

People Inc.

2024 GREENHOUSE GAS REPORT

Greenhouse Gas (“GHG”) emissions for the year ended December 31, 2024

GHG Emissions Data

| Emissions by Source | Location-Based | Market-Based |
|---|----------------|--------------|
| Mobile Fuel | 597 | 597 |
| Heating | 230 | 230 |
| Refrigerant | 1 | 1 |
| Scope 1 | 828 | 828 |
| Electricity | 5,592 | 5,592 |
| Heating | 747 | 747 |
| Chilled Water | 403 | 403 |
| Scope 2 | 6,742 | 6,742 |
| Total Scope 1 and 2 Emissions ¹ | 7,570 | 7,570 |

Note: Per GHG Protocol, emissions associated with the six GHGs should be disclosed separately. These emissions are immaterial for People Inc., therefore only CO₂e emissions have been disclosed.

¹ Heating is in Scope 1 for owned facilities and in Scope 2 for leased facilities.

Approach to Measuring GHG Emissions

Organizational Boundaries

People Inc. GHG emissions reporting follows the operational control approach to establish the organizational boundary of People Inc.'s GHG emissions reporting, as defined by the GHG Protocol Corporate Accounting and Reporting Standard: Revised Edition.

Operational Boundaries

In determining GHG emissions, the following six Kyoto Protocol gases are considered – CO₂, CH₄, N₂O, HFCs, PFCs, and SF₆. In this report, People Inc. reported emissions for each of these gases except for PFCs and SF₆.

Activity Data

Electricity, natural gas, and chilled water usage for facilities is sourced from utility bills when available. If utility data is not accessible, usage is estimated using intensity factors based on square footage, drawn from the latest Commercial Buildings Energy Consumption Survey. Fuel usage is determined from purchase receipts.

Emission Factors

Emission factors are sourced from the US EPA Emission Factor Hub 2024, US EPA - eGRID 2023 Sub Region (Publication Year 2025), and IEA International Electricity Factors 2024 (2022 Grid Year).

Quantification Method

People Inc. uses the following methodologies to quantify greenhouse gas (GHG) emissions from various sources across its facilities:

Direct emissions (Scope 1)

- **Mobile Fuel:** Emissions are calculated by applying appropriate emission factors to the volume of fuel purchased during the reporting period.
- **Heating (Owned Facilities):** Emissions are calculated by applying appropriate emission factors to natural gas and diesel consumption at owned facilities
- **Refrigerant:** Emissions are calculated by applying appropriate emission factors to estimated refrigerant leakage from fleet vehicles during the reporting period. Estimates are based on EPA research on refrigerant emissions associated with automotive air conditioning systems.

Indirect emissions (Scope 2)

- **Electricity:** Emissions are calculated by applying appropriate emission factors to electricity consumption during the reporting period.
- **Heating (Leased Facilities):** Emissions are calculated by applying appropriate emission factors to natural gas and diesel consumption at leased facilities.
- **Chilled Water:** Emissions are calculated by applying appropriate emission factors to chilled water consumption during the reporting period.

Global Warming Potential

100-year global warming potentials are from the IPCC Fourth Assessment Report (AR4).

Adjustments

Changes will be made to calculations and emissions factors as we deem necessary to align with applicable regulatory changes, scientific and engineering judgment, or if the EPA or GHG Protocol guidance is updated.

Internal Review

IAC's Inventory Management Plan is used to ensure the Greenhouse Gas Inventory is in compliance with current protocols and guidance.

Limited Assurance

IAC's 2024 GHG Inventory was 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 their assurance statement at the end of this report.

Transparency

This 2024 GHG Report focuses on People Inc.'s emissions and related operations of its owned and operated businesses from January 1, 2024 through December 31, 2024 (and excludes the operations and performance of its suppliers or contractors). This report uses qualitative descriptions and quantitative metrics to describe People Inc.'s GHG emissions and related policies, practices and methodologies. Qualitative metrics used in this report continue to evolve and are based on the assumptions of management and/or certain third parties believed to be reasonable, but they should not be considered guarantees.

In this report, the inclusion of any information, including GHG emissions information, should not and does not constitute a conclusion by management as to the materiality of any such information for purposes of any current or future regulatory or other reporting by the Company in the U.S. or any other jurisdiction.

This report contains certain forward-looking statements relating to People Inc.'s GHG emissions reporting that are based on management's current expectations, beliefs and assumptions, taking into account all information currently available to it. These expectations, beliefs and assumptions can change as a result of many possible events or factors, not all of which are known to People Inc. or are within its control. 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. The information and opinions contained in this report are provided as of the date of such report and are subject to change without notice. People Inc. does not undertake to update or revise any such statements. All forward-looking statements speak only as of the date of this report and People Inc. does not undertake any obligation to update forward-looking statements, except as required by law.

CLIENT & VERIFICATION BODY (ISO 14063-3:2019, 6.3.3 a-b, h)

Client

IAC

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Sabina Kaplan

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Verification Body

Advanced Waste Management Systems, Inc.

