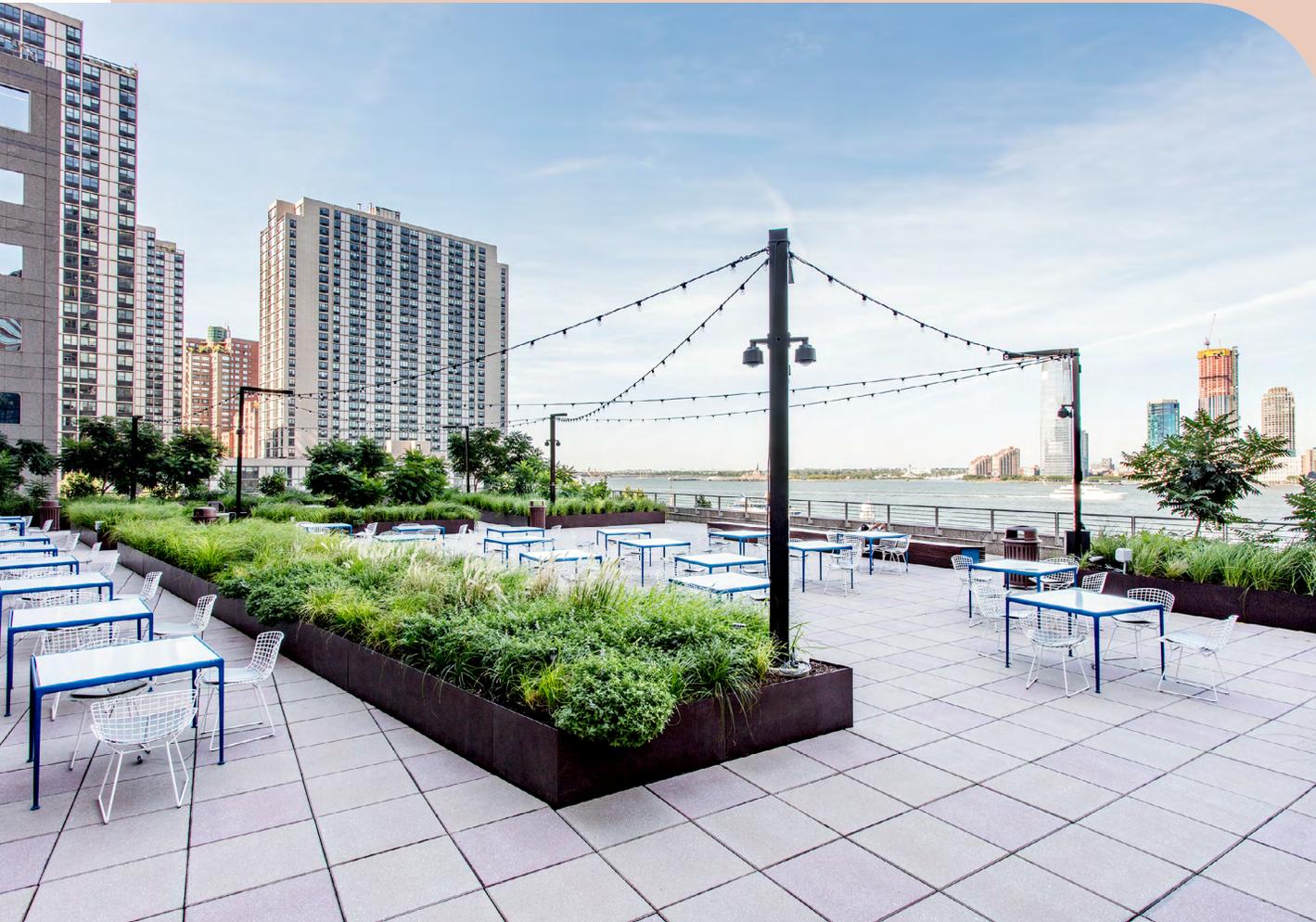
Social Data

PEOPLE[1]	
	2023
GLOBAL WORKFORCE BY GEOGRAPHY	
US Based	87%
Non-US Based	13%
GLOBAL EMPLOYMENT TYPE	
Full-Time	94%
Part-Time	5%
Temporary	1%
GLOBAL WORKFORCE BY GENDER	
Female	53%
Male	47%
Not Specified	0%
GLOBAL % VP POSITIONS HELD BY FEMALES	**47%**
US WORKFORCE BY RACE/ETHNICITY	
White	66%
Hispanic or Latino	10%
Black or African American	8%
Asian	9%
Native Hawaiian or Other Pacific Islander	0%
American Indian/Alaskan Native	0%
Two or more races	3%
Not specified	3%
US JOB CATEGORY BY GENDER	
Management	
Female	52%
Male	48%
Technical Staff	
Female	60%
Male	40%

1 Reflects full-time, part-time, and temporary workers at the end of the period; excludes contractors.

Other Employees	
Female	51%
Male	48%
US JOB CATEGORY BY RACE/ETHNICITY	
Management	
White	76%
Hispanic or Latino	5%
Black or African American	3%
Asian	9%
Native Hawaiian or Other Pacific Islander	0%
American Indian/Alaskan Native	0%
Two or more races	3%
Not Specified	4%
Technical Staff	
White	66%
Hispanic or Latino	8%
Black or African American	6%
Asian	14%
Native Hawaiian or Other Pacific Islander	0%
American Indian/Alaskan Native	0%
Two or more races	3%
Not Specified	3%
Other Employees	
White	60%
Hispanic or Latino	14%
Black or African American	14%
Asian	2%
Native Hawaiian or Other Pacific Islander	0%
American Indian/Alaskan Native	0%
Two or more races	5%
Not Specified	3%
% US UNION EMPLOYEES	**3%**

Environmental Data

ENVIRONMENT	
	2023
EMISSIONS	
Scope 1 (metric tons of CO_2e)	5,536
Scope 2 Location-Based (metric tons of CO_2e)	12,766
Scope 2 Market-Based (metric tons of CO_2e)	11,838
