



**INTRODUCTION**

**SOCIAL**

**GOVERNANCE**

**ENVIRONMENTAL**

**APPENDIX**

The background of the cover features a stylized Earth with a blue and purple color palette. A network of glowing blue lines and nodes is overlaid on the globe, suggesting a digital or interconnected theme. The text is centered and rendered in a clean, white, sans-serif font.

# 2021

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT





# Safe Harbor for Forward-looking Statements

## INTRODUCTION

## SOCIAL

## GOVERNANCE

## ENVIRONMENTAL

## APPENDIX

The information covered by the report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, including statements regarding our goals, commitments, and strategies and related business and stakeholder impacts. These statements involve risks and uncertainties, and actual results may differ materially from any future results expressed or implied by the forward-looking statements, including any failure to meet stated goals and commitments and any failure to execute our strategies in the time frames expected or at all, including as a result of changing regulations and changes to our products, services, technologies, and the geographic regions in which we operate. Such forward-looking statements are subject to numerous assumptions, risks and uncertainties that could cause actual results to differ materially from those described in those statements. These forward-looking statements are based on management's expectations or beliefs as of April 19, 2022 as well as those set forth in our Annual Report on Form 10-K filed by us on March 1, 2021 with the Securities and Exchange Commission ("SEC") and the other reports we file from time to time with the SEC. More information on risks, uncertainties, and other potential factors that could affect our business and performance is included in our filings with the SEC, including in the "Risk Factors" section of our most recently filed Form 10-K and Form 10-Q and subsequent filings. We undertake no obligation to revise or publicly release any updates to such statements based on future information or actual results.

All information in this report speaks as of April 19, 2022 and any redistribution or rebroadcast of this report after that date is not intended and will not be construed as updating or confirming such information.

## Industry, Market and Other Data

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

## Pro Forma Financial Information

Unless otherwise specified, all financial data and operating metrics presented herein for Ziff Davis are presented on a pro forma ("PF") basis giving effect to the reorganization and the separation of Consensus Cloud Solutions, Inc. as described in the Form 10 filed by Consensus with the Securities and Exchange Commission.

## Third Party Information

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



## INTRODUCTION

### A Message from Our CEO

Commitments

Materiality-based Approach to ESG

## SOCIAL

## GOVERNANCE

## ENVIRONMENTAL

## APPENDIX

## A Message from Our CEO

I am pleased to present Ziff Davis' first annual ESG Report. This report marks a major step forward in our Company's sustainability journey and highlights our commitment to operating our business with the highest standards of ethics, integrity and transparency.

Our mantra when addressing environmental, social and governance (ESG) issues is that "Doing is Greater than Talking." In this report, you will learn about the actions we are taking to tackle critical challenges and the tangible results we have achieved across our business, within our industry and in our communities.

The year 2021 was transformational for Ziff Davis, as we completed the spin-off of our Consensus business on October 8 to create two category-leading independent public companies. Both companies are well positioned for long-term success and superior value creation for our shareholders.

Upon completion of the spin-off, we changed our corporate name from J2 Global to Ziff Davis, reflecting our long and distinguished history, including a remarkable transformation over the past decade to become a leading digital media and internet business. Ziff Davis

has always been recognized as an innovative leader in vertical markets, a highly successful acquirer of businesses and home to some of the industry's best talent.

In the same way that we have a responsibility to create long-term value for our shareholders, we believe Ziff Davis has a corporate responsibility to all of our stakeholders. We are focusing our efforts on five critical ESG issues: diversity, equity and inclusion; data privacy and data security; environmental sustainability; community engagement; and governance transparency and accountability.

In this report, we highlight the policies, programs and practices Ziff Davis has in place to achieve tangible results in these five areas. We are proud of the actions we have taken and the progress we have made, fueled by the hard work and dedication of our employees.



We are committed to continuous improvement and look forward to keeping you updated on our efforts and achievements via annual reports and ongoing announcements published to our website. Thank you to all of our stakeholders for your support as we act with urgency to combat the challenges we all face as a global society.

**Vivek Shah**

Chief Executive Officer

## Diversity, Equity & Inclusion

Reinforce our diverse workforce, reflect our diverse audiences and extend upon our inclusive culture

## Environmental Sustainability

Reduce our environmental footprint and continue helping customers and users reduce their footprint

## Community

Support our employees worldwide and positively impact the communities around us

## Data Privacy & Security

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

## Governance

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



### INTRODUCTION

A Message from Our CEO

#### Commitments

Materiality-based Approach to ESG

### SOCIAL

### GOVERNANCE

### ENVIRONMENTAL

### APPENDIX

### Forward-looking Commitments

Our work continues—these are the actions we have in progress and in development for the next year at Ziff Davis:



#### Hiring and Career Development



#### Environmental



#### Governance



#### Partnerships and Community



#### Responsible Oversight





## INTRODUCTION

A Message from Our CEO

### Commitments

Materiality Based Approach to ESG

## SOCIAL

## GOVERNANCE

## ENVIRONMENTAL

## APPENDIX



### Hiring and Career Development

Continue to refine our work and establish new partnerships – with diversity job boards and other sources, to make a greater hiring impact from these partnerships.

**Implement a stronger framework around our Employee Referral Program** – additional program elements and tracking will encourage and recognize engagement.

**Broaden our ReStart Returnship program into functions outside of technology**

**Expand our new internal mobility program** – training hiring managers on the philosophy and process, expanding our internal job board, and continuing to review internal candidates first when roles open anywhere in the company.

**Work together to develop careers through mentorship** – the Ziff Davis Global Mentorship Program will be rolled out this year to all employees.

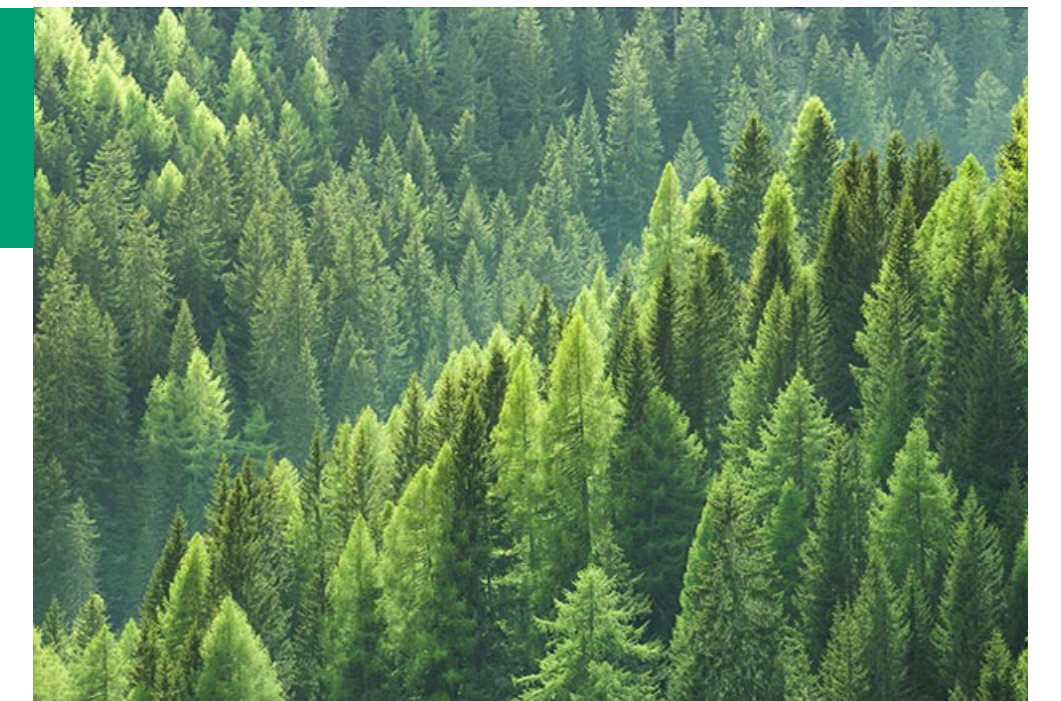
### Environmental

Commit to developing a science-based emissions reduction target

Increase the percentage of operations that are cloud-based from our current 60%

Reduce air travel by 50% from pre-pandemic levels

Roll out our waste management program to more offices as employees return to the office



### Governance

Continue to push for increased Board diversity as refreshment opportunities arise

– today our Board of Directors has seven members, of which two are women and two identify as people of color. We commit to inviting 2SLGBTQIA+ and ethnicity self-identification of Board members, and seek Board members from a variety of backgrounds and areas of expertise.





## INTRODUCTION

A Message from Our CEO

### Commitments

Materiality-based Approach to ESG

## SOCIAL

## GOVERNANCE

## ENVIRONMENTAL

## APPENDIX

### Partnerships and Community



**Expand the ways we give back** – in Fall of 2021, we added charitable giving and corporate matching to our Ziff Davis Cares program via Benevity. Volunteers are rewarded \$250 with “Dollars for Doers” – funds they can donate to a nonprofit of their choice on the platform, granted based on the hours they volunteer – and we also match up to \$250 in employee donations.

**Amplify our collective volunteering impact** – we’ll hold service days, on which all employees will be encouraged to volunteer, via organized team events, or on their own.

**Use our platforms to power our partners** – each of our ERGs will select a charitable organization partner, to which they will donate \$1M in pro bono advertising over the next year. Additionally, each ERG will host volunteer opportunities with partner organizations that align with their group’s goals and priorities.

**Deepen our relationship with the Human Rights Campaign** – in 2021 we participated in HRC’s Corporate Equality Index and joined HRC’s Business Coalition for the Equality Act. This year we look forward to exploring volunteering and giving opportunities with this partner organization.



### Responsible Oversight

**Put more vigorous processes in place to ensure aligned values**

– working with partners, vendors and suppliers who

support and share our values and practices, including sustainability and diversity initiatives.

**Utilize ESG criteria in our mergers and acquisitions due diligence process**

**Continue to implement leading data protection and customer privacy practices** – which is fundamental to maintaining the trust of our customers, readers, subscribers, suppliers and employees.



**INTRODUCTION**

A Message from Our CEO

Commitments

**Materiality-based Approach to ESG**

**SOCIAL**

**GOVERNANCE**

**ENVIRONMENTAL**

**APPENDIX**

## Materiality-based Approach to ESG

To inform this ESG Report, in 2021 Ziff Davis completed its first ESG materiality assessment. As part of this work, Ziff Davis retained the Governance & Accountability Institute (G&A), a highly respected advisor on ESG issues, to perform an independent third-party assessment.

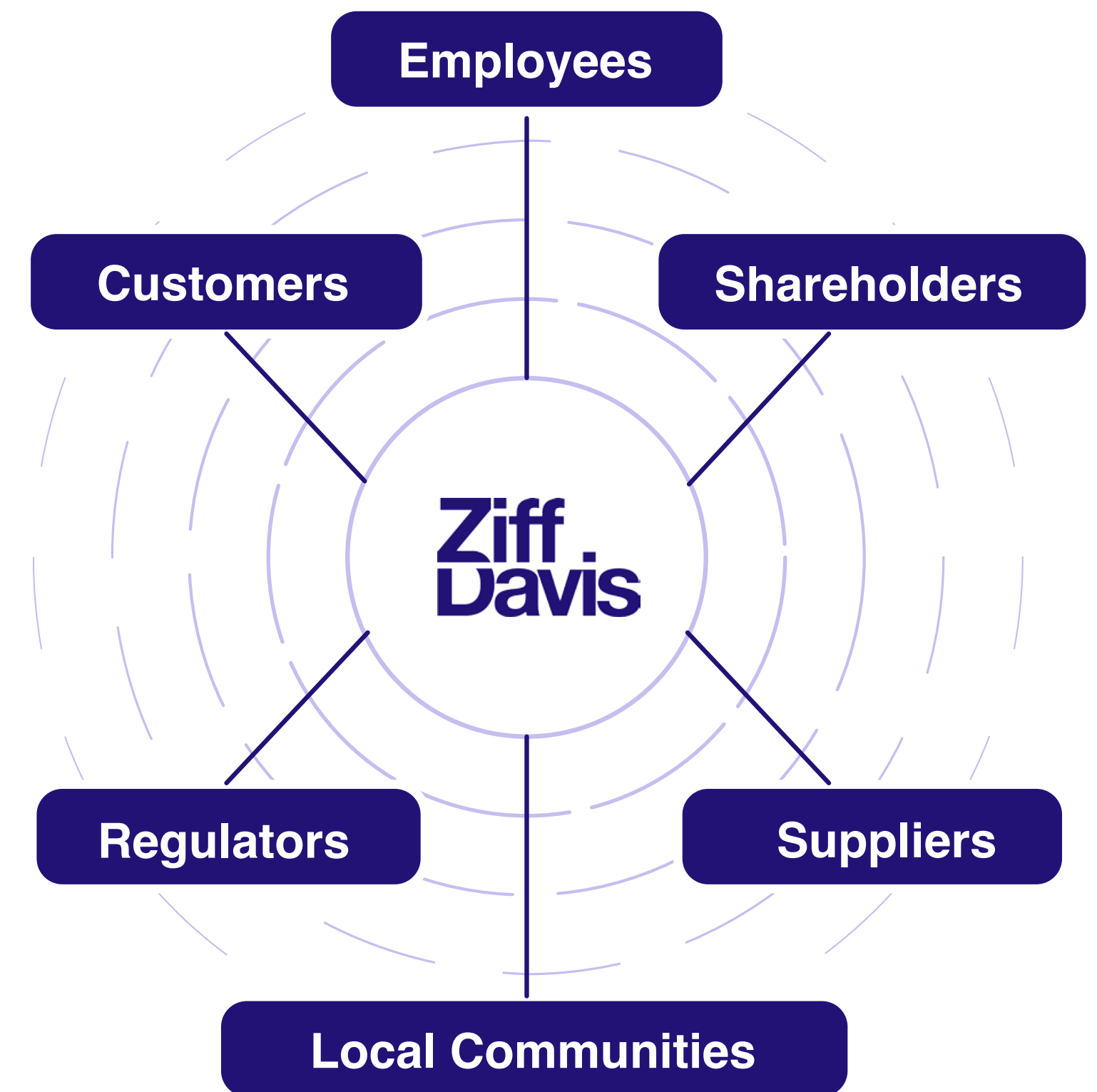
The assessment began by examining a range of key stakeholders, as well as studying industry peers, to conduct a materiality analysis for ESG topics. Topics included each of the GRI Standards Topics, the SASB Software & IT Services 2018 Accounting Standard and SASB Internet Media & Services 2018 Accounting Standard, and other ESG topics of interest to investors and other important stakeholders.

We first mapped sector-specific material ESG topics identified by these stakeholders to the GRI Standards Topics. For material ESG topics identified that did not map directly to a GRI Standards Topic, an additional “Non-GRI Material Topic” was added to the materiality analysis. This initial step produced a list of 38 topics of interest to different stakeholder groups.



**Our materiality assessment identified 38 topics of interest to stakeholders.**

## Our Key Stakeholder Groups:





## INTRODUCTION

A Message from Our CEO

Commitments

**Materiality-based Approach to ESG**

SOCIAL

GOVERNANCE

ENVIRONMENTAL

APPENDIX

We then conducted a deeper analysis to prioritize these issues, starting with an assessment of a selection of highly rated ESG industry peers and clients. We also examined the methodologies of leading ESG investor raters and institutional investors. We reviewed their strategic selection of material ESG topics for inclusion in their sustainability disclosure, rating methodologies, investment decision-making, goal setting and strategy.

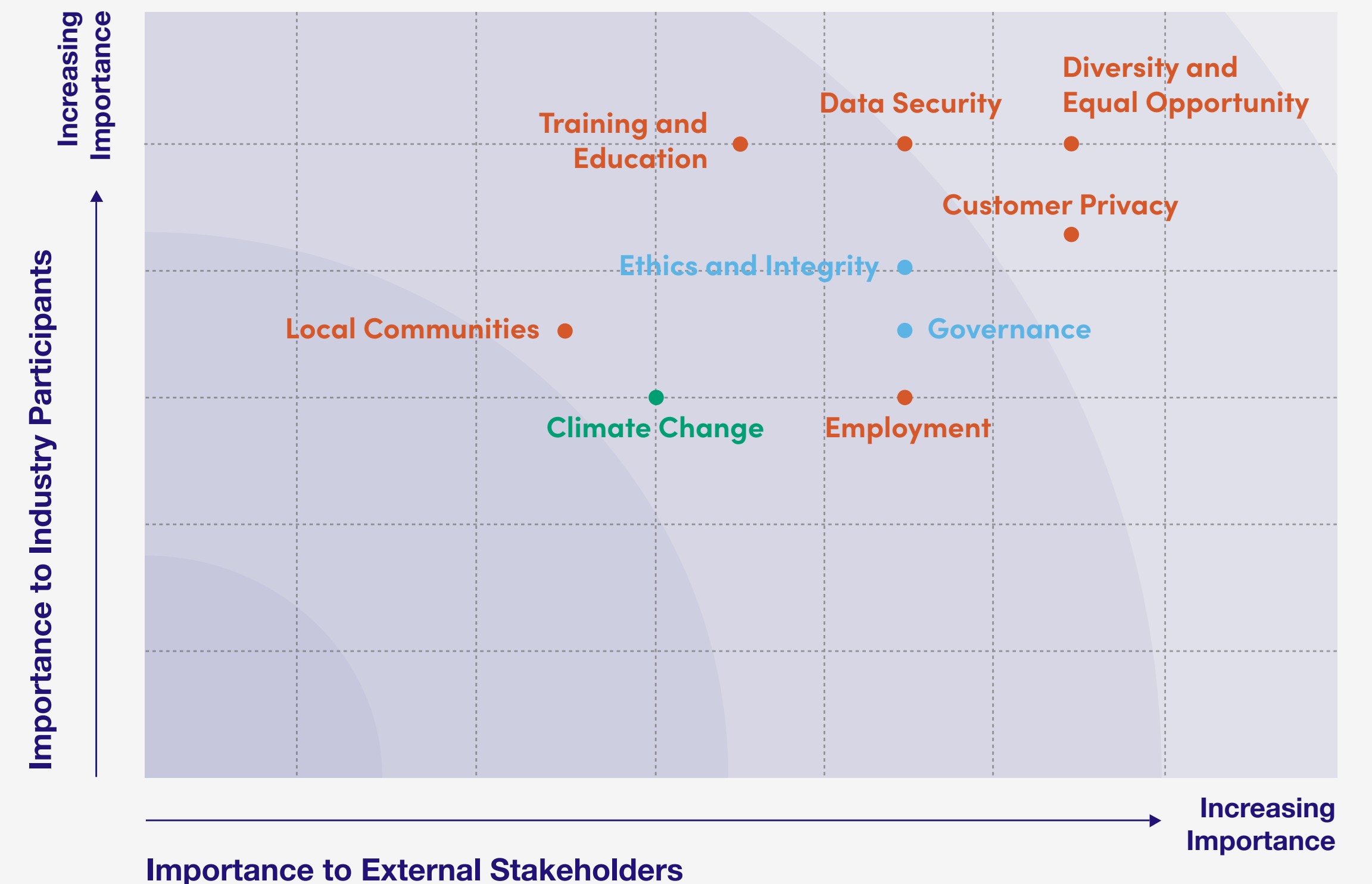
From this research, G&A calculated an overall materiality score for each ESG topic to help focus our strategy and disclosures in this report. Using this quantitative model, Ziff Davis identified the nine non-financial topics that are most material to the business.

## Ziff Davis Materiality Matrix

- Social
- Governance
- Environmental

### Overview of Material ESG Topics

The materiality matrix shows the relative weight of different topics from two perspectives. The X axis shows each topic's importance to external stakeholders, while the Y axis shows each topic's importance to industry participants.





# Making Positive Social Impact

**Ziff Davis strives to create and maintain a work environment in which all people are treated with dignity, decency and respect. We are committed to providing equitable employment opportunities to all qualified persons and to making personnel decisions based on merit and contribution to the Company's success. As a vertically focused digital media and internet company, Ziff Davis considers it our responsibility to use our platforms and broad reach to combat systemic racism and inequality.**



## Chapter 1: Human Capital Management

### INTRODUCTION

### SOCIAL

#### CH1: Human Capital Management

Employment

Training and Education

Diversity, Equity and Inclusion

CH2: Local Communities

### GOVERNANCE

### ENVIRONMENTAL

### APPENDIX

Human capital management is a top priority at Ziff Davis. We are committed to upholding the principles of fair labor and employment practices throughout our organization, including promoting diversity, equity and inclusion. We recognize the importance of having engaged employees and supporting the personal development of our employees to help them achieve their career goals.

Ziff Davis completed its first annual Global Employee Engagement Survey in early 2021, with 74% of our global employees participating and excellent representation across our geographic locations and business units. Our overall engagement score was 81%, showing employees' confidence in the Company's culture and environment. The company-wide results of the survey were shared with all employees along with plans for future initiatives inspired by employee feedback.



### Engagement Survey Highlights:

74%

global employees participating and excellent representation across our geographic locations and business units.

81%

overall engagement score in 2021 showing employees' confidence in the Company's culture and environment.