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Rob Ellis

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Assurance

Limited assurance - where the nature and extent of the verification activities have been designed to provide a reduced level of assurance on historical data and information (ISO 14064-3:2019, 3.6.7)

Audit Type

n/a

SUBJECT (ISO 14063-3:2019, 6.3.3 c-d)

AWM has verified the GHG emissions in the responsible party's GHG statement for the period of 1/1/2024 to 12/31/2024, which comprise the following:

- Scope 1
 - stationary combustion;
 - mobile combustion;
 - fugitive emissions.
- Scope 2
 - indirect emissions from purchased electricity and heating

Responsibilities of the client

The responsible party is responsible for the preparation and fair presentation of the GHG statement in accordance with the criteria specified in this report. This includes designing, implementing and maintaining a data management system relevant to the preparation and fair presentation of a GHG statement that is free from material misstatement.

Responsibilities of AWM

AWM's responsibility is to express an opinion on the GHG inventory based on our verification. AWM conducted our verification in accordance with ISO 14064-3. This requires that we comply with ethical requirements and plan and perform the verification to obtain the agreed upon level-of-assurance that the GHG emissions in the GHG statement are free from material misstatement.

EVIDENCE GATHERING PROCEDURES (ISO 14063-3:2019, 6.3.3 e)

Strategic analysis

AWM did not identify any material risk from items such as the verification sector, scope of the client and the verification, or significant changes in the client.

Risk assessment

AWM did not identify any material risk to the objectives of this verification as a result of the client's GHG management system or data collection systems.

Sample Selection Criteria

Based on an analysis of contribution towards each scope of 2024 emissions as well as changes from the 2023 inventory to the 2024 inventory, AWM selected sites for sampling based upon:

- site contribution of >10% to entity scope total
- if not sites meet this criteria, at least one random site per business unit

Final sample size was 9 sites with 21 associated activities.

Recalculation results

Description of the verification work

AWM performed the recalculations presented in the above section based upon an initial data set provided by IAC. Supporting documentation was provided per the requests recorded in the ICAL section of this report.

| | % Diff | % Material | % Sampled |
|--------------------|--------|------------|-----------|
| Scope 1 | 0.5% | 0.5% | 99.7% |
| Scope 2 (Location) | 1.5% | 1.2% | 79.0% |
| Scope 2 (Market) | 1.5% | 1.4% | 89.3% |

VERIFICATION OPINION (ISO 14063-3:2019, 6.3.3 f)

AWM has determined that the client's emissions report for the year of 2024 may be Verified without modification (Unmodified).

Discrepancies found during this verification total less than the materiality threshold of 5% each for Scope 1 and Scope 2.

VERIFICATION TEAM AND OBSERVERS

| | | | |
|-------------|-----------|-------------|----------------|
| Team Leader | Rob Ellis | QC Reviewer | Jonathan Clark |
| Team | | IPR | Richard Ellis |
| Observer | | | |

SUMMARY GHG STATEMENT (ISO 14063-3:2019, 6.3.3 j)

Reference: 2024 GREENHOUSE GAS INVENTORY MANAGEMENT PLAN v1

| | |
|--|-------|
| Scope 1 (tCO ₂ e): | 3,759 |
| Scope 2 Location (tCO ₂ e): | 8,092 |
| Scope 2 Market (tCO ₂ e): | 7,164 |

| | |
|--|--------|
| Scope 1 + Scope 2 Location (tCO ₂ e): | 11,850 |
| Scope 1 + Scope 2 Market (tCO ₂ e): | 10,922 |

CRITERIA (ISO 14063-3:2019, 6.3.3 k)

Criteria for this verification were:

- ☐ The Climate Registry
 - ☐ General Reporting Protocol (v3.0, May 2019)
 - ☐ General Verification Protocol (v2.1, June 2014)
 - ☐ GVP Updates and Clarifications (October 2019)
- ☒ ISO 14064-1:2018 Part 1: Greenhouse gases — Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals
- ☐ Ontario Regulation 390/18 Greenhouse Gas Emissions: Quantification, Reporting, and Verification
- ☒ the client's GHG management system

VERIFICATION SCOPE (ISO 14063-3:2019, 6.3.3 l)

Boundaries (ISO 14043-3:2019, 5.1.6.a)

IAC accounts for 100% of the Scope 1 and 2 GHG emissions from operations over which it owns a majority interest as of the end of the first quarter following the reported year. For the current report, this reflects the following businesses: Dotdash Meredith, Search, Care.com, The Daily Beast, Vivian, NewCo, and IAC Corporate.

Facilities, physical infrastructure, activities, technologies, and processes (ISO 14043-3:2019, 5.1.6.b):

See IAC GHGMP.

GHG sinks, sources, and reservoirs (ISO 14043-3:2019, 5.1.6.c)

See IAC GHGMP.

Types of GHGs (ISO 14043-3:2019, 5.1.6.d)

CO₂, CH₄, N₂O, HFC

Time period (ISO 14043-3:2019, 5.1.6.e)

1/1/2024 - 12/31/2024

USE OF INFORMATION AND COMMUNICATION TECHNOLOGY (ICT)

Remote audit

An online video conferencing system (e.g., Google Meet) was utilized to conduct the remote audit, including displaying documents and records, conducting interviews, and conducting site tours as necessary.

It is the opinion of the audit team that the use of ICT was effective in achieving the verification objectives.

APPROVAL (ISO 14063-3:2019, 6.3.3 g, i)



Lead Verifier

June 13, 2025

Date