UTILITY USE	
Water (Gallons)	24,910,474
Electricity (MWh)	25,857
Natural Gas (MWh)	12,459
ENERGY CONSUMED	
Total (MWh)	58,216
% Renewable	18%
INTENSITY	
Energy Consumed (MWh per employee)	6.3
Scope 1 and 2 Location-Based (metric tons of CO_2e per occupied square foot)	0.01

For more information on IAC's greenhouse gas emissions, please read our Greenhouse Gas Report.

SASB Index

INTERNET MEDIA & SERVICES		
SASB CODE	**ACCOUNTING OR ACTIVITY METRIC**	**CROSS-REFERENCE**
ENVIRONMENTAL FOOTPRINT OF HARDWARE INFRASTRUCTURE		
TC-IM-130a.1	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	Environmental Data, p. 53
TC-IM-130a.2	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Environmental Data, p. 53
DATA PRIVACY, ADVERTISING STANDARDS & FREEDOM OF EXPRESSION		
TC-IM-220a.1	Description of policies and practices relating to targeted advertising and user privacy	Data Privacy, p. 49
DATA SECURITY		
TC-IM-230a.1	(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of users affected	Cybersecurity, p. 45 We have not to date experienced a cybersecurity incident or threat that has materially and adversely affected our business, financial condition, and results of operations.
TC-IM-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Cybersecurity, p. 45
EMPLOYEE RECRUITMENT, INCLUSION & PERFORMANCE		
TC-IM-330a.3	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	Social Data, p. 51 Information on how IAC fosters equitable employee representation across its global operations can be found in the Embracing Diversity, Fostering Inclusion section of the ESG report.