**INTRODUCTION**

**SOCIAL**

**CH1: Human Capital Management**

**Employment**

Training and Education

Diversity, Equity and Inclusion

CH2: Local Communities

**GOVERNANCE**

**ENVIRONMENTAL**

**APPENDIX**

## Employment

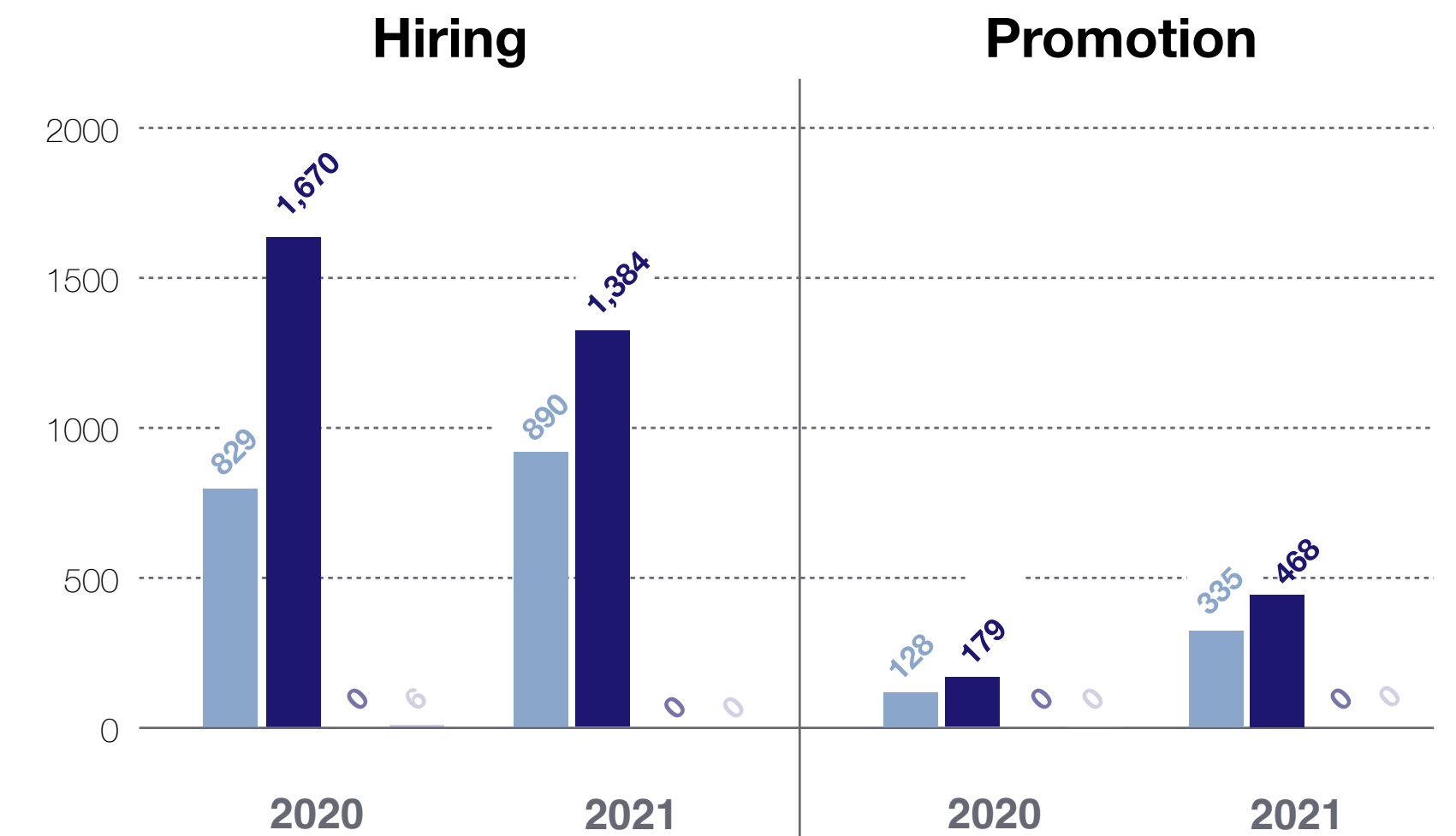
Ziff Davis is committed to upholding the highest standards of concern for personal dignity and individual worth in our employment practices, focusing on merit and contribution to the Company’s success. We provide equitable employment opportunities to all qualified persons, as highlighted in our [Code of Business Conduct and Ethics](#).

Ziff Davis has an [Anti-Harassment Policy and Complaint Procedure](#) in compliance with all applicable federal, state and local anti-discrimination and harassment laws and regulations. It is the policy of the Company to recruit, hire, transfer, promote and compensate employees based on qualifications, ability and merit and without regard to race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, marital status, citizenship, genetic information or any other characteristic protected by law.

The Company manages general employment and workplace safety policies for full-time employees at the corporate level. We are committed to providing a safe and professional work environment for all employees and our [Global Workplace Safety Policy](#) strictly prohibits and will not tolerate any workplace violence, including threatening or abusive conduct by or against employees. All laws and regulations governing workplace safety, including workers’ compensation requirements, must be complied with.

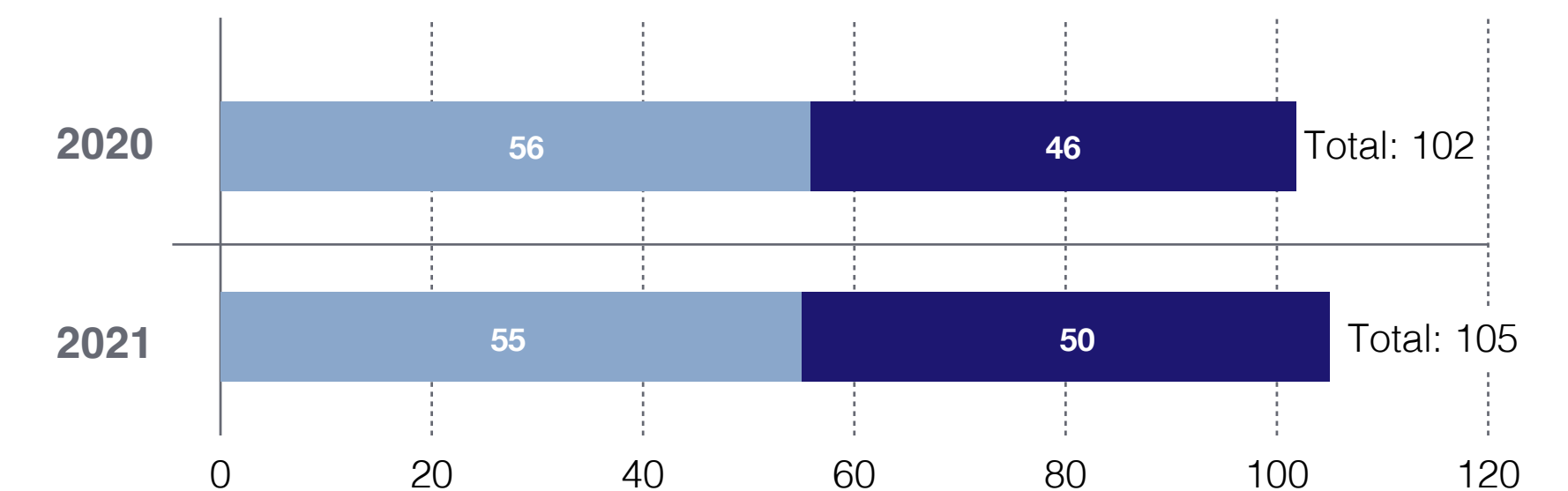
### Global Hiring and Promotion (by gender)

Female Male Non-Binary Not Specified



### Total Number of U.S. Employees that Took Parental Leave (by gender)

Female Male







**INTRODUCTION**

**SOCIAL**

**CH1: Human Capital Management**

**Employment**

Training and Education

Diversity, Equity and Inclusion

CH2: Local Communities

**GOVERNANCE**

**ENVIRONMENTAL**

**APPENDIX**

Ziff Davis' compensation programs are designed to attract and retain talented employees in the competitive digital media and internet sectors. The Compensation Committee of the Board of Directors is responsible for evaluating and making recommendations for compensation of executive officers, including equity awards, that are designed to motivate management to achieve the Company's business objectives and align the interest of management with the long-term interests of the Company's shareholders. The annual bonuses of all Ziff Davis employees are not based on individual performance, but on the financial measures of our Company.

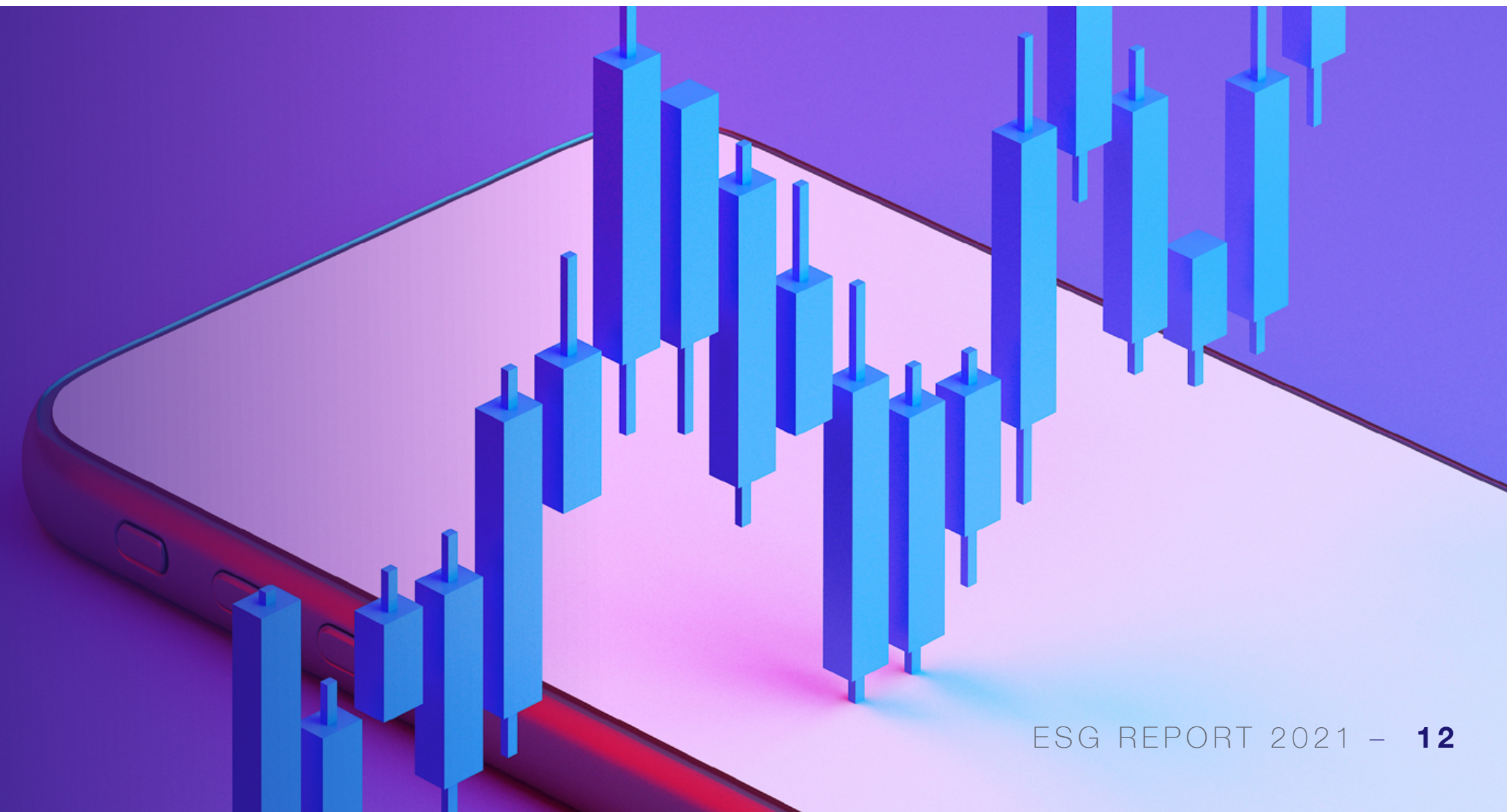
Ziff Davis offers a robust Employee Stock Purchase Program (ESPP) through which eligible employees based in countries in which the Company employs more than 10 employees can purchase Ziff Davis stock at a

discounted rate of 15% of the lower of the share price at the start or end of the offering periods. The ESPP is offered to all full-time employees and to part-time employees who regularly work 20 or more hours per week for at least 5 months per year.

We provide autonomy to the management teams of our diversified brands so that each one may design appropriate compensation and benefits programs to attract, retain and develop employees in the best way for their division. The diversified nature of Ziff Davis' organization enables us to structure benefit offerings tailored to the needs of our global community of employees. For example, health insurance benefits for U.S.-based employees are administered at the corporate level while for non-U.S. employees, benefits are administered at the local level.

**Compensation Program**

Ziff Davis offers a robust Employee Stock Purchase Program (ESPP).







**INTRODUCTION**

**SOCIAL**

**CH1: Human Capital Management**

**Employment**

Training and Education

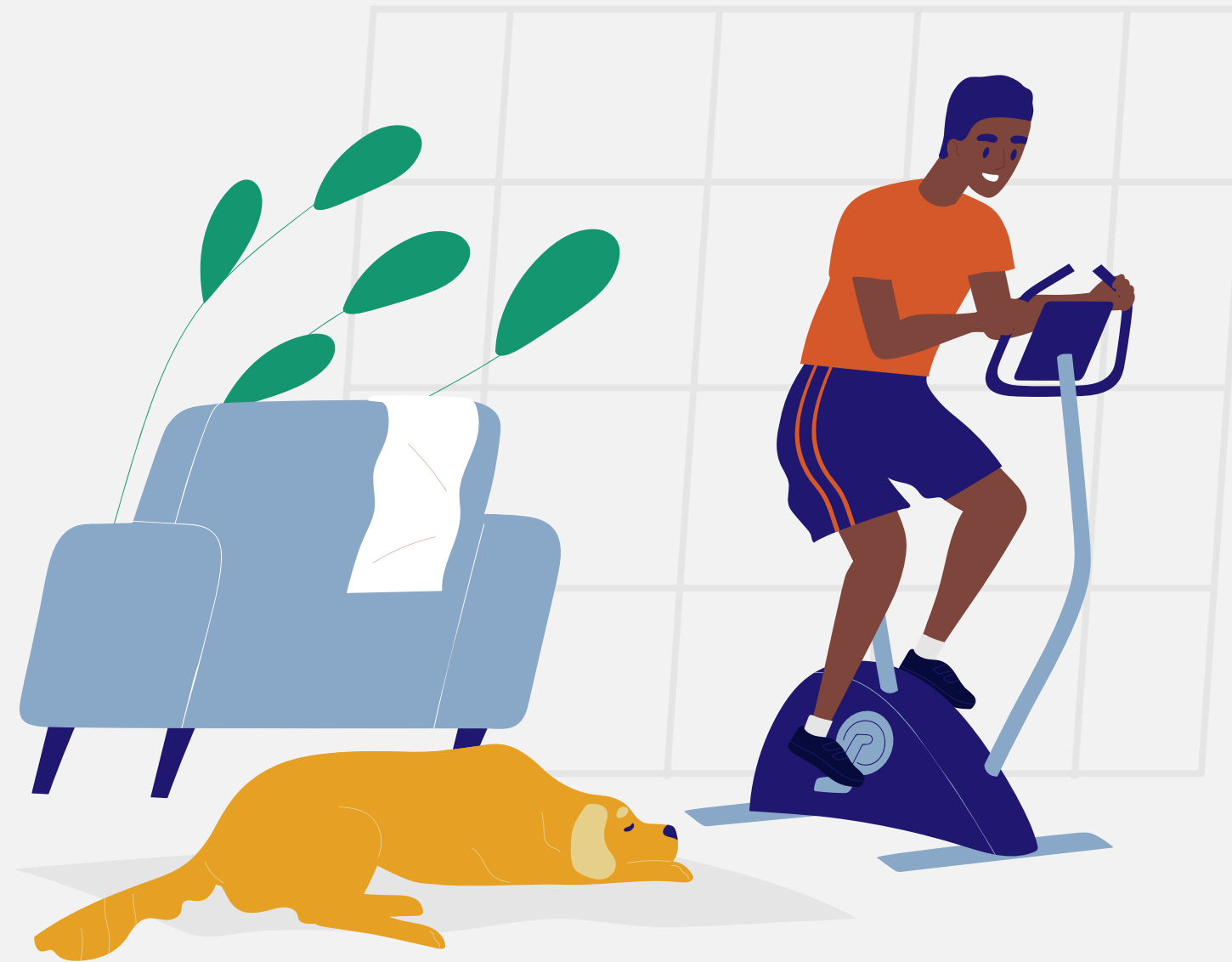
Diversity, Equity and Inclusion

CH2: Local Communities

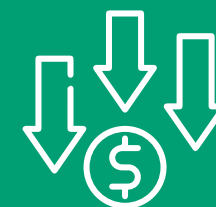
**GOVERNANCE**

**ENVIRONMENTAL**

**APPENDIX**



**Ziff Davis' Wellness Your Way program enables its U.S.-based employees to choose their own wellness path, offering a choice of free wellness-related activities.**



**Ziff Davis paid 83% of health insurance costs for covered U.S. employees in 2021.**



**All full-time Ziff Davis employees worldwide have generous parental leave policies (10-16 weeks).**

The Company offers comprehensive health insurance coverage with up to five choices in medical plans. Ziff Davis paid 83% of health insurance costs for covered U.S. employees in 2021. Employee premiums for medical, dental and vision benefits in the U.S. did not increase in 2021 even as the overall benefits improved. Ziff Davis provides matching contributions in our HSA plans, low deductibles on both primary and mental health care, 100% free telemedicine services including mental health for employees who participate in select medical plans and concierge support for employees' benefits-related questions.

Ziff Davis' Wellness Your Way program enables its U.S.-based employees to choose their own wellness path, offering a choice of free wellness-related activities, including free memberships to Headspace and Noom. In addition, our Fitness Membership Reimbursement program, offered in some segments of the Company, provides up to a \$300 reimbursement per calendar year to employees.

All full-time Ziff Davis employees worldwide have generous parental leave policies, with 16 weeks of paid parental leave available to parents who give birth and all expecting parents (via birth, adoption or foster placement) receiving 10 weeks of paid parental leave. For U.S. employees who are expecting or planning a family, Ziff Davis has partnered with Maven to provide around-the-clock support at every stage of the family planning journey, including the ability to send breast milk home to their baby when traveling for work or carry it with them easily and safely with free breast milk shipping through Maven Milk.





**INTRODUCTION**

**SOCIAL**

**CH1: Human Capital Management**

**Employment**

Training and Education

Diversity, Equity and Inclusion

CH2: Local Communities

**GOVERNANCE**

**ENVIRONMENTAL**

**APPENDIX**



As part of offering paid vacation days, sick time, and personal days, Ziff Davis encourages our employees to take time off based on their individual needs. With Ziff Davis' Flexible Time Off policy, all eligible full-time salaried employees are free to take time off without designating how their time will be used. This benefit is available to all employees based in the U.S., Canada, Ireland and the UK, and the Company is working to extend this benefit to employees in our other locations around the world. Ziff Davis also has a Volunteer Time Off policy discussed in [Chapter 2](#).

With the success of our Work From Home shift at the start of the COVID-19 pandemic, Ziff Davis decided in 2021 to provide the flexibility to Work From Anywhere. With manager approval, any role can be located almost anywhere, and we do not adjust salaries if an employee relocates to a new city. Ziff Davis strives to be location neutral for both current employees and new hires.



**We do not adjust salaries if an employee relocates to a new city.**

In 2021, Ziff Davis established an Employee Assistance Fund (EAF) to help employees coping with unexpected financial hardships from the COVID-19 pandemic, providing approved applicants with funds to help them recover more quickly. We also staged a vaccination drive in Pune, India where 600 employees and 3,000 community members in surrounding neighborhoods were vaccinated.



**INTRODUCTION**
**SOCIAL**
**CH1: Human Capital Management**

Employment

**Training and Education**

Diversity, Equity and Inclusion

CH2: Local Communities

**GOVERNANCE**
**ENVIRONMENTAL**
**APPENDIX**

## Training and Education

Ziff Davis is committed to developing a qualified and motivated workforce to power our continued innovation and growth and help employees advance in the company and fulfill personal career goals.

Based on the results of our Global Employee Engagement Survey, in 2021 we launched a global internal mobility initiative to make it easier for employees to apply and be considered first for positions across the Ziff Davis family of brands. As part of this program, we are training hiring managers on the philosophy and process, expanding our internal job board and continuing to review internal candidates first when roles open anywhere in the company.

All Ziff Davis Technology, Shopping & Entertainment employees have access to an online learning and training platform offering more than 5,000 courses ranging from job-specific training such as web development, programming, cloud certification and network security to leadership development courses on management, marketing strategy and communication. Additional leadership development training is offered at the business unit level.

### Developing Leadership Skills at Ziff Davis

**1**

**Everyday Health Group offers Manager Toolkit Training, Laser Coaching for Managers, and Executive Coaching.**

**2**

**Humble Bundle recently implemented the 9 Box Performance Management tool, to be used twice annually, to identify leadership potential and to inform succession planning.**

**3**

**Ookla offers annual manager training on Coaching Through Conflict, Leading Through Challenging Times, and Sharing Responsibility in Career Development.**

**4**

**Ziff Media Group offers Inclusive Leadership and Behavioral Interviewing Competency Training to hiring managers.**





**INTRODUCTION**

**SOCIAL**

**CH1: Human Capital Management**

Employment

**Training and Education**

Diversity, Equity and Inclusion

CH2: Local Communities

**GOVERNANCE**

**ENVIRONMENTAL**

**APPENDIX**

In 2021, we launched Ziff Davis ReStart, a 16-week paid program open to candidates who have paused work for two years or more to support their loved ones, obtain graduate degrees or fulfill personal obligations. The program provides 16 weeks to brush up on skills and be mentored while building up to the full responsibilities and duties of the identified position. Upon completion of the program, the person is evaluated for conversion to the full-time position. In 2021, there were two participants in Ziff Davis ReStart, and both were hired full-time after completing the program.