GRI Index

GRI INDEX			
GRI STANDARD	**DISCL**	**DESCRIPTION**	**LOCATION**
GRI 2: General Disclosures 2021	2-1	Organizational details	2023 10-K; p. 2
	2-2	Entities included in the organization's sustainability reporting	Who We Are, p. 5
	2-3	Reporting period, frequency, and contact point	About This Report, p. 57
	2-4	Restatements of information	IAC has not made any restatement in the reporting year
	2-5	External assurance	Carbon Footprint, p. 33
	2-6	Activities, value chain, and other business relationships	2023 10-K; p. 4 - 13
	2-7	Employees	Social Data, p. 51
	2-8	Workers who are not employees	Omission Statement: IAC does not publicly disclose the number of workers who are not employees. Reason for Omission: Confidentiality Concerns
	2-9	Governance structure and composition	2024 Proxy Statement; p. 17
	2-10	Nomination and selection of the highest governance body	2024 Proxy Statement; p. 19
	2-11	Chair of the highest governance body	2024 Proxy Statement; p. 17
	2-12	Role of the highest governance body in overseeing the management of impacts	Governance, p. 39
	2-13	Delegation of responsibility for managing impacts	Governance, p. 39
	2-14	Role of the highest governance body in sustainability reporting	Governance, p. 39
	2-15	Conflicts of interest	Code of Ethics
	2-16	Communication of critical concerns	Risk Management, p. 42
	2-17	Collective knowledge of the highest governance body	2024 Proxy Statement; p. 7 - 16
	2-18	Evaluation of the performance of the highest governance body	2024 Proxy Statement; p. 19
	2-19	Remuneration policies	2024 Proxy Statement; p. 39 - 55
	2-20	Process to determine remuneration	2024 Proxy Statement; p. 29
	2-21	Annual total compensation ratio	2024 Proxy Statement; p. 53
	2-22	Statement on sustainable development strategy	A Message from Our Chairman, p. 3
	2-23	Policy commitments	Ethics, p. 43
	2-24	Embedding policy commitments	Ethics, p. 43

	2-25	Processes to remediate negative impacts	Ethics, p. 43
	2-26	Mechanisms for seeking advice and raising concerns	Ethics, p. 43
	2-27	Compliance with laws and regulations	Ethics, p. 43
	2-28	Membership associations	IAC Foundation, p. 22
	2-29	Approach to stakeholder engagement	Our ESG Priorities, p. 6
	2-30	Collective bargaining agreements	Social Data, p. 51
MATERIAL TOPICS			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Our ESG Priorities, p. 6
	3-2	List of material topics	Our ESG Priorities, p. 6
	3-3	Management of material topics	Our ESG Priorities, p. 6
CLIMATE CHANGE AND GHGS			
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Environmental Data, p. 53
	302-3	Energy intensity	Environmental Data, p. 53
GRI 303: Water and Effluents 2018	303-5	Water Consumption	Environmental Data, p. 53
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Environmental Data, p. 53
	305-2	Energy indirect (Scope 2) GHG emissions	Environmental Data, p. 53
	305-4	GHG emissions intensity	Environmental Data, p. 53
EMPLOYEE EXPERIENCE			
GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Working at IAC, p. 8
TALENT MANAGEMENT			
GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	Building Tomorrow's Leaders, p. 9
DIVERSITY, INCLUSION, & BELONGING			
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Social Data, p. 51
LOCAL COMMUNITIES			
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	IAC Foundation, p. 22

About This Report

Additional information about the company's social responsibility commitments, strategies and initiatives is available online. We encourage you to provide feedback on this report and our sustainability performance via email at sabina.kaplan@iac.com.

IAC's 2024 ESG Report details the company's activities and progress toward goals in the areas of environmental sustainability, social responsibility and corporate governance. In this report, we hope to convey the collective impact of IAC and our subsidiaries. References to "we" or "our" describe activities of IAC group-wide, while "their" or "its" refer to activities of our subsidiaries and their brands.