Also in 2021, we laid the foundation to launch the Ziff Davis Global Mentorship Program in Q1 of 2022. In this one-to-one program, mentors and mentees at all levels will find the best match through pairing, set goals,

then work together. Mentors can also take advantage of the Mentorloop platform for knowledge organization, meeting scheduling and progress monitoring. We are also developing a mentoring framework with our Employee Resource Groups, which are discussed below.

Ziff Davis allows our divisions to have autonomy in their performance appraisal processes to meet their varied needs. In 2021, 82% of employees received annual reviews.



“I would definitely recommend Ookla for anyone who is interested in a returnship. I loved the work culture and the work-life balance that it provided during the returnship.”

**Nagashree Murthy,**  
Software Engineer II at Ookla







**INTRODUCTION**

**SOCIAL**

**CH1: Human Capital Management**

- Employment
- Training and Education

**Diversity, Equity and Inclusion**

CH2: Local Communities

**GOVERNANCE**

**ENVIRONMENTAL**

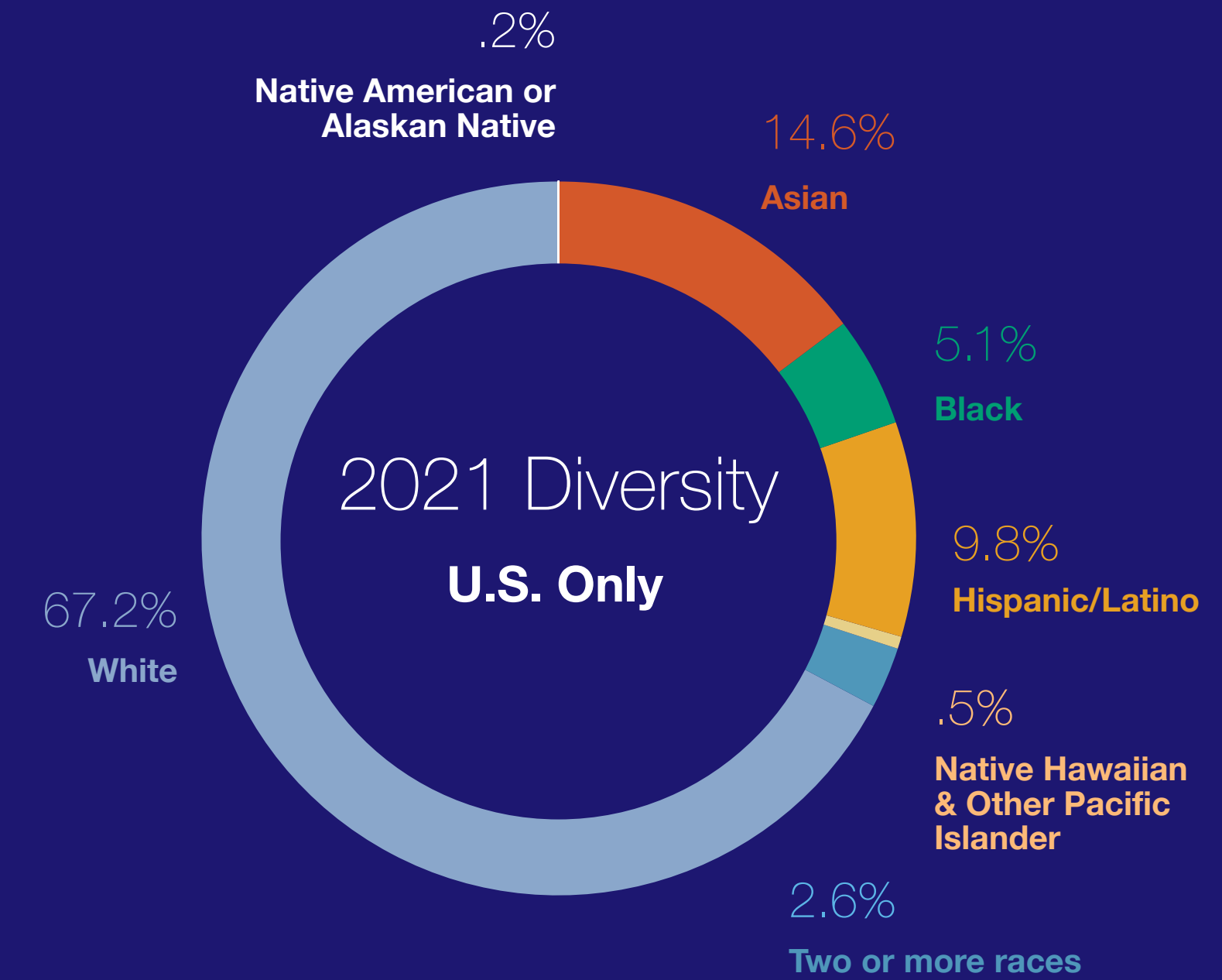
**APPENDIX**

## Diversity, Equity and Inclusion

Ziff Davis is committed to taking action to drive greater opportunity and fairness in our workplaces around the world and extending into the many communities we serve. “Doing is Greater Than Talking” is the call to action that unites our DEI efforts across the Company. By bringing our employees together, amplifying their voices, and clarifying our hiring, engagement, education and giving efforts we continue to work toward creating a diverse workforce where all feel that they belong and can build great careers.

Our commitment to DEI starts at the top with the Company’s Board of Directors and the Board’s Environmental, Social and Governance Committee. In 2021, for executives with substantial hiring oversight we added non-financial DEI targets as a component of their annual compensation plans, based on internal talent goals. We published a Diversity Report in 2021 to share representation and demographic information across the Company, and management has committed to reporting regularly on DEI metrics, including in the annual ESG Report.

As part of our DEI initiatives, we developed live, interactive training sessions on Anti-Racism and Allyship for our U.S. managers, with 569 managers completing the training in 2021. In 2022, we are launching a training module that extends to non-managers, as well. We also held an extensive 2SLGBTQIA+ Mental Health and Allyship webinar to help equip our employees with tools to fight bias and take action against it.







**INTRODUCTION**

**SOCIAL**

**CH1: Human Capital Management**

- Employment
- Training and Education

**Diversity, Equity and Inclusion**

CH2: Local Communities

**GOVERNANCE**

**ENVIRONMENTAL**

**APPENDIX**

To ensure that our DEI efforts best serve Ziff Davis' employees, our DEI strategy, programs, and external partnerships are driven by employee input and participation. As such, we formed the Diversity Council with oversight by the Chief Human Resources Officer. The council consists of a diverse group of employees who develop recommendations for the company across employee recruiting, mentorship, and advancement, take direct action in partnership with HR teams by supporting Committees on DEI initiatives, and identify new ways to use our platforms to further racial equality.

Ziff Davis has five executive-sponsored Employee Resource Groups, aligned with the Asian, Black, 2SLGBTQIA+, and Latinx communities, and a Women's Leadership Program, to increase opportunities for networking, learning and development, and access to senior leadership for these identity groups. These groups are led by employee volunteers, overseen and mentored by executive sponsors and supported by our Global DEI and Human Resources Programs team.

To increase racial diversity across our workforce, Ziff Davis has doubled the referral bonus paid to employees and senior leadership when we hire a person of color they recommend. The Company is developing an internship program focused on attracting a diverse range of candidates and maintaining an inclusive workforce for the long term. We have committed \$1 million to hiring freelancers who are people of color. Since its launch, we have activated approximately \$700,000 of this budget through our IGN and Ziff Media Group businesses.

**ERG Mission Statement:**

**It is the mission of the Ziff Davis Employee Resource Groups to promote and sustain safe, open, diverse and inclusive workspaces where all individuals can thrive. We join together based on shared identities and interests, to build connections through networking and mentorship, share thoughts, ideas, and concerns, educate our global workforce and increase avenues for growth and development. Through our ERGs, which all are welcome to join, we take action together to better our communities.**

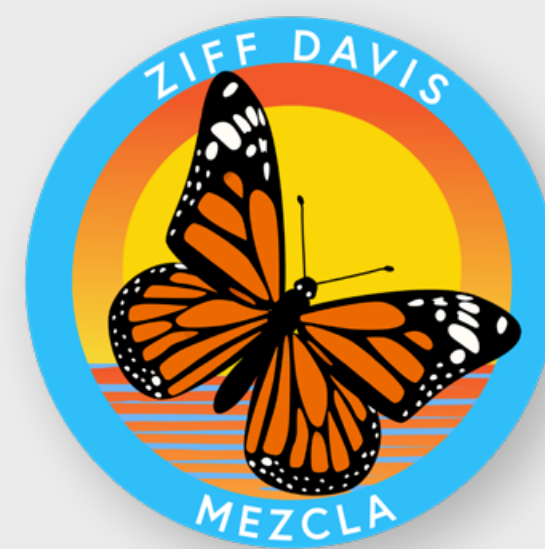
**Employee Resource Groups:**



**Asian ERG**



**Black @ ZD**



**Mezcla (Latinx)**



**Prism (2SLGBTQIA+)**



**Women's Leadership Program**





**INTRODUCTION**

**SOCIAL**

**CH1: Human Capital Management**

- Employment
- Training and Education

**Diversity, Equity and Inclusion**

CH2: Local Communities

**GOVERNANCE**

**ENVIRONMENTAL**

**APPENDIX**

**Human Rights Campaign Highlights:**



Ziff Davis is proud to have received a perfect score on the most recent Corporate Equality Index earning the designation as a “Best Place to Work for LGBTQ+ Equality.”



Ziff Davis is now a member of the Business Coalition for the Equality Act.

Ziff Davis is proud to have received a perfect score on the most recent Human Rights Campaign Foundation’s Corporate Equality Index earning the designation as a “Best Place to Work for LGBTQ+ Equality.” In addition, in 2021, Ziff Davis joined more than 400 U.S.-based companies as a member of the Business Coalition for the Equality Act. This coalition, which is organized by the Human Rights Campaign, supports the passage of federal legislation that would provide the same basic protections to 2SLGBTQIA+ people as are provided to other protected groups under federal law.

Ziff Davis partners with organizations including the Professional Diversity Network to proactively seek talent from a variety of backgrounds and identities. Additionally, some roles within the Ziff Davis family of brands will be posted to job boards with the National Association of Hispanic Journalists, National Association of Black Journalists, the Asian American Journalists Association, The Native American Journalists Association, the Association of LGBTQ Journalists (NLGJA), the South Asian Journalists Association (SAJA) and Writers of Color.

Ziff Davis is a member of Internet Infrastructure Coalition (i2Coalition), a group of leading companies in the internet infrastructure industry. In 2021, Ziff Davis joined a working group for i2Coalition’s Diversity & Inclusion Initiative (DII), which is focused on achieving greater inclusion within the industry’s technology workforce. The DII advises and partners with existing, like-minded policy, education and workplace advocacy groups to educate member companies on policies and best practices to broaden the technology workforce and support those already in it.



## Chapter 2: Local Communities

Ziff Davis is committed to having a positive community impact, including promoting racial justice by using our platforms to support organizations that combat systemic racism and inequality. We actively support initiatives aimed at developing our communities, raising awareness of environmental issues, and promoting educational opportunities. Our support takes the form of financial donations, partnerships with local organizations and employee volunteerism.

### INTRODUCTION

### SOCIAL

CH1: Human Capital Management

#### CH2: Local Communities

Supporting Racial Equity and Anti-Racist Initiatives

Supporting Communities Through Philanthropy

Employees Take Action in our Communities

### GOVERNANCE

### ENVIRONMENTAL

### APPENDIX



Ziff Davis has partnered with NAACP to donate \$6 million in media value across Ziff Davis properties over three years.





## INTRODUCTION

## SOCIAL

CH1: Human Capital Management

### CH2: Local Communities

#### Supporting Racial Equity and Anti-Racist Initiatives

Supporting Communities Through Philanthropy

Employees Take Action in our Communities

## GOVERNANCE

## ENVIRONMENTAL

## APPENDIX

## Supporting Racial Equity and Anti-Racist Initiatives

Ziff Davis and our businesses stand against racism and discrimination. We are committed to using our financial and technological resources to make change in our communities.

### The actions taken and programs we launched include:

# \$6M

#### NAACP Partnership

We launched a \$6 million media partnership with NAACP to run its campaigns across our brand sites for three years and we donated \$1 million in media to the Ad Council.

# \$10M

#### #BankBlack Movement

We took part in the #BankBlack movement by depositing \$10 million in Black-owned banks and credit unions. Our deposits at Hope Credit Union, Harbor Bank of Maryland, Broadway Federal Bank and Carver Federal Savings bank were intended to allow these institutions to originate additional loans that will foster economic opportunity within underserved Black communities.

# \$1M

#### Black Game Developer Fund

Our Humble Bundle business launched a [Black Game Developer Fund](#) to elevate diverse voices in the game industry and help achieve equity for Black game creators. This \$1 million dollar annual program offers Black indie game makers funding and ongoing guidance around development and marketing of their games, as well as a potential opportunity for being published by Humble. To date, more than 25 members have been signed to the fund, with more to be added.

# \$10K

#### Stop AAPI Hate Donation

We donated \$10,000 to Stop AAPI Hate to show support of the mission to condemn hate, racism and violence against Asian Americans and Pacific Islanders.

Humble Bundle also had a major activation with Stop AAPI Hate, with several bundles supporting their efforts, in addition to naming them a featured charity in April. In total, these efforts raised over \$640K for their key programs, including community-based safety measures and restorative justice efforts, multilingual resources for impacted community members, policy advocacy and more.

# #Black-HealthFacts

#### Everyday Health Campaign

Ziff Davis' Everyday Health launched a public education campaign, #BlackHealthFacts: A Resource Center for the Knowledge Movement, to provide foundational knowledge about the impact of systemic racism on Black health. In 2021, the campaign featured videos on mental health, fighting stigma and self-care.





## Supporting Communities Through Philanthropy

Several Ziff Davis businesses have innovative programs to support charitable organizations and non-profits focused on important issues impacting our communities, including education, food insecurity, health and the environment.

**OOKLA** **Ookla**, the global leader in internet testing, data and analysis, established the Ookla for Good initiative to provide its services free of charge to organizations that are seeking to improve people’s lives through internet accessibility. Ookla for Good has partnered with numerous organizations, local governments and universities in the U.S. and globally including the World Bank, International Monetary Fund, the State of South Carolina, International Telecommunications Union, MIT, the Center for Data and Computing at the University of Chicago, and Kids First Chicago.

**RetailMeNot** **RetailMeNot** has a program to reduce e-waste by offering employees the opportunity to buy old computers, with the funds raised from the program donated to local charities in Austin, Texas where it is headquartered. These organizations include Kids in a New Groove (music mentoring programs), Girlstart (summer camp and after-school programs), Chicktech (STEM programs for women and girls) and DivInc (diversity and inclusion programs in entrepreneurship). RetailMeNot has donated more than \$120,000 to charities from the e-waste program since its inception.

### INTRODUCTION

### SOCIAL

CH1: Human Capital Management

#### CH2: Local Communities

Supporting Racial Equity and Anti-Racist Initiatives

#### Supporting Communities Through Philanthropy

Employees Take Action in our Communities

### GOVERNANCE

### ENVIRONMENTAL

### APPENDIX

## Ookla for Good 5K

In 2021, no matter where we were, Ookla employees came together in support of non-profit organizations and causes, including running a 5K for charity. Over 50 different charitable organizations and causes across the globe received donations from Ookla employees.







**INTRODUCTION**

**SOCIAL**

CH1: Human Capital Management

**CH2: Local Communities**

Supporting Racial Equity and Anti-Racist Initiatives

**Supporting Communities Through Philanthropy**

Employees Take Action in our Communities

**GOVERNANCE**

**ENVIRONMENTAL**

**APPENDIX**

**Humble Bundle** **Humble Bundle**, a digital storefront with game, software and book content, donates a portion of proceeds from a vast majority of transactions to charity. Since the brand's founding in 2010, more than 37,000 charities have received over \$200 million. In 2021, the community helped raise more than \$13 million in support of 15,000 charities championing diverse causes from health, education and climate change, to pressing social needs like disaster relief and racial equity. Charity partners included Girls Who Code, Worldreader, Stop AAPI Hate, It Gets Better Project, Oceana, One Tree Planted, No Kid Hungry, Children's Miracle Network Hospitals and Direct Relief.

Humble Bundle, a digital storefront with game, software and book content, donates a portion of the proceeds from a vast majority of transactions to charity.

**Donation Highlights:**

**Humble Bundle Donated:**

**\$13M**

to more than 15,000 charities in 2021

**RetailMeNot Donated:**

**\$120K**

to charities from its e-waste program since its inception







**INTRODUCTION**

**SOCIAL**

CH1: Human Capital Management

**CH2: Local Communities**

Supporting Racial Equity and Anti-Racist Initiatives

Supporting Communities Through Philanthropy

**Employees Take Action in our Communities**

**GOVERNANCE**

**ENVIRONMENTAL**

**APPENDIX**

## Employees Take Action in our Communities

Ziff Davis and our employees recognize the importance of giving back to the communities where we live and work, whether it's to make a difference in the lives of others, help those less fortunate or without a voice, or help protect the environment. The Company has a Volunteer Time Off policy in which all eligible full-time and part-time employees are given 16 or 8 hours respectively of paid time off annually to volunteer with organizations of their choice.



**Our full-time employees receive 16 hours of paid time off every year to devote to volunteer work of their choosing.**

Due to widespread employee requests for giving and volunteering opportunities, in 2021 we launched our Ziff Davis Cares volunteering program. With the new Ziff Davis Cares platform, employees can organize their own events and sign up for others — virtual or in-person — to volunteer on their own, or with their colleagues. This global initiative works hand in hand with volunteering initiatives that have been present within some of our business units for years, amplifying events and streamlining sign-ups and raising awareness of opportunities to donate our employees' time and talents to organizations that help our local communities.

In late 2021, we expanded the Ziff Davis Cares program to include charitable giving, including “Dollars for Doers” volunteer rewards that eligible employees can direct to charities of their choice and an employee gift matching program.

## Promise Walk for Preeclampsia™

In September of 2021, 54 employees from the Pregnancy & Parenting team of Everyday Health Group (EHG) participated in the Virtual 5K Promise Walk for Preeclampsia™, which is the signature awareness and fundraising event of the Preeclampsia Foundation. As a group, EHG employees raised over \$11,000, far surpassing their goal of \$5,000 and the average participation amount of \$6,700. Funds from the Walk are used by the Foundation to improve the outcomes of hypertensive disorders of pregnancy by educating, supporting and engaging the community, improving healthcare practices, and finding a cure for the condition of preeclampsia.



Over the next year, our Employee Resource Groups (ERG) will each select a charitable organization partner to which Ziff Davis will donate \$1M in pro bono advertising. Additionally, each ERG will host volunteer opportunities with partner organizations that align with their group's goals and priorities.



# Ensuring a Culture of Ethics

Ziff Davis is committed to responsible governance practices consistent with representing the best interests of all stakeholders, including creating long-term value for our shareholders. We maintain robust risk management programs consistent with the highest principles of ethics and integrity, to ensure compliance with applicable laws and regulations and to meet our commitments to the highest standards of data privacy and security. We are focused on building a culture of ethical transparency and accountability by developing a rigorous corporate governance structure and comprehensive governance policies and procedures.



## Chapter 3: Risk Management

### INTRODUCTION

### SOCIAL

### GOVERNANCE

#### CH3: Risk Management

Risk Management Processes

Customer Privacy and  
Data Security

Responsible Supply Chains

CH4: Corporate Governance

### ENVIRONMENTAL

### APPENDIX

The Board of Directors plays an active role, as a whole and at the committee level, in overseeing Ziff Davis' risk management and strategic direction. The Board regularly reviews information regarding Ziff Davis' liquidity and operations, as well as the risks associated with each. Ziff Davis breaks its oversight into committees to help evaluate and oversee management to help inform the Board of Directors.



**Each of our Board committees play a unique role in oversight.**

The Board is involved in overseeing the Company's response to the COVID-19 pandemic, and continues to focus on the impact of the pandemic on employee health and well-being, continuity of operations and business resilience. More information on the role of the Board and its committees is available in [Chapter 4](#).

While each committee is responsible for evaluating certain risks and overseeing their management, the entire Board of Directors is regularly informed about such risks. Ziff Davis' **Compensation Committee** is responsible for overseeing the management of risks relating to the Company's executive compensation strategy and plans.







## INTRODUCTION

## SOCIAL

## GOVERNANCE

### CH3: Risk Management

Risk Management Processes

Customer Privacy and  
Data Security

Responsible Supply Chains

CH4: Corporate Governance

## ENVIRONMENTAL

## APPENDIX

**The Audit Committee** oversees the process by which Ziff Davis' senior management and the relevant departments assess and manage the Company's exposure to, and management of, financial risks. The Audit Committee also oversees Ziff Davis' organization-wide approach to identifying and mitigating data security and data privacy risks, which are discussed at length below, including the various operational measures that the Information Security team has in place to monitor and respond to cyberattacks.

**The Environmental, Social and Governance Committee** manages risks associated with governance issues including the independence of the Board of Directors and potential conflicts of interest. This committee is also responsible for oversight of the Company's management of environmental risks including the potential impact of climate change, which is described in detail in [Chapter 5](#).



## COVID-19 Response

**In response to the COVID-19 pandemic, Ziff Davis adjusted certain aspects of our operations to protect our employees and customers while continuing to meet customers' needs for our vital cloud internet services and digital media services. With the full support and guidance of the Board of Directors, management responded quickly and decisively to shift all of the Company's 4,000+ employees worldwide at the time to work-from-home with zero instances of workplace infection and little disruption to operations.**

**From the beginning of the pandemic, the Board has been actively engaged in overseeing risks related to COVID-19 and the associated potential for business disruptions. Members of the Board met with management and were briefed as needed during the initial stages of the pandemic and at regular Board meetings. The Board continues to review the ongoing risks related to the pandemic, the plans the Company has put in place to manage those risks, and the results of ongoing mitigation efforts.**

**Throughout 2020 and 2021, despite the macroeconomic impacts of the COVID-19 pandemic, Ziff Davis was able to continue delivering strong financial results without any reductions in force, furloughs, pay cuts or benefits reductions. An internal focus on contract management across the company helped to offset costs, and in spite of the pandemic and its effects, in 2020 and 2021 the Company was able to offer continued improvements in employee benefits, including zero cost medical increase; expanded family leave; Flexible Time Off (FTO); Volunteer Time Off (VTO); improved disability coverage; free telehealth; and Juneteenth and Election Day as U.S. holidays.**



## Risk Management Processes

In May 2021, Ziff Davis reorganized its Internal Audit Department and rebranded the department as Ziff Davis Corporate Audit Services (CAS), creating one unified department across all Ziff Davis brands. The mission of CAS is to enhance and protect organizational value by providing risk-based and objective assurance, advice and insight.

CAS, which reports to the Audit Committee of the Board, is staffed by a team of auditors from across the organization with deep experience in information technology, data privacy, finance and operations. CAS is responsible for providing independent assessments to the Audit Committee, management and outside parties on the adequacy and effectiveness of governance, risk management and control processes for Ziff Davis.

## Business Continuity

Ziff Davis maintains a comprehensive internal Information Security Policy that extends to every line of business. The policy clearly enumerates the requirements for backup, recovery and business continuity. All businesses must comply with the elements of that policy. Because of the diverse nature of each of our companies, and the products they offer, we specify the necessary components of business continuity measures, but not the manner in which the businesses attend to this requirement. The majority of our product infrastructure is supported by cloud platforms like AWS and Google Cloud. In those environments, regular backups, snapshots of environment images and multi-region hosting are brought to bear to ensure compliance. In physical environments, more traditional methods, such as tape backups and offsite storage are utilized. Compliance is verified through regular review.

### INTRODUCTION

### SOCIAL

### GOVERNANCE

#### CH3: Risk Management

##### Risk Management Processes

Customer Privacy and Data Security

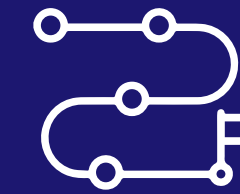
Responsible Supply Chains

CH4: Corporate Governance

### ENVIRONMENTAL

### APPENDIX

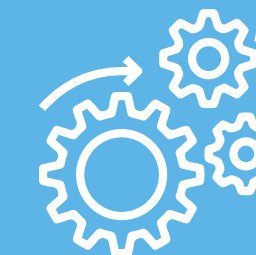
### CAS Assessments Include:



Whether risks relating to the achievement of the Company's strategic objectives are appropriately identified and managed;



Whether the actions of Ziff Davis' officers, directors, employees and contractors are in compliance with the Company's policies, procedures and applicable laws, regulations and governance standards in all material respects;



Whether established processes and systems enable compliance with the policies, procedures, laws and regulations that could significantly impact Ziff Davis in all material respects;



Whether resources and assets are acquired economically, used efficiently and protected adequately.



---

**INTRODUCTION**


---

**SOCIAL**


---

**GOVERNANCE**
**CH3: Risk Management**

Risk Management Processes

**Customer Privacy and Data Security**

Responsible Supply Chains

CH4: Corporate Governance

---

**ENVIRONMENTAL**


---

**APPENDIX**

## Customer Privacy and Data Security

At Ziff Davis, protecting the right to privacy is fundamental to maintaining the trust of our customers, readers, subscribers, suppliers and employees. We are committed to implementing leading data protection practices, and we have adopted significant governance measures, corporate policies and operating procedures to do so.



### Each Ziff Davis business has a comprehensive privacy policy.

Our divisions, brands and applications are committed to transparency in their collection, use, retention and sharing (if applicable) of data. We abide by the principles of “privacy by default” and “privacy by design,” and we conduct privacy impact assessments for major new products, services and other offerings prior to public launch. We leverage organization-wide tools to document our data flows, manage data subject access rights and assess data processing activities. We regularly review our data collection and processing activities to ensure data is collected lawfully and transparently.

In addition to our corporate [Privacy Policy](#), each Ziff Davis business unit has a [separate privacy policy](#) with clear terms about how it collects, uses, retains and shares data and pursuant to which legal basis. In all our



policies, when we rely on consent as the legal basis for data collection, we ensure that user consent is affirmative, specific, informed and freely given, and we allow consent to be withdrawn at any time. Our policies provide all users, regardless of location, with subject access rights including: right to access; right to deletion; right to transfer; right for information; right to correction; right to opt out of sale (if applicable); right to object and right to restrict processing. Our policies also provide users with controls to allow them to manage their data and exercise their subject access rights. We notify data subjects as legally required in case of data sharing, and we seek to avoid processing of minors' personal data. We are committed to notifying data subjects in a timely manner if there is a material change in our privacy policies or practices. More information about our data privacy approach can be found on [our website](#).





## INTRODUCTION

## SOCIAL

## GOVERNANCE

### CH3: Risk Management

Risk Management Processes

#### Customer Privacy and Data Security

Responsible Supply Chains

CH4: Corporate Governance

## ENVIRONMENTAL

## APPENDIX

Our [Code of Conduct and Ethics](#), [Corporate and division/brand Privacy Policies](#) and other procedures are designed to comply with all applicable laws and regulations concerning the use and protection of customer information. These include the European Union's General Data Protection Regulation and the California Consumer Privacy Act, which provides California residents with the right to be informed about personal information collected by third parties and the sharing of that information with our affiliates or any nonaffiliated third party, other than as permitted by law or with the customer's consent.

Ziff Davis and our businesses receive requests for information on users from time to time. The Company evaluates requests and responds to valid requests when it is legally required to do so, or when the user has consented. We are not aware of any countries where our core products or services are subject to government-required monitoring, blocking, content filtering, or censoring, and we are not aware of any government requests to remove content. In 2021, we did not have any financial loss as a result of legal proceedings related to user data privacy, nor did we receive a formal

complaint from any regulatory or government body related to any breach in our protective measures surrounding user data privacy.

Data security, including cybersecurity, is a high priority for Ziff Davis, given an increase in cybersecurity threats, phishing attacks and other targeted attacks on information technology (IT) systems. Our Board is briefed on cybersecurity risks, and we implement cybersecurity risk management measures, including using outside vendors, under our Board's oversight. The Company's Information Security Policy and Information Security Incident Response Plan are authored by our Information Security team, which also conducts tabletop exercises and random "phishing tests."

At Ziff Davis, we maintain an information security program that is aligned with the National Institute of Standards and Technology (NIST) framework and standards as well as applicable industry regulatory requirements. The program is continuously reviewed and strengthened as necessary to ensure responsiveness to and protection against actual and emerging threats.



## VIPRE Security Group

In addition to our own internal cybersecurity efforts, we are in the business of selling cybersecurity solutions to third parties, and VIPRE Security Group, a Ziff Davis cybersecurity, privacy and data protection business, engages in the i2 Coalition's VPN Trust Initiative (VTI) through membership of such consumer security products as IPVanish and StrongVPN. The VTI is an industry group that promotes best practices on digital safety for consumers. Through monthly meetings, VTI members share the latest on regulations in the VPN industry. Members also engage with government agencies and regulators, including the National Security Agency (NSA), on cybersecurity issues. VIPRE believes participation in VTI is essential in order to proactively manage robust consumer privacy in line with existing and pending regulations.





**We regularly monitor our systems for potential vulnerabilities.**

We have implemented organization-wide measures to regularly monitor core systems, sites and applications for potential vulnerabilities. We also encourage responsible reporting of vulnerabilities that may be found in our sites or our applications, and we review such reports and respond as appropriate. If a data security incident does arise, we have a documented incident response policy and operate under the principles of timely detection, management and response. We notify applicable regulators and any affected data subjects as required by law. Although we carry cybersecurity insurance as a precaution, in the past three years, we have not incurred any material expenses in connection with a data security incident, and we have not incurred any payments from penalties

**INTRODUCTION**

**SOCIAL**

**GOVERNANCE**

**CH3: Risk Management**

Risk Management Processes

**Customer Privacy and Data Security**

Responsible Supply Chains

CH4: Corporate Governance

**ENVIRONMENTAL**

**APPENDIX**

Ziff Davis performs internal and external audits of information security standards at least annually.



in connection with a data security incident. In 2021, we did not experience significant performance issues, service disruptions or customer downtime.

Ziff Davis performs internal and external audits of information security standards at least annually. We have mandatory annual training on data protection, global privacy and security awareness for employees and contractors, and employees and contractors must acknowledge compliance with the Information Security Policy and Information Security Incident Response Plan every year. We also conduct vendor security reviews and require key vendors to implement data security standards that meet or exceed our own. Our external Data Protection Officer, in conjunction with the Chief Technology Officer, Chief Information Security Officer, General Counsel and Chief Financial Officer, are responsible for data security matters and are overseen by the Audit Committee of the Board. Regular updates on information security are made to the Audit Committee. Additionally, our Legal team and Information Security team regularly update business executives on new privacy regulations, policy and procedure changes and requirements. To protect Ziff Davis and our customers, we do not disclose specifics regarding cyber security threats other than in instances where we are legally required to do so.

Ziff Davis is subject to Payment Card Industry (PCI) data security standards, which are a comprehensive set of requirements for enhancing payment account data security. Compliance with PCI standards requires periodic audits by independent third parties.

Ziff Davis does receive substantiated complaints from time to time, they are immediately investigated, and in 2021 none of the substantiated complaints have been deemed material to the Company.





**INTRODUCTION**

**SOCIAL**

**GOVERNANCE**

**CH3: Risk Management**

Risk Management Processes

Customer Privacy and Data Security

**Responsible Supply Chains**

CH4: Corporate Governance

**ENVIRONMENTAL**

**APPENDIX**

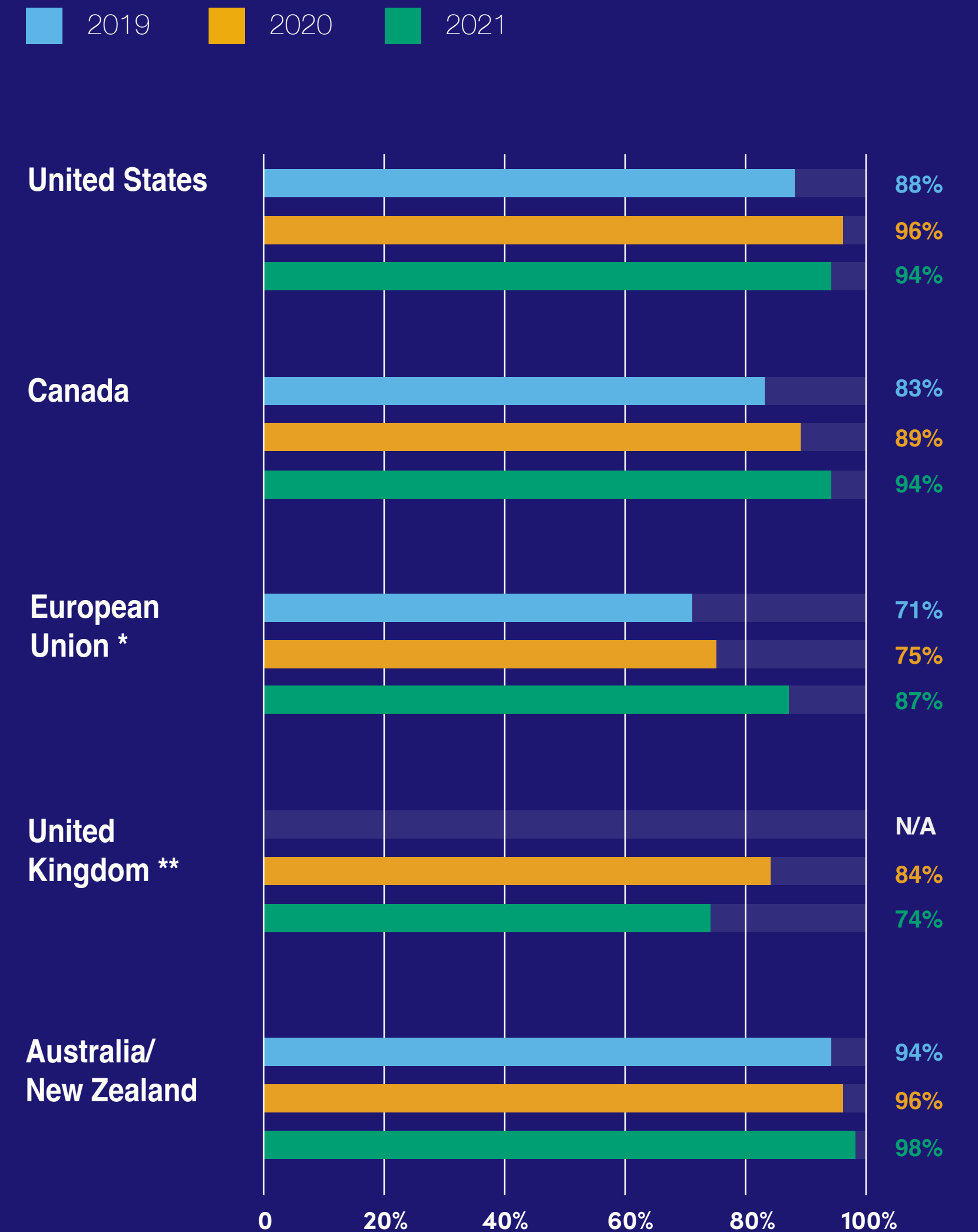
## Responsible Supply Chains

Ziff Davis is committed to working with partners, vendors and suppliers who support our values and practices, including our sustainability and human rights initiatives.

We seek to engage minority-owned vendors and suppliers in the U.S. where possible and to procure products and services from local companies in the communities where we operate whenever possible. Ziff Davis believes that managing a responsible supply chain includes a proactive approach to vendor selection and onboarding combined with a diligent auditing process to assess potential supply chain risks.

Our [Vendor Policy](#) and [Code of Conduct and Ethics](#) detail the non-discrimination practices, health and safety standards and rights to collective bargaining and organization we expect from the partners, vendors and suppliers we do business with. This policy also requires vendors to comply with all applicable laws and regulations related to data security and customer privacy.

## Proportion of Spend on Local Suppliers, by Region



\* 2019 data includes UK

\*\* Broken out from 2020 due to Brexit



## Chapter 4: Corporate Governance

Ziff Davis has comprehensive corporate governance policies and structures in place to foster accountability and transparency for our Board of Directors and management team. Our policies reflect the Company's underlying commitment to maintain the highest standards of ethics and integrity and to operate our business in compliance with all laws and regulations including those pertaining to anti-corruption, anti-bribery, antitrust and human rights.

### INTRODUCTION

### SOCIAL

### GOVERNANCE

CH3: Risk Management

#### CH4: Corporate Governance

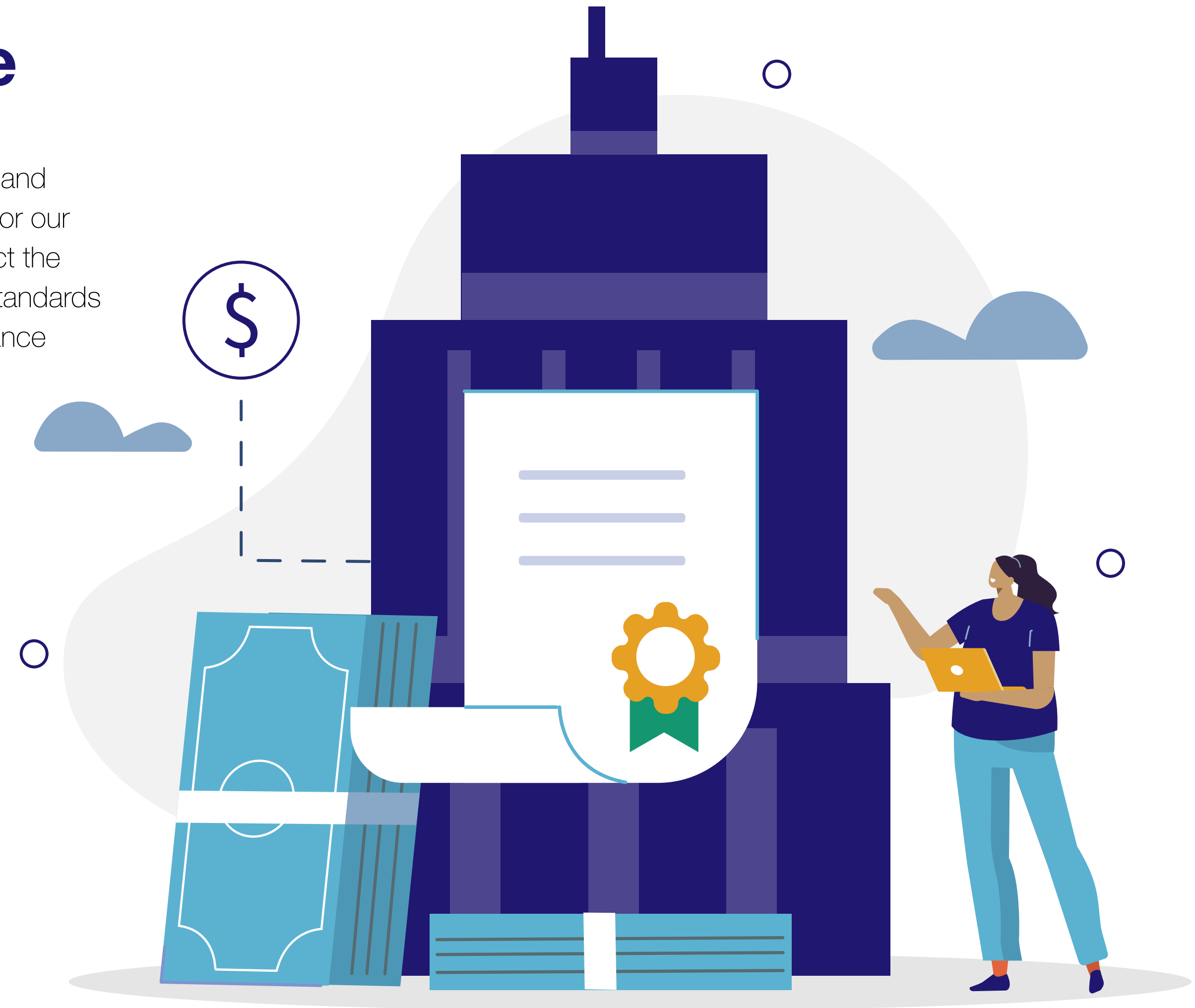
Governance Oversight

Ethics and Integrity

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

### ENVIRONMENTAL

### APPENDIX







**INTRODUCTION**

**SOCIAL**

**GOVERNANCE**

CH3: Risk Management

**CH4: Corporate Governance**

**Governance Oversight**

Ethics and Integrity

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

**ENVIRONMENTAL**

**APPENDIX**

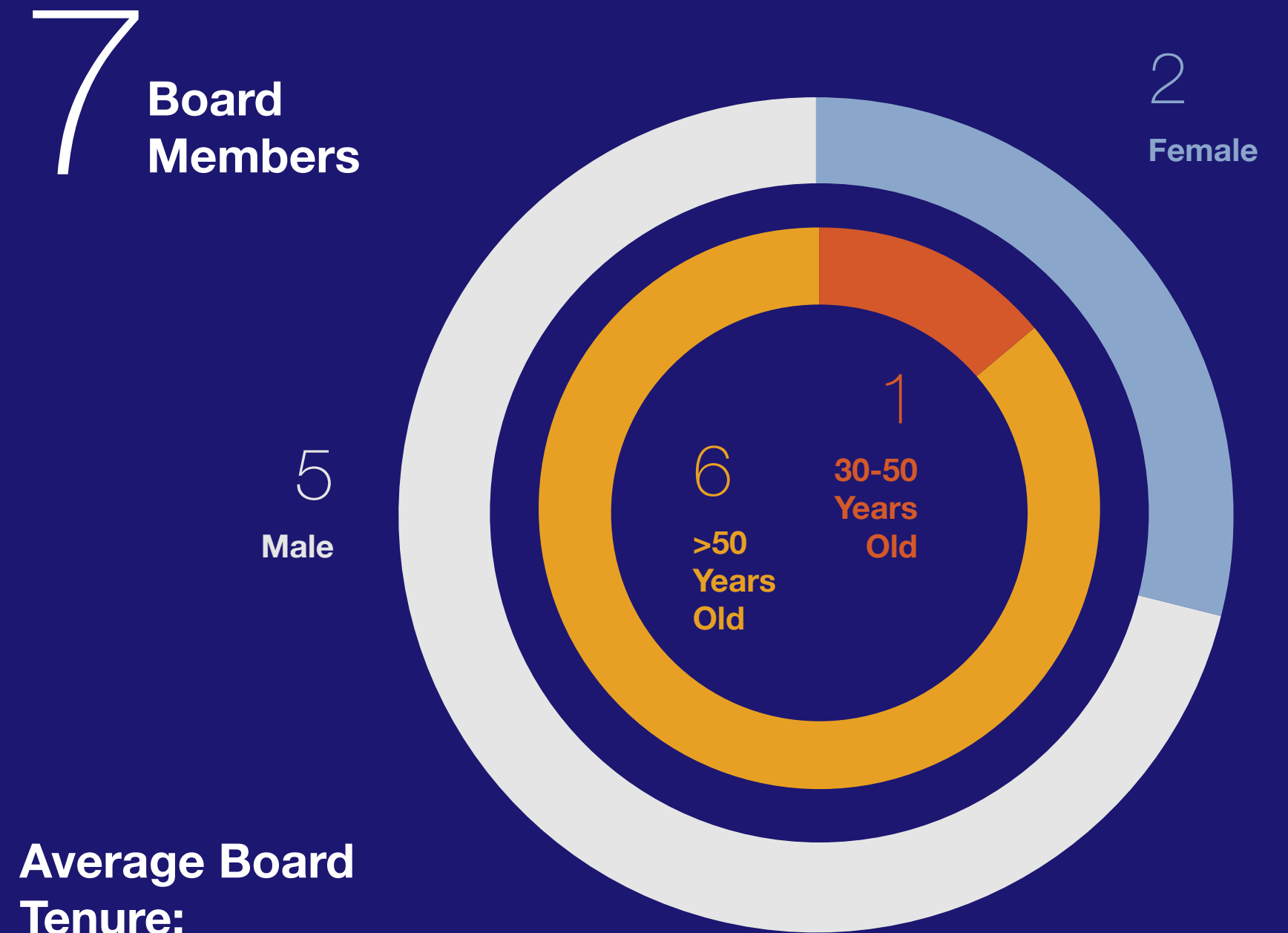
## Governance Oversight

Ziff Davis' Board of Directors has adopted [Corporate Governance Principles](#) that provide guidelines to govern the qualifications and conduct of the Board. The Corporate Governance Principles are consistent with the requirements of Nasdaq and the U.S. Securities and Exchange Commission and address issues including:

- **The independence and other qualifications of Board and committee members**
- **The functions of the Board with respect to oversight of the Company**
- **The organization and function of the Board committees**
- **The selection, evaluation and approval of compensation of the Company's executive officers**
- **The authority of the Board and committees to engage outside advisors**

Ziff Davis is committed to having a diverse Board of Directors taking into consideration numerous factors including gender, race, age, skills, experience and geography. Our current Board of Directors has seven members, of which two are women and two identify as people of color. Our directors also bring a diversity of thought and skills to their roles, based on their extensive backgrounds and experience in executive leadership, corporate strategy, venture capital, finance, media and technology.

## Diversity in Board of Directors 2021



### Average Board Tenure:

7.36 years

Our corporate governance policies and practices include annual election and majority voting for directors; limits for our directors in serving on other public company boards; annual self-assessments of the Board and its committees; and proxy access and stock ownership guidelines for all directors and named executive officers.





## INTRODUCTION

## SOCIAL

## GOVERNANCE

CH3: Risk Management

### CH4: Corporate Governance

#### Governance Oversight

Ethics and Integrity

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

## ENVIRONMENTAL

## APPENDIX

Ziff Davis currently separates the roles of Board Chair and Chief Executive Officer, to align the Board Chair role with our independent directors and to further enhance the independence of the Board from management. The Board also has a lead director, who serves as liaison between the Board Chair, the Chief Executive Officer and the other independent directors. The Board believes that this structure streamlines decision-making and promotes accountability in the management of the Company.

Our Board of Directors includes four standing committees: the Audit Committee; the Compensation Committee; the Environmental, Social and Governance Committee (renamed in 2021 from the Corporate Governance and Nominating Committee); and the Executive Committee. The membership of these standing committees is composed entirely of independent directors.

**The Audit Committee** is primarily responsible for assisting the Board in its oversight of the integrity of the Company's financial statements and performance of the internal audit function. The Committee has oversight of compliance with legal and regulatory requirements and evaluates the independence of the Company's outside auditors. The Committee is also responsible for reviewing the Company's policies and processes with respect to risk assessment and risk management, including major financial risk exposures and the steps management has taken to monitor and control exposures.

**The Compensation Committee** is primarily responsible for setting the Company's compensation strategy and overseeing compensation programs for executive officers and directors, including incentive compensation and equity-based plans. The Committee also reviews and makes recommendations on executive and director compensation through engagement with shareholders and third-party compensation advisors.

**The Environmental, Social and Governance Committee** has direct oversight of the Company's policies, procedures, reporting and disclosure to support Ziff Davis' ongoing commitment to sustainable business practices, including our commitment to diversity, equity, inclusion and environmental sustainability. The Committee reviews and evaluates ESG plans and practices, oversees the development and use of future ESG metrics, and reviews the annual ESG report. As the highest governing body that oversees ESG issues within the Company, the Committee receives updates and information on ESG issues at least twice annually from the Vice President of Sustainability & Responsibility.

The Committee also develops and recommends to the Board the Corporate Governance Principles applicable to the Company and reviews these principles at least annually. The Committee is also responsible for identifying and recommending to the Board individuals qualified to become Board members and making recommendations to the Board concerning members of the standing committees.

**The Executive Committee**, which is currently comprised of the Board Chair and the lead director, may take certain actions under the Company's bylaws in the intervals between meetings of the full Board of Directors.





## INTRODUCTION

## SOCIAL

## GOVERNANCE

CH3: Risk Management

### CH4: Corporate Governance

Governance Oversight

#### Ethics and Integrity

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

## ENVIRONMENTAL

## APPENDIX

## Ethics and Integrity

Ziff Davis' Code of Business Conduct and Ethics and our policies and procedures reflect our commitment to operating our business with the highest ethical standards and in compliance with all applicable laws, rules and regulations.

Our commitment to ethics and compliance is managed company-wide by Ziff Davis Corporate Audit Services (CAS) overseen by our Chief Auditor, who has an independent reporting line to the Audit Committee of the Board. Ziff Davis CAS is governed in conformance with the Institute of Internal Auditors' (IIA) International Professional Practices and is responsible for ensuring that principles of integrity, objectivity, confidentiality, and competency are applied and upheld throughout the Company. A Sarbanes Oxley audit is conducted annually by CAS.

The Company's President and Chief Executive Officer, Chief Financial Officer, General Counsel and Chief Auditor have been appointed as Ethics Officers to serve as the focal point for compliance activities. The Ethics Officers, reporting to the Board of Directors, are charged with the responsibility for developing, operating and monitoring the Ethics Compliance Program.

The Ethics Compliance Program includes mandatory annual training and education of employees on their legal and ethical obligations under applicable laws, regulations and policies, including annual training for all full-time and part-time employees regarding the Code of Business Conduct and Ethics and its application to daily activities.

To ensure that conflicts of interest are identified, avoided and managed, Ziff Davis requires that all board members and executives complete and sign a Conflict of Interest Policy Questionnaire on an annual basis and more frequently if circumstances change. These include any potential conflict related to a decision or transaction in which the individual may receive a benefit or gain. All disclosures are filed and reviewed by Ziff Davis CAS.

The [Code of Business Conduct and Ethics](#) requires any employee or director who becomes aware of any existing or potential violation of the Code to promptly notify an appropriate Ethics Officer. The Audit Committee has also established strict procedures, including Ziff Davis' [Whistleblower Policy](#), to help ensure that the Company is fostering a culture of ethics and integrity and quickly identifying potential ethics and compliance issues. The procedures include a confidential 24/7 toll free line and website, managed by an independent third party, to report potential compliance and ethics issues, which includes local phone numbers and language support in six countries outside the U.S.

The Company has a zero-tolerance non-retaliation policy to protect whistleblowers who report good faith complaints or concerns or cooperate in an investigation. All reports are investigated and if substantiated, anyone found to have violated the Code of Business Conduct and Ethics is subject to disciplinary action, which may include demotion or termination of employment.



---

**INTRODUCTION**
**SOCIAL**
**GOVERNANCE**

CH3: Risk Management

**CH4: Corporate Governance**

Governance Oversight

Ethics and Integrity

**Anti-Corruption, Anti-Bribery,  
Antitrust, Human Rights**


---

**ENVIRONMENTAL**


---

**APPENDIX**

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

As part of Ziff Davis' commitment to operating our business ethically and sustainably, Ziff Davis has policies and procedures in place to meet or exceed all applicable anti-corruption, anti-bribery and antitrust laws and regulations, along with laws and regulations that protect human rights in the workplace.

Our Code of Business Conduct and Ethics, along with our Foreign Corrupt Practices Act (FCPA) and UK Bribery Policy, state that all Ziff Davis employees, directors, consultants, representatives, and agents, including non-U.S. employees, must comply with the U.S. FCPA law that prohibits paying or offering to pay money or anything of value to secure an improper advantage. These policies also state that all employees, including non-UK employees, must abide by the UK Bribery Act 2010 which prohibits the giving or receiving of bribes, facilitation payments or kickbacks to foreign officials.

In 2021, we did not have any monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations. Ziff Davis is committed to succeeding through honest business competition. Our Code of Business Conduct and Ethics prohibits seeking competitive advantages through illegal or unethical business practices, including manipulation or concealment, abuse of privileged information, misrepresentation of material facts or any unfair business practice.

We believe in upholding the principles of human rights by ensuring worker safety and fair labor practices within our organization and within our supply chain. Ziff Davis complies with all applicable laws and regulations governing the prohibition of child labor, forced or indentured labor, involuntary prison, bonded labor, modern slavery, and human trafficking. Our [Human Rights Policy](#) states our aim to conform with the UN Declaration on Human Rights, OECD Guidelines for Multinational Enterprises, and UN Guiding Principles on Human Rights. We are committed to ensuring compliance with our human rights policies by our employees through the onboarding process and regular training.

### Human Rights Policy

Ziff Davis aims to conform with the UN Declaration on Human Rights, OECD Guidelines for Multinational Enterprises, and UN Guiding Principles on Human Rights.



# Protecting the Environment

Ziff Davis and our businesses are committed to operating in a manner that protects the environment, including reducing the Company's use of natural resources and the generation of waste and emissions associated with our facilities and services. Our digital media properties and marketing technology products help millions of clients and customers shift to a paperless, green future.



## Chapter 5: Environmental Management

### INTRODUCTION

### SOCIAL

### GOVERNANCE

### ENVIRONMENTAL

#### CH5: Environmental Management

Climate Change

Emissions and Energy

Waste and Water

### APPENDIX

Ziff Davis' [Environmental Policy](#) highlights our commitment to fostering sustainability in our business and maintaining compliance with applicable environmental laws and regulations. Through the technology we use and the practices we employ, we strive for continuous improvement to become more efficient and sustainable in our operations and how we deliver our services.

With this inaugural ESG report, we are committing to defining and disclosing emissions, energy and waste reduction targets and to regular monitoring and reporting of our progress. In 2021, we conducted an audit of Ziff Davis' carbon footprint and water usage, which provided the data disclosed in this chapter.

We also seek to extend our environmental commitments to our vendors, who we expect to share our beliefs and aspire to the same standards and practices. Our Vendor Policy and Code of Conduct requires our vendors to comply with our Environmental Policy or adopt substantially similar policies.







## INTRODUCTION

## SOCIAL

## GOVERNANCE

## ENVIRONMENTAL

### CH5: Environmental Management

#### Climate Change

Emissions and Energy

Waste and Water

## APPENDIX

Ziff Davis' Board of Directors and management are charged with maintaining our environmental commitments across all the Company's businesses, and for assessing and managing climate-related risks in operations, such as physical risks to our offices from extreme disruptions or transition risks from regulatory changes. As the highest governing body that oversees climate-related issues within the Company, the Board's Environmental, Social and Governance Committee receives updates and information on climate and other environmental issues at least twice annually from the Vice President of Sustainability & Responsibility.

Environmental and social programs at the Company are reviewed by a cross-functional Ziff Davis Sustainability Council with oversight by the Vice President of Sustainability & Responsibility. Our facilities managers are tasked with establishing environmental monitoring programs and creating awareness among our staff of environmental initiatives related to energy, waste and water.

## Climate Change

As a digital media company, our direct operations generate relatively insubstantial greenhouse gas emissions. Nonetheless, Ziff Davis' [Climate Change Policy](#) reinforces our commitment to operating our business in a sustainable manner and limiting any damaging effects our operations may have on climate change.

In accordance with our Environmental Policy, we seek to reduce the emissions generated in our operations relative to the size of our company, and we endeavor to use alternative or renewable energy sources where

practical. As part of these ongoing efforts, Ziff Davis is committed to measuring the company's environmental footprint through internal and external audits. In 2021, we retained an independent third-party expert in GHG inventories, Agendi, to perform an inventory to measure our company-wide energy usage (including energy derived from renewable sources) and GHG emissions.

We continue to evaluate new opportunities in our business model and operations to reduce our climate change risks. In 2021, environmental risk evaluation criteria, including climate change, for mergers and acquisitions were established and integrated into our M&A due diligence process.



### Ziff Davis Sustainability Council

Employees are invited to engage in sustainability efforts via a cross functional council overseen by the VP of Sustainability & Responsibility.



---

**INTRODUCTION**


---

**SOCIAL**


---

**GOVERNANCE**


---

**ENVIRONMENTAL**


---

**CH5: Environmental Management**

Climate Change

**Emissions and Energy**

Waste and Water

---

**APPENDIX**


---

## Emissions

As climate change concerns become more prevalent, we are committed to regular reporting on our greenhouse gas emissions.

We have determined that the primary sources of greenhouse gas emissions associated with Ziff Davis' operations are our owned and co-located data centers, the energy usage of our office locations, and our third-party operated cloud storage platforms. We have made great progress moving our development and production environments from co-located data centers to cloud platforms whose providers have a demonstrated commitment to zero carbon footprints.

Ziff Davis is also committed to reducing the carbon footprint associated with our business travel. In 2021, we set a goal to permanently reduce business travel by 50% compared to pre-COVID levels.



**Reduction in business travel compared to pre-COVID levels.**

## Energy

We seek to reduce the energy used in our operations relative to the size of the Company and endeavor to use alternative or renewable energy technologies and sources where practical.

Toward this end, Ziff Davis has leased office space in several buildings certified through the U.S. Green Building Council's (USGBC) Leadership in Energy and Environmental Design (LEED) program, the world's most widely recognized and applied benchmark for green buildings. We moved our New York office to a LEED-certified building with increased public transportation commuting options, and two of our other offices in Denver and Austin are also in LEED-certified buildings.

We continue to reduce the amount of office space we utilize by offering location neutrality to both current employees and new hires. With more employees choosing to work remotely, we expect the percentage of our permanent remote-work population to double to 25% of employees, from pre-pandemic levels.





INTRODUCTION

SOCIAL

GOVERNANCE

ENVIRONMENTAL

CH5: Environmental Management

Climate Change

Emissions and Energy

Waste and Water

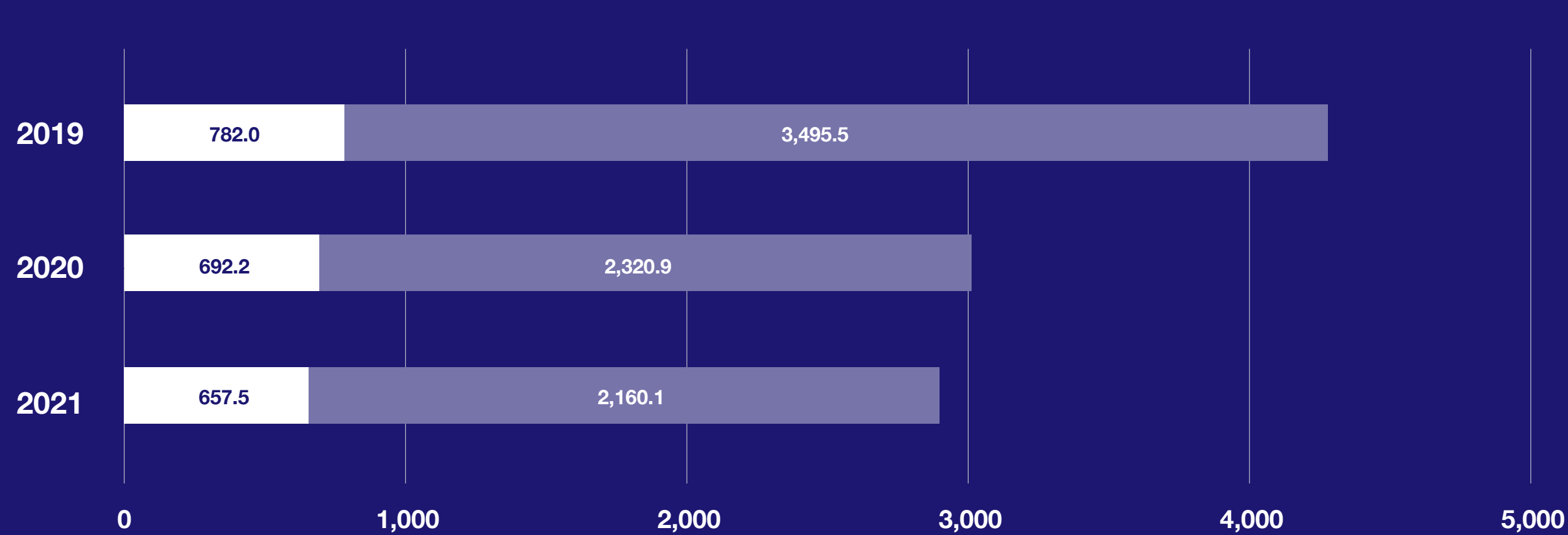
APPENDIX

## Scope 1, 2 and 3 GHG Emissions \*

### 2021 Breakdown by Scope

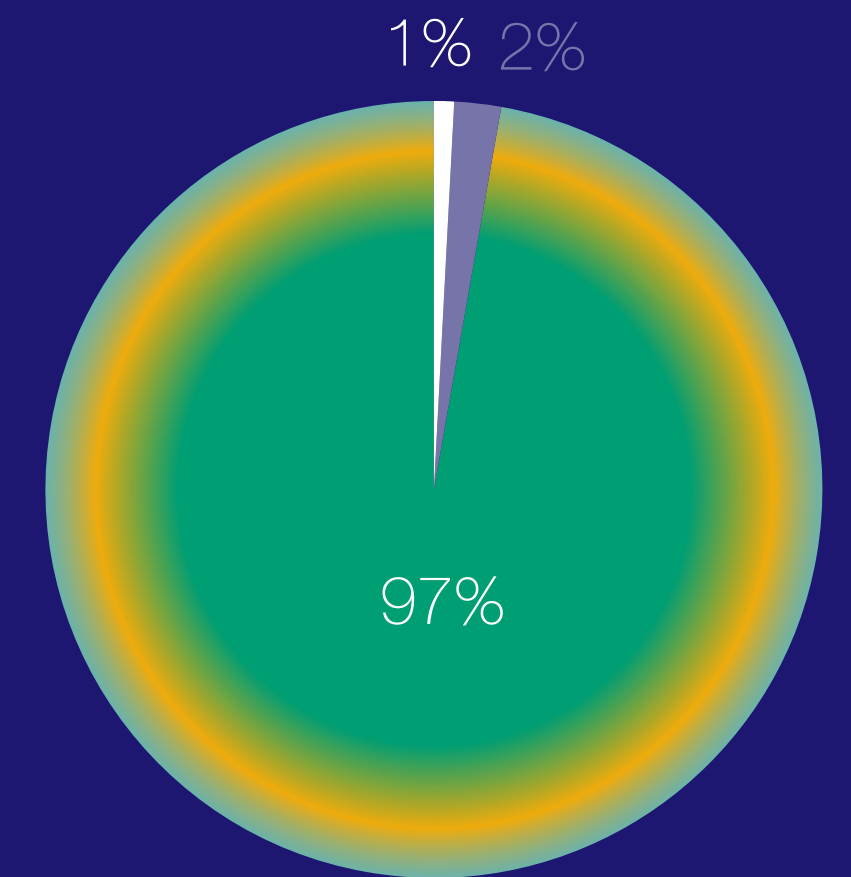
- Scope 1
- Scope 2
- Scope 3

### Scope 1 & 2



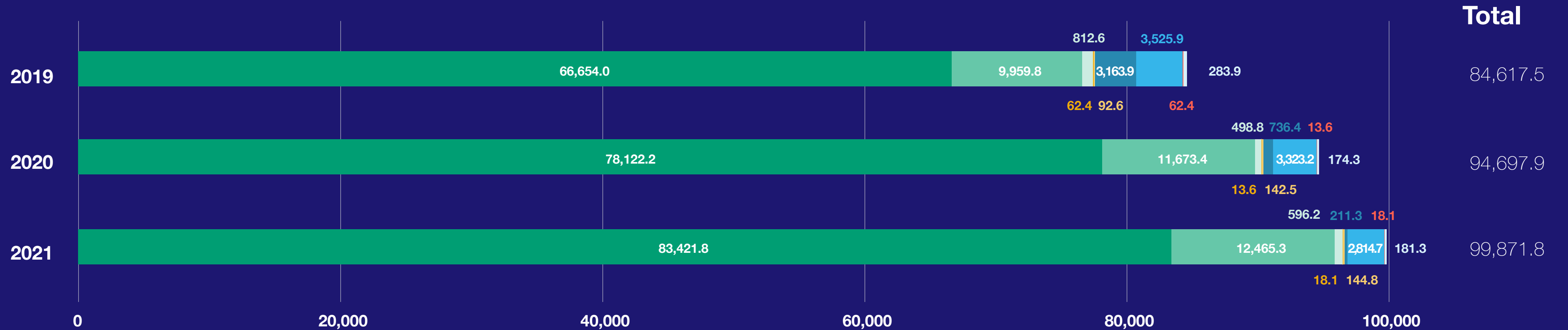
### Total

4,277.5  
3,013.1  
2,817.6



### Scope 3

- Cat 1: Purchased Goods & Services
- Cat 2: Capital Goods
- Cat 3: Other Fuel- and Energy-Related Activities
- Cat 4: Upstream Transport/Distribution
- Cat 5: Waste Generated in Operations
- Cat 6: Business Travel
- Cat 7: Employee Commuting
- Cat 9: Downstream Transport/Distribution
- Cat 13: Leased Assets (Market-based)



\* Please see footnote in the Environmental data tables for additional explanations



**INTRODUCTION**

**SOCIAL**

**GOVERNANCE**

**ENVIRONMENTAL**

**CH5: Environmental Management**

Climate Change

Emissions and Energy

**Waste and Water**

**APPENDIX**

## Waste and Water

Ziff Davis seeks to minimize the Company’s environmental impact by reducing the waste sent to landfills from our offices. We have implemented recycling and composting programs at our headquarters location in New York and at other major facilities where possible. Our New York offices switched from single-use to reusable dishware and utensils and installed high efficiency dishwashers to minimize the water use associated with reuse by 40%.