This report focuses on IAC's operations from January 1, 2023, through December 31, 2023, unless otherwise indicated. The sales of Mosaic and Total Home Roofing have resulted in their exclusion from this report and 2023 metrics. The report uses qualitative descriptions and quantitative metrics to describe our policies, programs, practices and performance. Many of the standards and metrics used in preparing this report continue to evolve and are based on management assumptions believed to be reasonable at the time of preparation, but they should not be considered guarantees. In addition, historical, current and forward-looking sustainability-related statements may be based on standards for measuring progress that are still developing; internal controls and processes that continue to evolve; and assumptions that are subject to change in the future. The information and opinions contained in this report are provided as of the date of the report and are subject to change without notice. IAC does not undertake to update or revise any such statements. Website references and hyperlinks throughout this report are provided for convenience only, and the content on the referenced websites is not incorporated into this report, nor does it constitute a part of this report.

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

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

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

Cautionary Note Regarding Forward-Looking Statements

Actual results could differ materially from those contained in these forward-looking statements for a variety of reasons, including, among others: (i) our ability to market our products and services in a successful and cost-effective manner, (ii) the display of links to websites offering our products and services in a prominent manner in search results, (iii) changes in our relationship with (or policies implemented by) Google, (iv) our ability to compete with generative artificial intelligence technology and the related disruption to marketing technologies, (v) the failure or delay of the markets and industries in which our businesses operate to migrate online and the continued growth and acceptance of online products and services as effective alternatives to traditional products and services, (vi) our continued ability to develop and monetize versions of our products and services for mobile and other digital devices, (vii) adverse economic events or trends that adversely impact advertising spending levels, (viii) the ability of our Digital business to successfully expand the digital reach of our portfolio of publishing brands, (ix) our continued ability to market, distribute and monetize our products and services through search engines, digital app stores, advertising networks and social media platforms, (x) risks related to our Print business (declining revenue, increased paper and postage costs, reliance on a single supplier to print our magazines and potential increases in pension plan obligations), (xi) our ability to establish and maintain relationships with quality and trustworthy service professionals and caregivers, (xii) the ability of Angi Inc. to expand its pre-priced offerings, while balancing the overall mix of service requests and directory services on Angi platforms, (xiii) the ability of Angi Inc. to continue to generate leads for service professionals given changing requirements applicable to certain communications with consumers, (xiv) our ability to access, collect and use personal data about our users and subscribers, (xv) our ability to engage directly with users, subscribers, consumers, service professionals and caregivers on a timely basis, (xvi) the ability of our Chairman and Senior Executive, certain members of his family and our Chief Executive Officer to exercise significant influence over the

composition of our board of directors, matters subject to stockholder approval and our operations, (xvii) risks related to our liquidity and indebtedness (the impact of our indebtedness on our ability to operate our business, our ability to generate sufficient cash to service our indebtedness and interest rate risk), (xviii) our inability to freely access the cash of Dotdash Meredith and/or Angi Inc. and their respective subsidiaries, (xix) dilution with respect to investments in IAC and Angi Inc., (xx) our ability to compete, (xxi) adverse economic events or trends (particularly those that adversely impact consumer confidence and spending behavior), either generally and/or in any of the markets in which our businesses operate, as well as geopolitical conflicts, (xxii) our ability to build, maintain and/or enhance our various brands, (xxiii) our ability to protect our systems, technology and infrastructure from cyberattacks and to protect personal and confidential user information (including credit card information), as well as the impact of cyberattacks experienced by third parties, (xxiv) the occurrence of data security breaches and/or fraud, (xxv) increased liabilities and costs related to the processing, storage, use and disclosure of personal and confidential user information, (xxvi) the integrity, quality, efficiency and scalability of our systems, technology and infrastructure (and those of third parties with whom we do business) and (xxvii) changes in key personnel.