To instill awareness of employees’ disposal habits and to increase proper sorting of recyclable waste, our teams worked with the Centre for Social Innovation and Future Meets Present to perform a series of trash audits and now seek to send zero waste to landfill when possible. We use PaperCut print management software to reduce the amount of paper used in our offices and launched an awareness program to educate employees about recycling and composting through posters, signage and clearly marked disposal containers. We also enlisted TerraCycle, a New Jersey-based recycling company, to provide Zero Waste Boxes to collect and recycle items not collected by the local municipality such as potato chip bags and candy bar wrappers.



### Water Reduction



**Reduction of water use associated with reuse by installing high efficiency dishwashers.**



### TerraCycle

**We enlisted TerraCycle to provide Zero Waste Boxes to collect and recycle items not collected by the local municipality.**



## INTRODUCTION

## SOCIAL

## GOVERNANCE

## ENVIRONMENTAL

### CH5: Environmental Management

Climate Change

Emissions and Energy

**Waste and Water**

## APPENDIX

Ziff Davis and our businesses purchase recycled materials and recycle toner cartridges and electronic equipment when feasible, with the goal of reducing e-waste sent to landfills. We work with e-waste recycling partners including IT Asset Management Group in New York, FITS Computer Recycling in Texas, All Green Electronics Recycling in Los Angeles, 3R Technology in the Pacific Northwest, and Mahalaxmi Metalloys in India.

Our RetailMeNot business has an innovative program to reduce e-waste by giving its employees the opportunity to purchase old computers, with the funds donated to local charities in Austin, Texas where it is headquartered (as discussed in [Chapter 2](#)). RetailMeNot employees have donated more than \$120,000 to charities from their e-waste program since its inception. The program accounts for 100-200 computers annually.

Moreover, Ziff Davis recently announced a partnership with internet service provider Starry, Inc. and technology non-profit Human-I-T. Through this partnership, Ziff Davis will donate gently used devices, ranging from laptops to monitors and CPUs, to Human-I-T to refurbish for sale. Starry will provide these devices to subscribers signed up through their Starry Connect program, a digital equity program providing ultra-low-cost, high-quality broadband for public and affordable housing residents in New York City, Los Angeles, Washington, D.C., Denver, Boston and Columbus, OH. This partnership not only helps bridge the digital divide, but also enables Ziff Davis to take a sustainable and community-driven approach to contributing devices which we are no longer using but have plenty of life in them.



**Hundreds of computers diverted annually from e-waste to reuse.**





**INTRODUCTION**

**SOCIAL**

**GOVERNANCE**

**ENVIRONMENTAL**

**APPENDIX**

About the Report

Data Tables

GRI Content Index

SASB Index

TCFD Index

# Appendix



## About the Report

Our 2021 ESG Report includes our subsidiaries and covers information and data for sites within our operational control from January 1 to December 31, 2021, unless otherwise noted, with two or three years of data generally provided for context. In 2021, the Company spun off its cloud fax services to form a new publicly traded company called Consensus Cloud Solutions, Inc., and this entity has been excluded from the report unless otherwise noted.

This report was prepared in accordance with the Global Reporting Initiative (GRI) Core option and the Sustainability Accounting Standards Board (SASB) Software & IT Services 2018 Standard and the Internet Media & Services 2018 Standard. The report also aligns with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations. Content indexes are available from page 57.

Ziff Davis is committed to transparency, engagement and consistent communication of our ESG strategies and programs to all stakeholders. This is our inaugural ESG report, which takes a materiality-based approach to disclosure.

**2021 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT**

Our 2021 ESG Report includes our subsidiaries and covers information and data for sites within our operational control from January 1 to December 31, 2021, unless otherwise noted, with two or three years of data generally provided for context. In 2021, the Company spun off its cloud fax services to form a new publicly traded company called Consensus Cloud Solutions, Inc., and this entity has been excluded from the report unless otherwise noted.

This report was prepared in accordance with the Global Reporting Initiative (GRI) Core option and the Sustainability Accounting Standards Board (SASB) Software & IT Services 2018 Standard and the Internet Media & Services 2021 Standard. The report also aligns with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations. Content indexes are available from page 57.

Ziff Davis is committed to transparency, engagement and consistent communication of our ESG strategies and programs to all stakeholders. This is our inaugural ESG report, which takes a materiality-based approach to disclosure.

**Overview of Material ESG Topics**

The materiality matrix shows the relative weight of different topics from two perspectives. The X axis shows each topic's importance to external stakeholders, while the Y axis shows each topic's importance to industry participants.

**Employee Resource Groups:**

- Asian ERG
- Black @ ZD
- Mezcla (Latinx)
- Prism (2SLGBTQIA+)
- Women's Leadership Program

ESG REPORT 2021 - 8

ESG REPORT 2021 - 18



# Data Tables

## Global Governance Data

INTRODUCTION

SOCIAL

GOVERNANCE

ENVIRONMENTAL

APPENDIX

[About the Report](#)

**Data Tables**

[GRI Content Index](#)

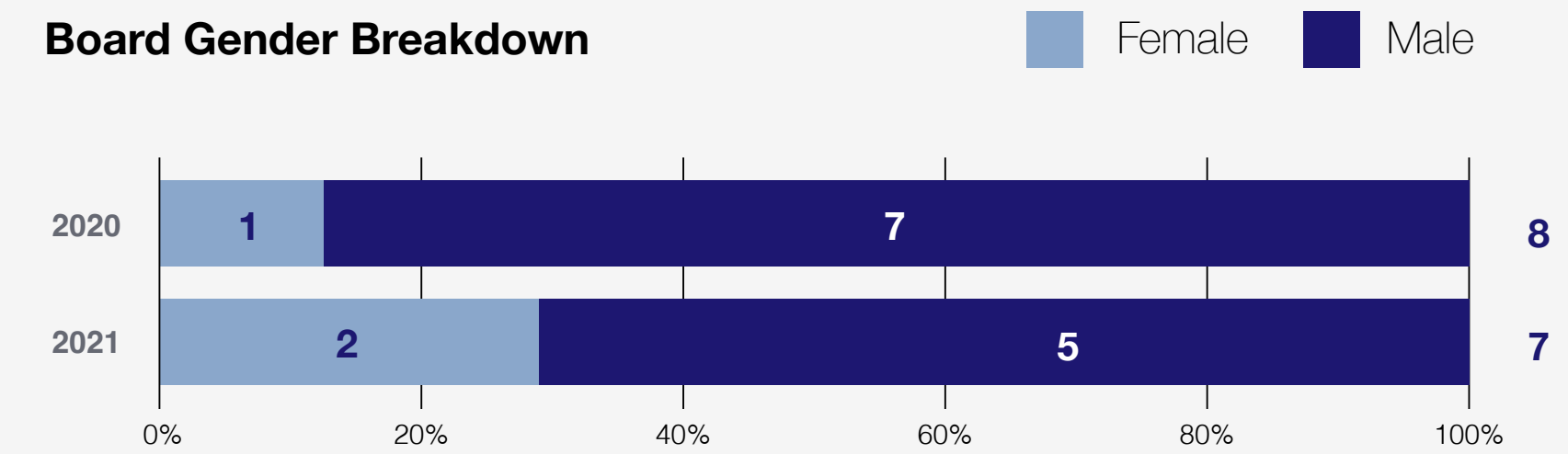
[SASB Index](#)

[TCFD Index](#)

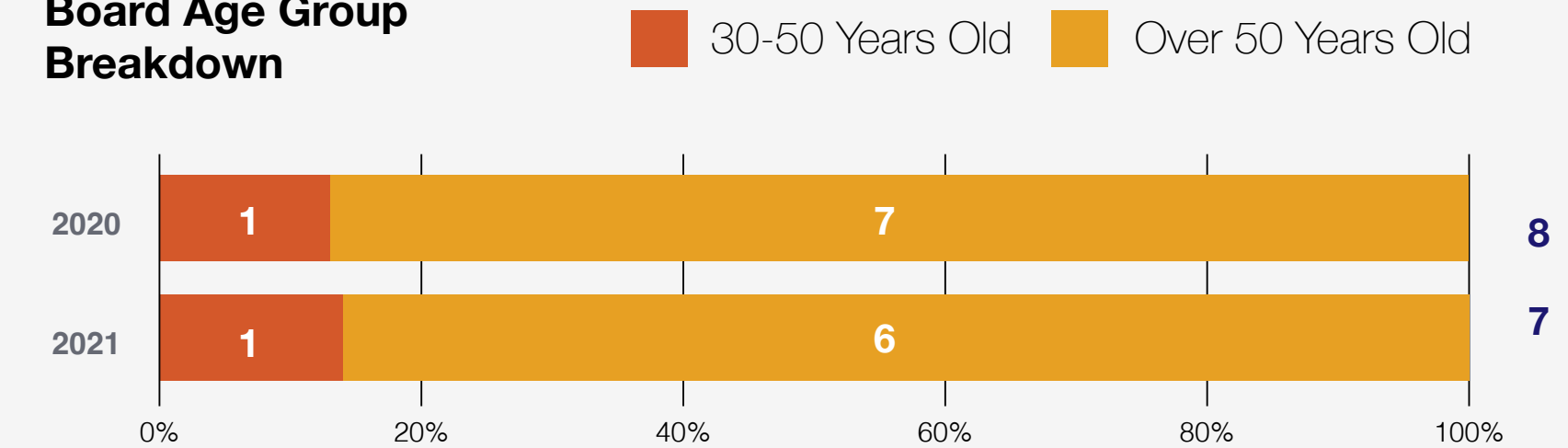
Metric	2020	2021
<b>Board Members</b>		
Number of Board Members	8	7
<b>Board Diversity <sup>1</sup></b>		
<b>Gender</b>		
Female	12.5%	28.6%
Male	87.5%	71.4%
<b>Age Group</b>		
Under 30 Years Old	0%	0%
30-50 Years Old	12.5%	14.3%
Over 50 Years Old	87.5%	85.7%
<b>Ethnicity</b>		
People of Color	12.5%	28.6%
White	87.5%	71.4%
<b>Board Independence</b>		
Number of Independent Directors	7	6

1 - 2020 data aligns with our Proxy Statement while 2021 is updated to reflect the Consensus spinoff

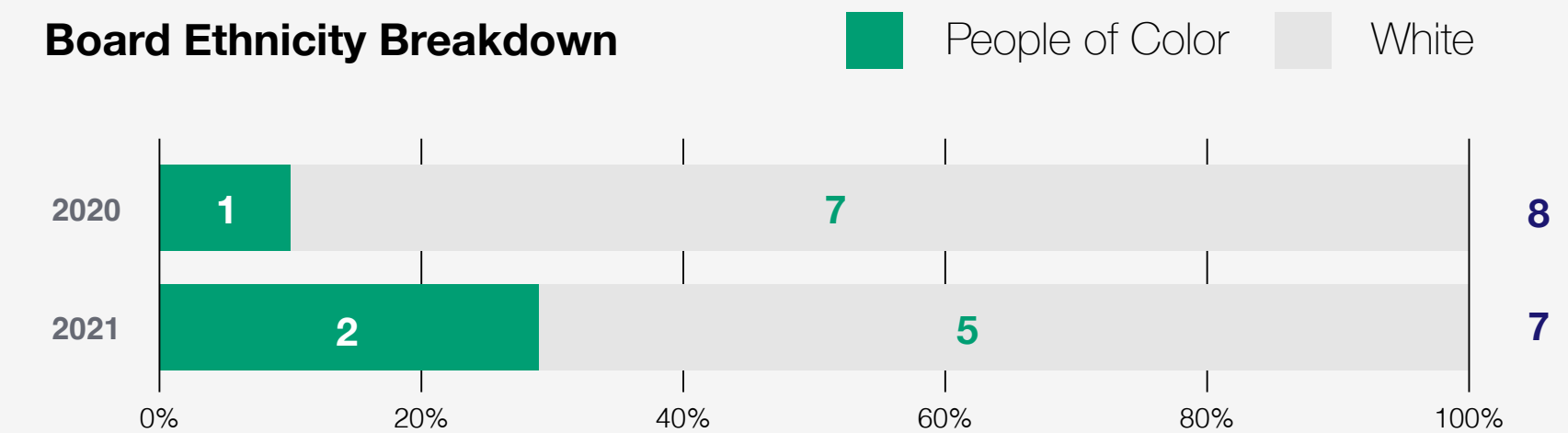
Board Gender Breakdown



Board Age Group Breakdown



Board Ethnicity Breakdown





## Global Social Data <sup>2</sup>

INTRODUCTION

SOCIAL

GOVERNANCE

ENVIRONMENTAL

APPENDIX

About the Report

Data Tables

GRI Content Index

SASB Index

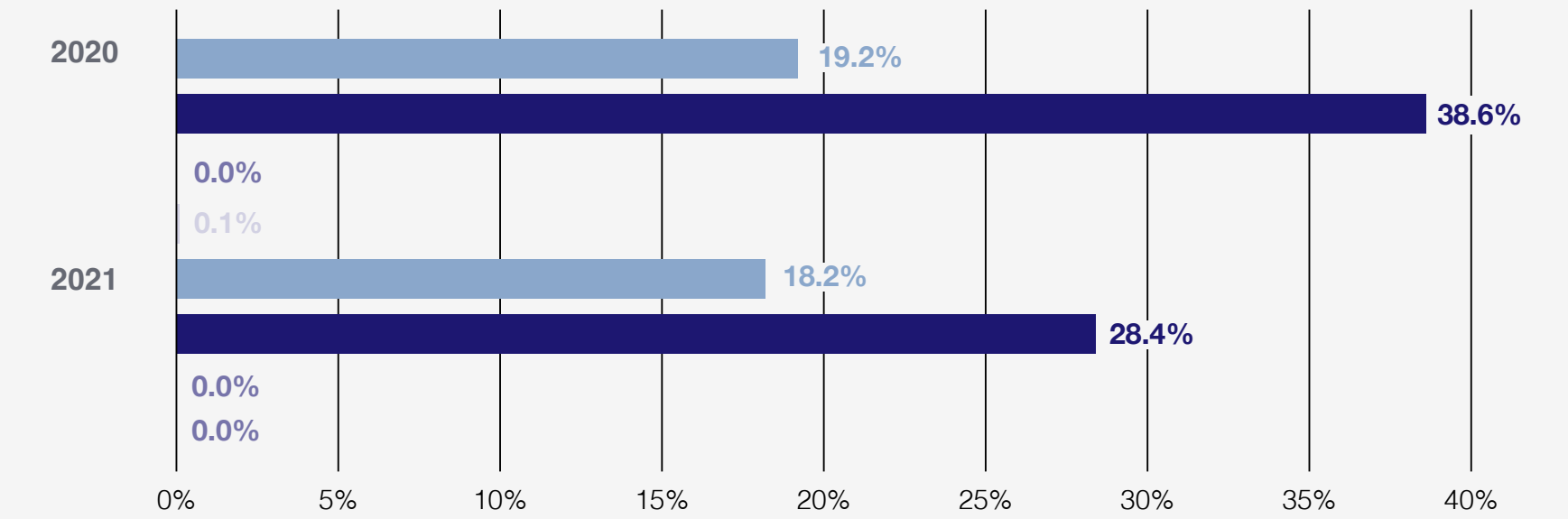
TCFD Index

Metric	2020	2021
<b>Workforce</b>		
Employee Headcount	4,321	4,877
Percent of Employees Located Offshore	48.8%	50.7%
<b>Workforce by Gender</b>		
Female	1,561	1,855
Male	2,747	3,017
Non-Binary	5	5
Not Specified	8	0
<b>Hiring</b>		
<b>Number of New Employee Hires by Gender</b>		
Female	829	890
Male	1,670	1,384
Non-Binary	0	0
Not Specified	6	0
<b>Number of New Employee Hires by Age</b>		
Under 30 Years Old	1,180	1,083
30-50 Years Old	1,236	1,062
Over 50 Years Old	89	129
<b>Number of New Employee Hires by Region</b>		
Americas	703	1,017
Asia	1,545	1,050
Europe, Middle East, and Africa	257	207

<sup>2</sup> - Global social data does not include contractors. Workforce, hiring and turnover numbers do not equal out between 2020 and 2021 because six employees moved from regular employment to contractors, dropping off our headcount. Hiring, turnover and promotion rates are calculated by dividing the total number of employees by the total of each subgroup, based on the total number of employees at the end of the reporting year

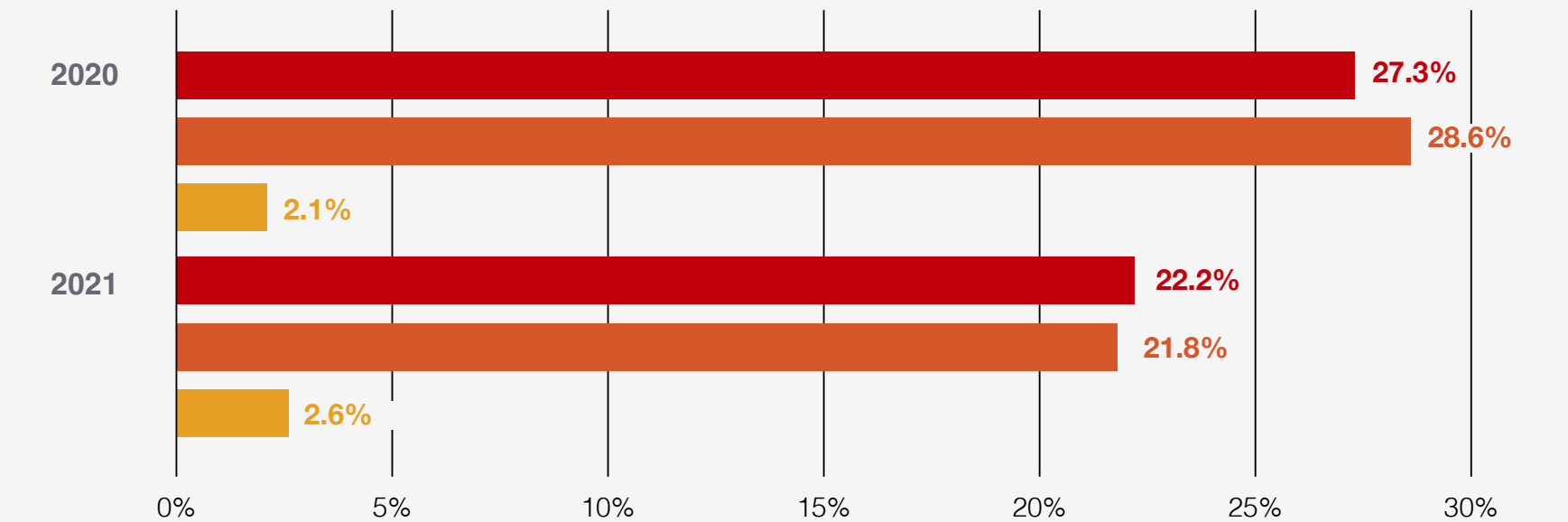
### Rate of New Employee Hires by Gender

Female Male Non-Binary Not Specified



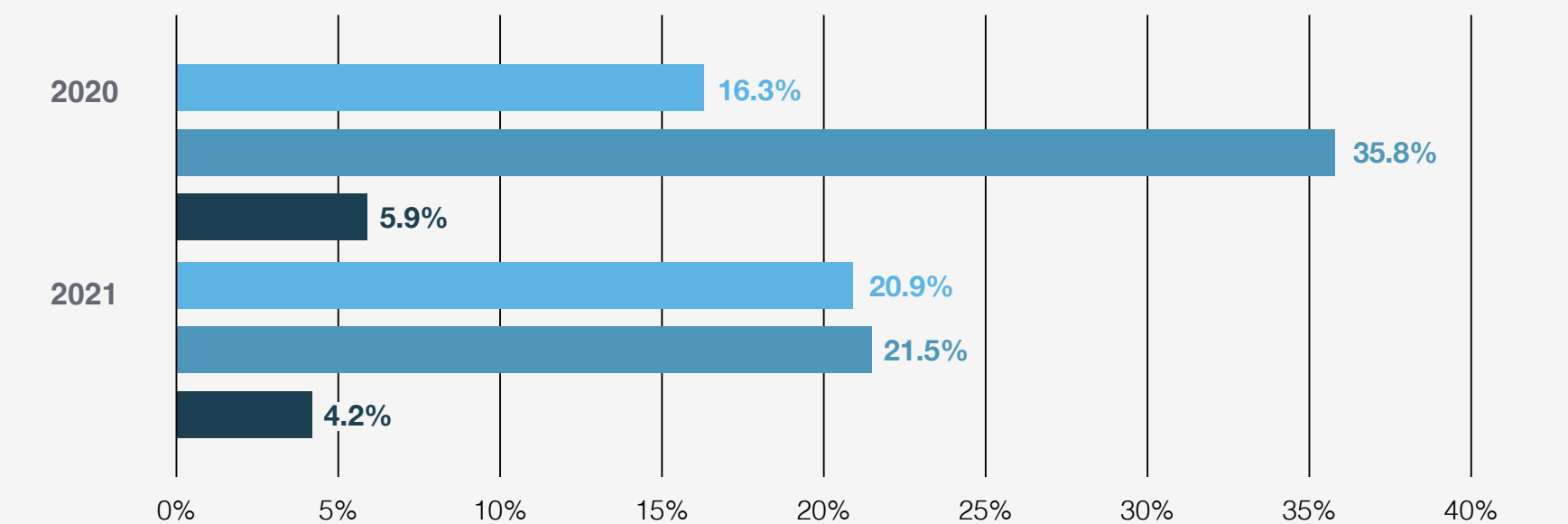
### Rate of New Employee Hires by Age

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



### Rate of New Employee Hires by Region

Americas Asia Europe, Middle East, and Africa







INTRODUCTION

SOCIAL

GOVERNANCE

ENVIRONMENTAL

APPENDIX

About the Report

**Data Tables**

GRI Content Index

SASB Index

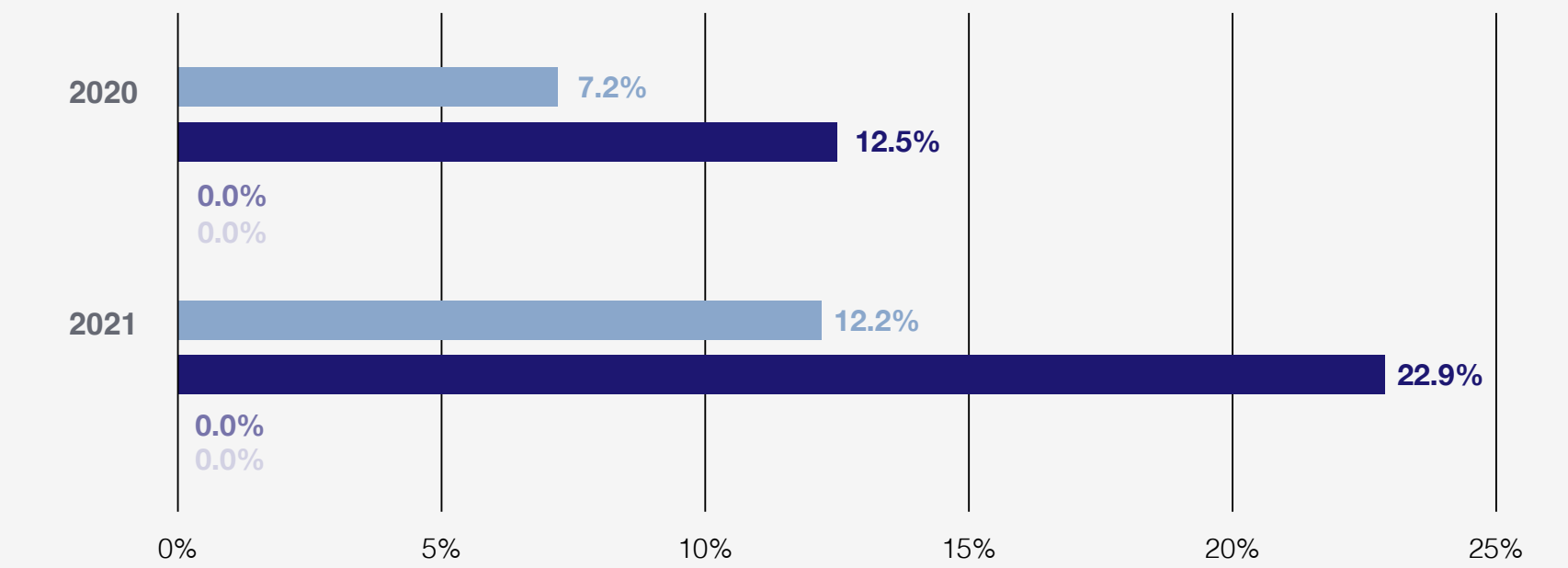
TCFD Index

Metric	2020	2021
<b>Turnover<sup>3</sup></b>		
<b>Number of Employee Turnover by Gender</b>		
Female	311	595
Male	538	1,117
Non-Binary	0	0
Not Specified	0	0
<b>Number of Employee Turnover by Age</b>		
Under 30 Years Old	306	646
30-50 Years Old	460	938
Over 50 Years Old	83	128
<b>Number of Employee Turnover by Region</b>		
Americas	364	754
Asia	424	727
Europe, Middle East, and Africa	61	231

3 - Turnover data includes both voluntary and involuntary departures, as well as departures due to divestitures

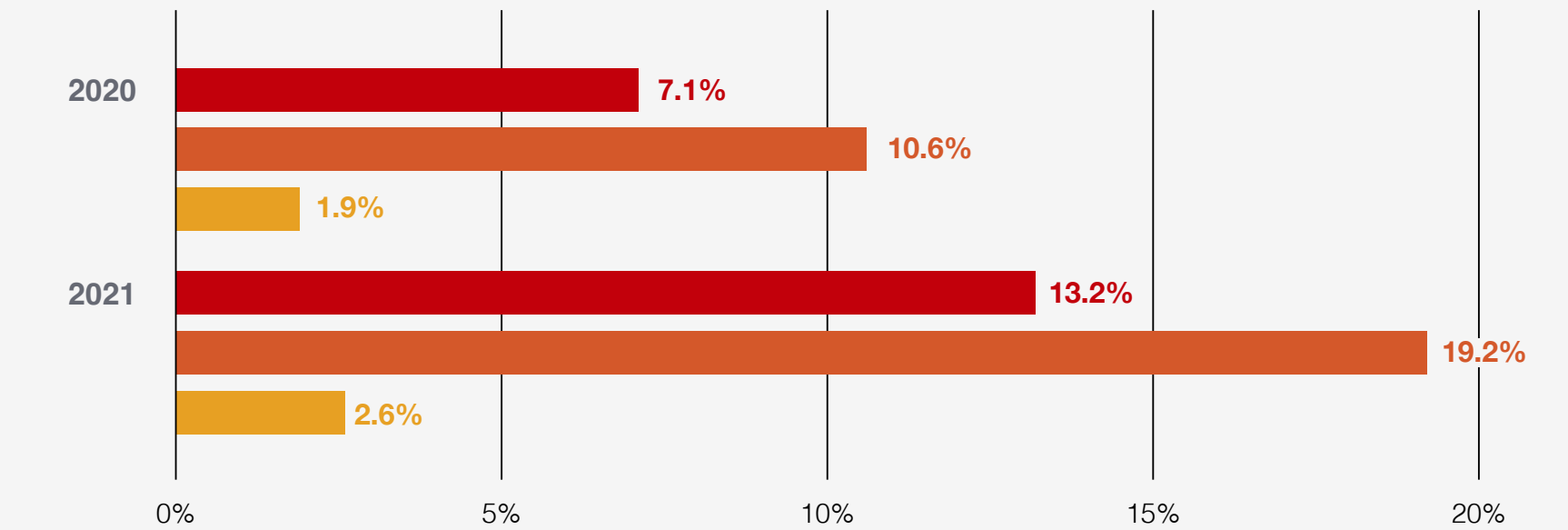
Rate of Employee Turnover by Gender

Female Male Non-Binary Not Specified



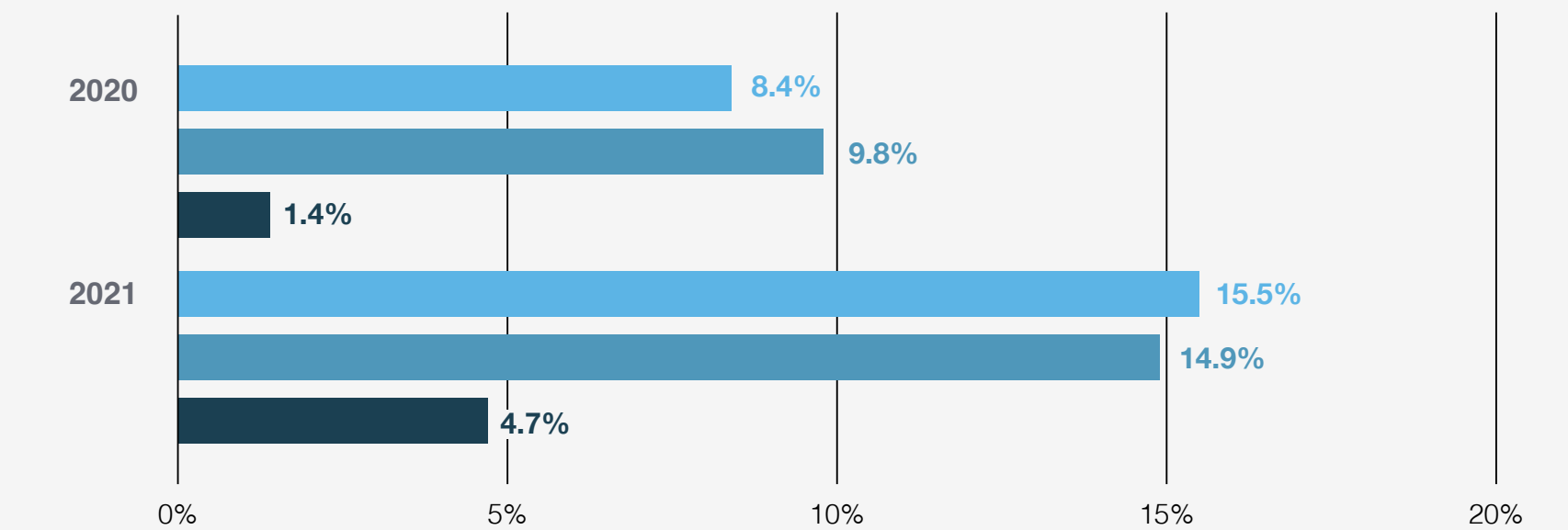
Rate of Employee Turnover by Age

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



Rate of Employee Turnover by Region

Americas Asia Europe, Middle East, and Africa







INTRODUCTION

SOCIAL

GOVERNANCE

ENVIRONMENTAL

APPENDIX

About the Report

**Data Tables**

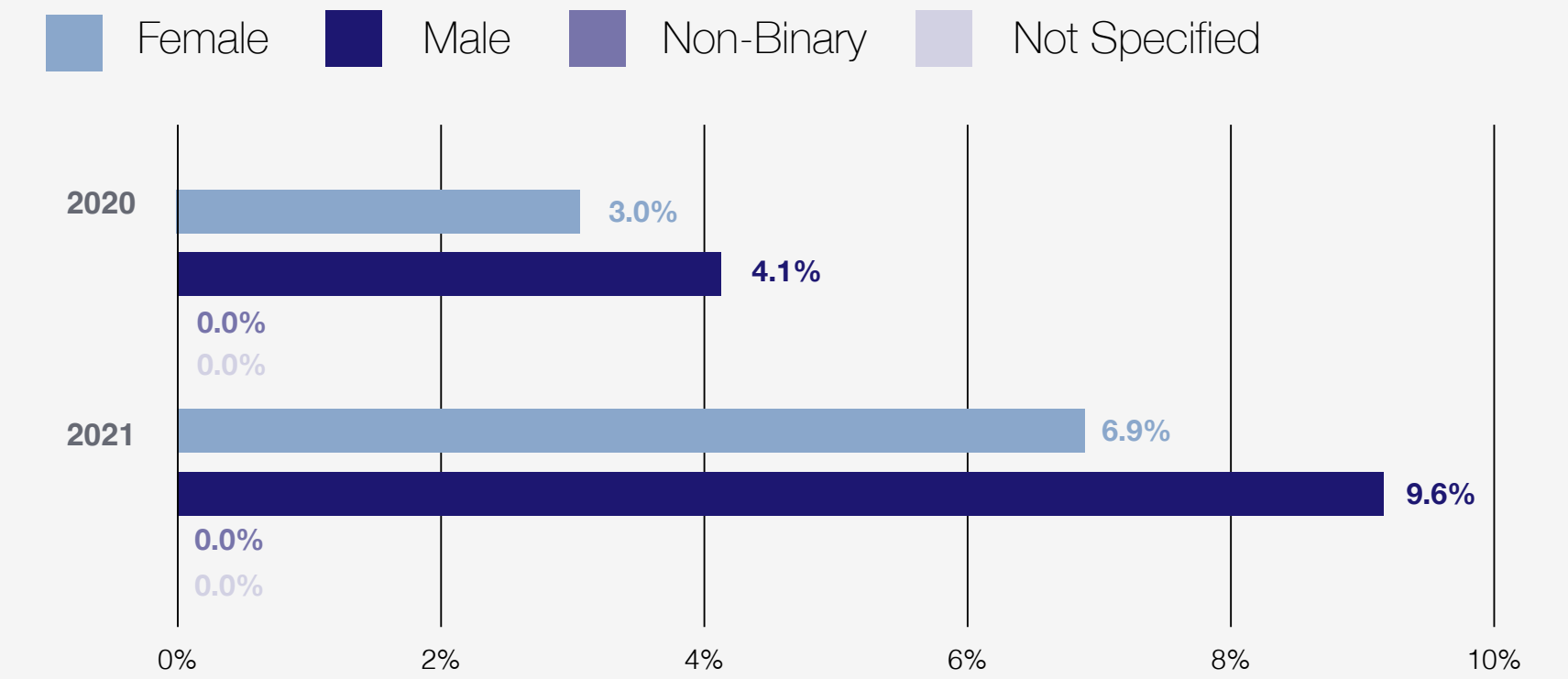
GRI Content Index

SASB Index

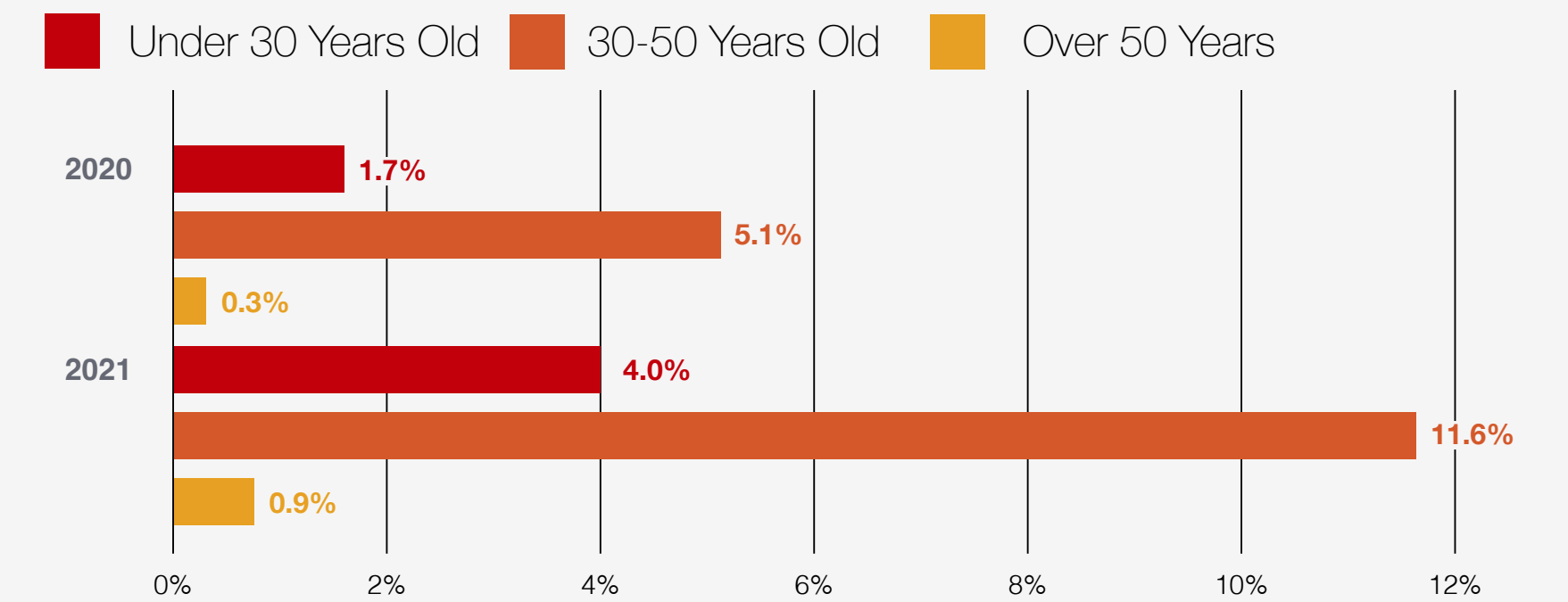
TCFD Index

Metric	2020	2021
<b>Promotions</b>		
<b>Number of Promotions by Gender</b>		
Female	128	335
Male	179	468
Non-Binary	0	0
Not Specified	0	0
<b>Number of Promotions by Age</b>		
Under 30 Years Old	75	194
30-50 Years Old	220	567
Over 50 Years Old	12	42
<b>Number of Promotions by Region</b>		
Americas	220	494
Asia	56	235
Europe, Middle East, and Africa	31	74

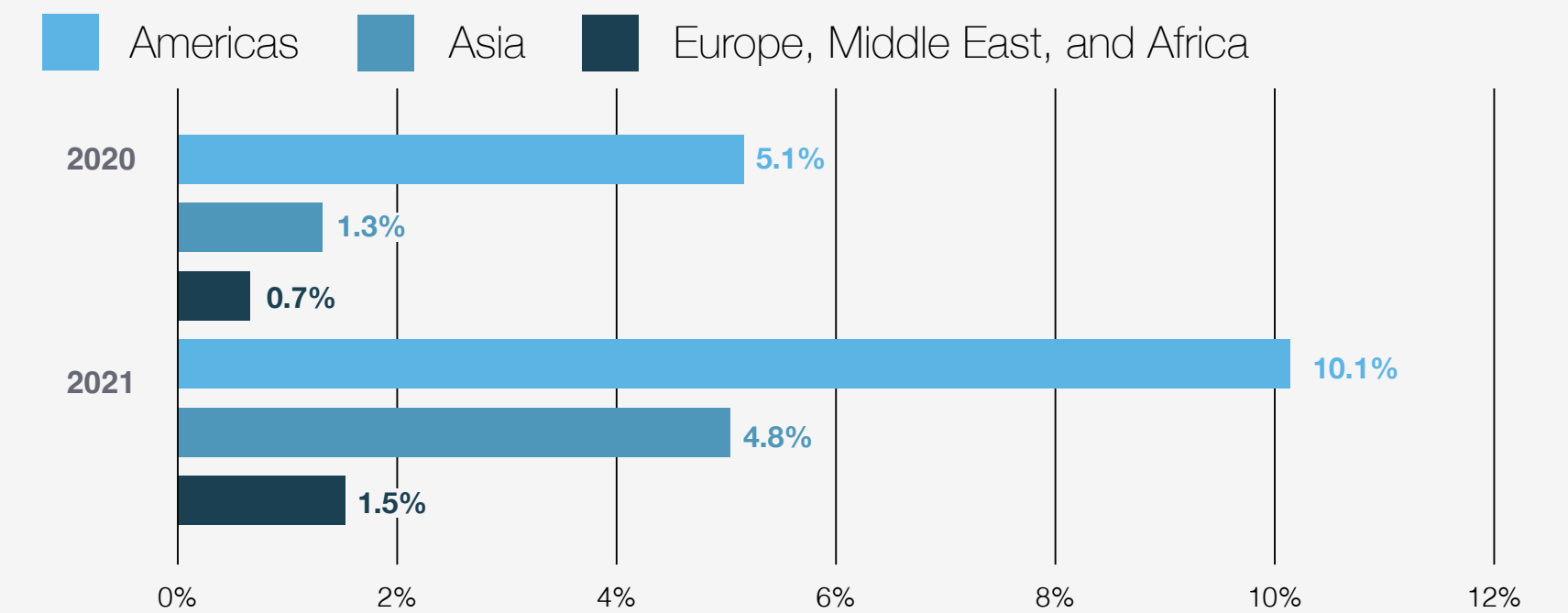
Rate of Promotions by Gender



Rate of Promotions by Age



Rate of Promotions by Region







INTRODUCTION

SOCIAL

GOVERNANCE

ENVIRONMENTAL

APPENDIX

About the Report

**Data Tables**

GRI Content Index

SASB Index

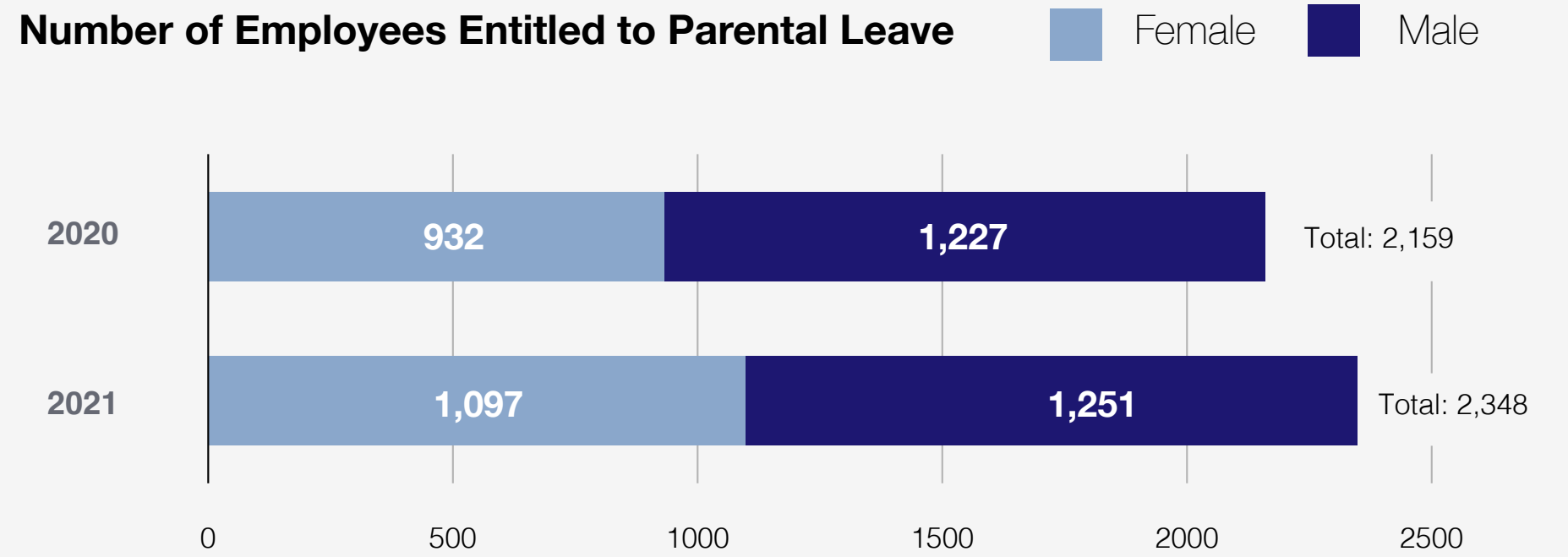
TCFD Index

Metric	2020	2021
<b>Parental Leave (U.S. Only)</b>		
<b>Total Number of Employees That Were Entitled to Parental Leave, by Gender</b>		
Female	932	1,097
Male	1,227	1,251
<b>Total Number of Employees That Took Parental Leave, by Gender</b>		
Female	56	55
Male	46	50
<b>Total Number of Employees That Returned to Work in the Reporting Period After Parental Leave Ended, by Gender</b>		
Female	37	57
Male	43	49
<b>Total Number of Employees That Returned to Work After Parental Leave Ended That Were Still Employed 12 Months After Their Return to Work, by Gender</b>		
Female	14	30
Male	29	40
<b>Employee Engagement <sup>4</sup></b>		
Percentage	N/A	81%
<b>Training and Education <sup>5</sup></b>		
<b>Employees Receiving Regular Performance and Career Development Reviews</b>		
Percentage	56%	82%

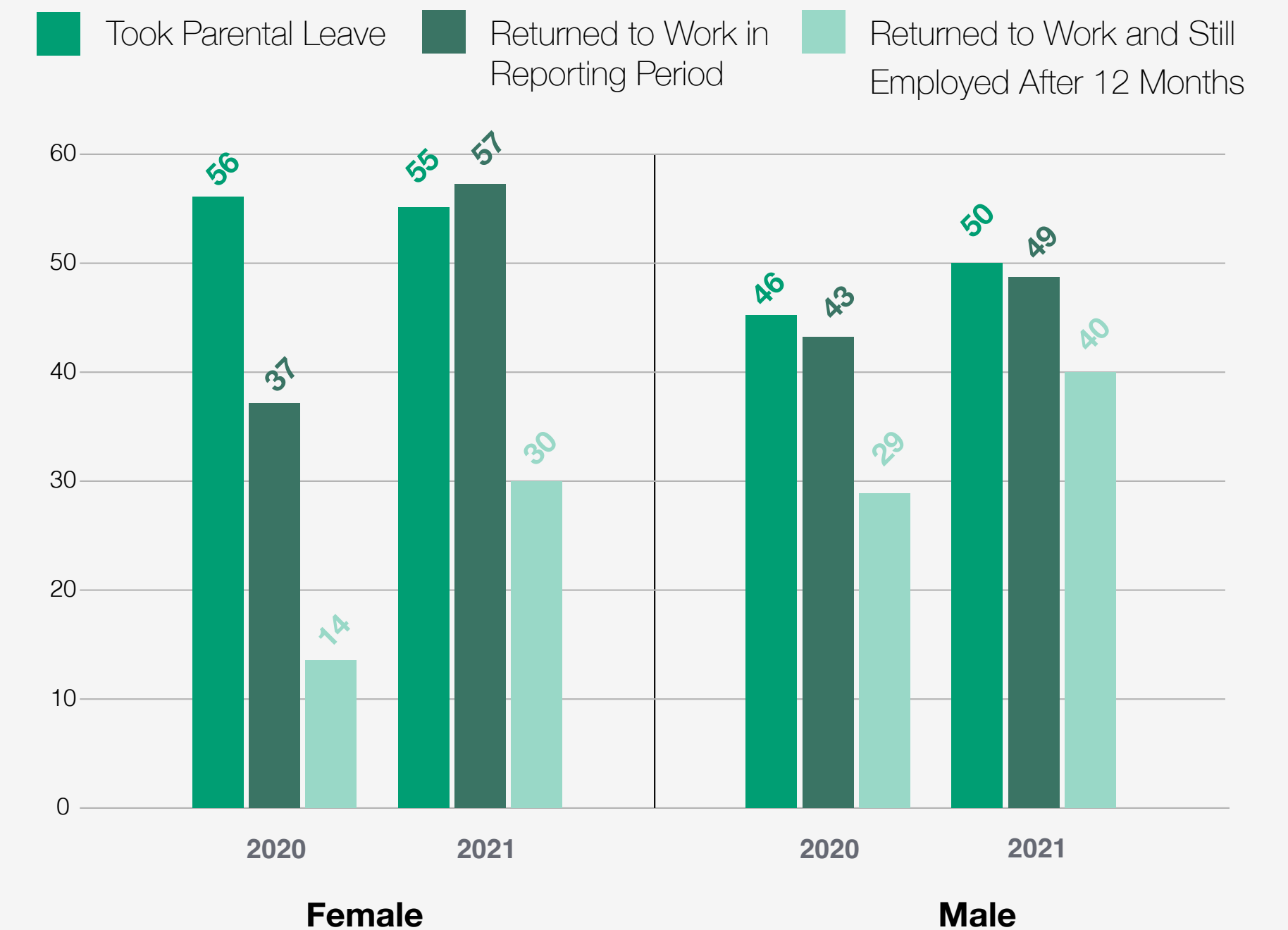
4 - Employee engagement survey conducted for the first time in 2021 and included the Consensus business

5 - Due to safety protocols associated with the COVID-19 pandemic, fewer performance reviews in 2020 were conducted than normal

Number of Employees Entitled to Parental Leave



Parental Leave by Gender







INTRODUCTION

SOCIAL

GOVERNANCE

ENVIRONMENTAL

APPENDIX

[About the Report](#)

**[Data Tables](#)**

[GRI Content Index](#)

[SASB Index](#)

[TCFD Index](#)

Metric	2020	2021
<b>Global Diversity</b>		
<b>Employees by Gender</b>		
Female	36.1%	38.0%
Male	63.6%	61.9%
Non-Binary	0.1%	0.1%
Not Specified	0.2%	0.0%
<b>Individual Contributors by Gender <sup>6</sup></b>		
Female	35.6%	37.4%
Male	64.1%	62.4%
Non-Binary	0.1%	0.1%
Not Specified	0.2%	0.0%
<b>Managers by Gender <sup>7</sup></b>		
Female	39.6%	41.5%
Male	60.2%	58.3%
Non-Binary	0.0%	0.1%
Not Specified	0.3%	0.0%
<b>Senior Leaders by Gender <sup>8</sup></b>		
Female	29.2%	33.3%
Male	70.8%	66.7%
Non-Binary	0.0%	0.0%
Not Specified	0.0%	0.0%

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

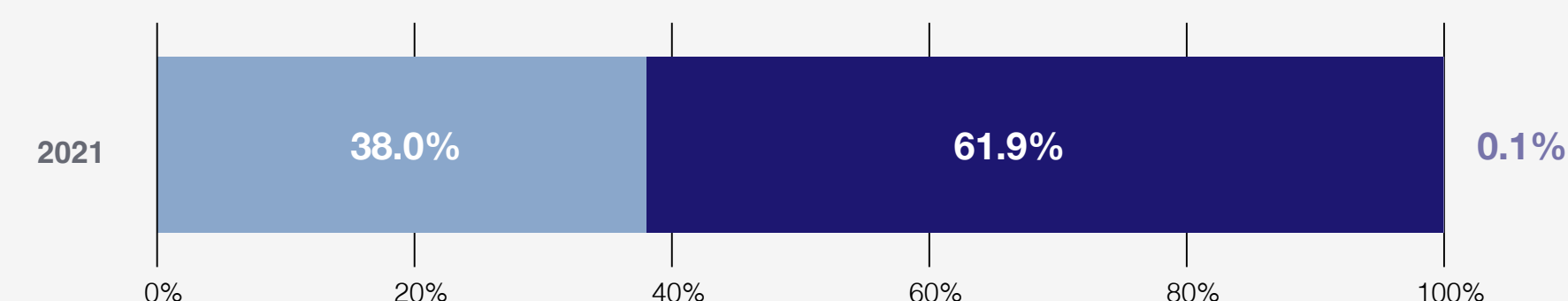
7 - A Manager is defined as an employee having one or more direct reports

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

Metric	2020	2021
<b>Employees by Age</b>		
Under 30 Years Old	30.9%	30.9%
30-50 Years Old	61.9%	61.8%
Over 50 Years Old	7.2%	7.3%
<b>Individual Contributors by Age</b>		
Under 30 Years Old	37.2%	36.9%
30-50 Years Old	56.5%	56.9%
Over 50 Years Old	6.2%	6.2%
<b>Managers by Age</b>		
Under 30 Years Old	9.0%	7.3%
30-50 Years Old	82.7%	83.4%
Over 50 Years Old	8.3%	9.2%
<b>Senior Leaders by Age</b>		
Under 30 Years Old	2.1%	0.0%
30-50 Years Old	72.9%	72.7%
Over 50 Years Old	25.0%	27.3%

**Global Employees by Gender in 2021**

Female Male Non-Binary Not Specified







INTRODUCTION

SOCIAL

GOVERNANCE

ENVIRONMENTAL

APPENDIX

[About the Report](#)

**[Data Tables](#)**

[GRI Content Index](#)

[SASB Index](#)

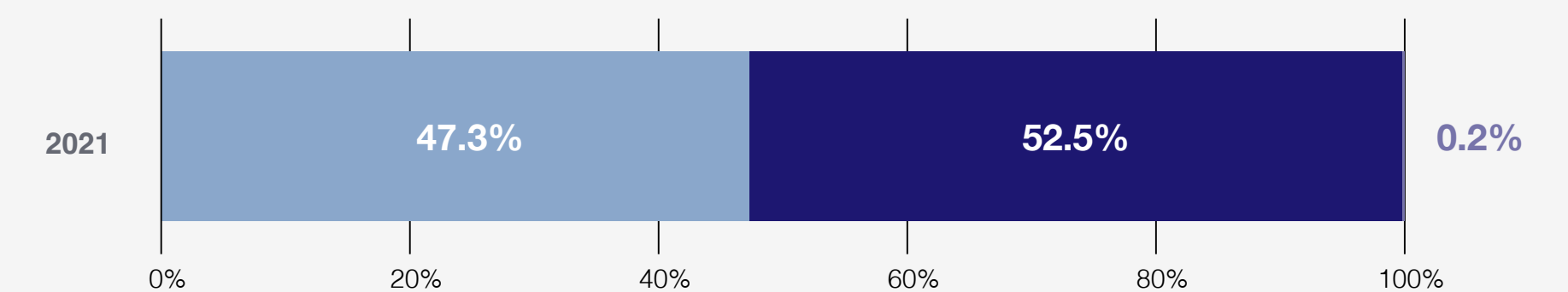
[TCFD Index](#)

Metric	2020	2021
<b>U.S. Diversity</b>		
<b>Employees by Gender</b>		
Female	43.7%	47.3%
Male	56.1%	52.5%
Non-Binary	0.2%	0.2%
Not Specified	0.0%	0.0%
<b>Individual Contributors by Gender</b>		
Female	44.2%	47.9%
Male	55.4%	51.9%
Non-Binary	0.3%	0.2%
Not Specified	0.1%	0.0%
<b>Managers by Gender</b>		
Female	45.7%	48.4%
Male	54.3%	51.4%
Non-Binary	0.0%	0.2%
Not Specified	0.0%	0.0%
<b>Senior Leaders by Gender</b>		
Female	30.0%	33.6%
Male	70.0%	66.4%
Non-Binary	0.0%	0.0%
Not Specified	0.0%	0.0%

Metric	2020	2021
<b>Employees by Age</b>		
Under 30 Years Old	20.8%	19.2%
30-50 Years Old	68.8%	69.1%
Over 50 Years Old	10.4%	11.7%
<b>Individual Contributors by Age</b>		
Under 30 Years Old	26.8%	24.8%
30-50 Years Old	64.2%	64.6%
Over 50 Years Old	9.1%	10.5%
<b>Managers by Age</b>		
Under 30 Years Old	6.9%	5.6%
30-50 Years Old	82.6%	82.5%
Over 50 Years Old	10.5%	11.9%
<b>Senior Leaders by Age</b>		
Under 30 Years Old	2.1%	0.0%
30-50 Years Old	72.9%	72.7%
Over 50 Years Old	25.0%	27.3%

**U.S. Employees by Gender in 2021**

Female Male Non-Binary Not Specified







**INTRODUCTION**

**SOCIAL**

**GOVERNANCE**

**ENVIRONMENTAL**

**APPENDIX**

About the Report

**Data Tables**

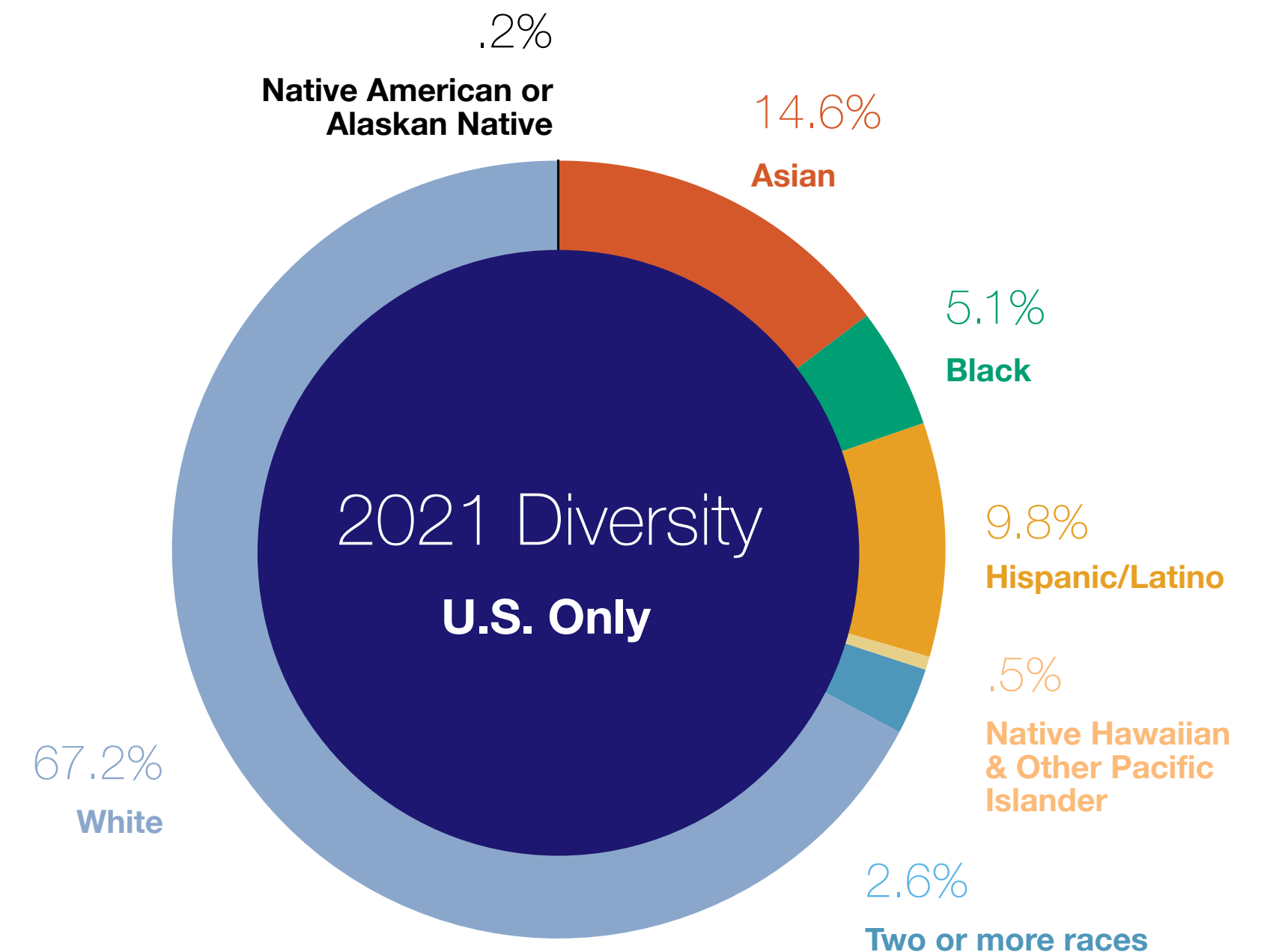
GRI Content Index

SASB Index

TCFD Index

Metric	2020	2021
<b>U.S. Diversity (Continued)</b>		
<b>Employees by Race</b>		
Asian	13.8%	14.6%
Black	4.5%	5.1%
Hispanic/Latino	10.6%	9.8%
Native Hawaiian & Other Pacific Islander	0.6%	0.5%
Native American or Alaskan Native	0.2%	0.2%
White	68.0%	67.2%
Two or More Races	2.3%	2.6%
<b>Individual Contributors by Race</b>		
Asian	14.4%	15.5%
Black	5.6%	6.2%
Hispanic/Latino	12.5%	11.2%
Native Hawaiian & Other Pacific Islander	0.6%	0.4%
Native American or Alaskan Native	0.1%	0.1%
White	64.2%	63.7%
Two or More Races	2.6%	3.0%
<b>Managers by Race</b>		
Asian	11.3%	11.2%
Black	1.6%	2.2%
Hispanic/Latino	6.9%	7.3%
Native Hawaiian & Other Pacific Islander	0.8%	0.7%
Native American or Alaskan Native	0.4%	0.4%
White	76.7%	76.2%
Two or More Races	2.2%	2.0%

Metric	2020	2021
<b>Senior Leaders by Race</b>		
Asian	15.0%	17.2%
Black	2.1%	3.1%
Hispanic/Latino	2.1%	1.6%
Native Hawaiian & Other Pacific Islander	0.7%	0.0%
Native American or Alaskan Native	0.0%	0.0%
White	80.0%	78.1%
Two or More Races	0.0%	0.0%







## Global Economic Data

Metrics	2021
<b>SASB Activity Metrics</b>	
<b>Subscriptions</b>	
Average Monthly Subscribers	2.35 MM
Percentage That Are Cloud-Based	100%
Monthly Average Revenue per Subscriber	\$18.1
<b>Data Storage <sup>9</sup></b>	
Total Amount	100-200 PB
Percentage Outsourced	60%

9 - Based on business and customer need the amount of data storage fluctuates significantly over the year and we have provided a range for that reason

INTRODUCTION

SOCIAL

GOVERNANCE

ENVIRONMENTAL

APPENDIX

About the Report

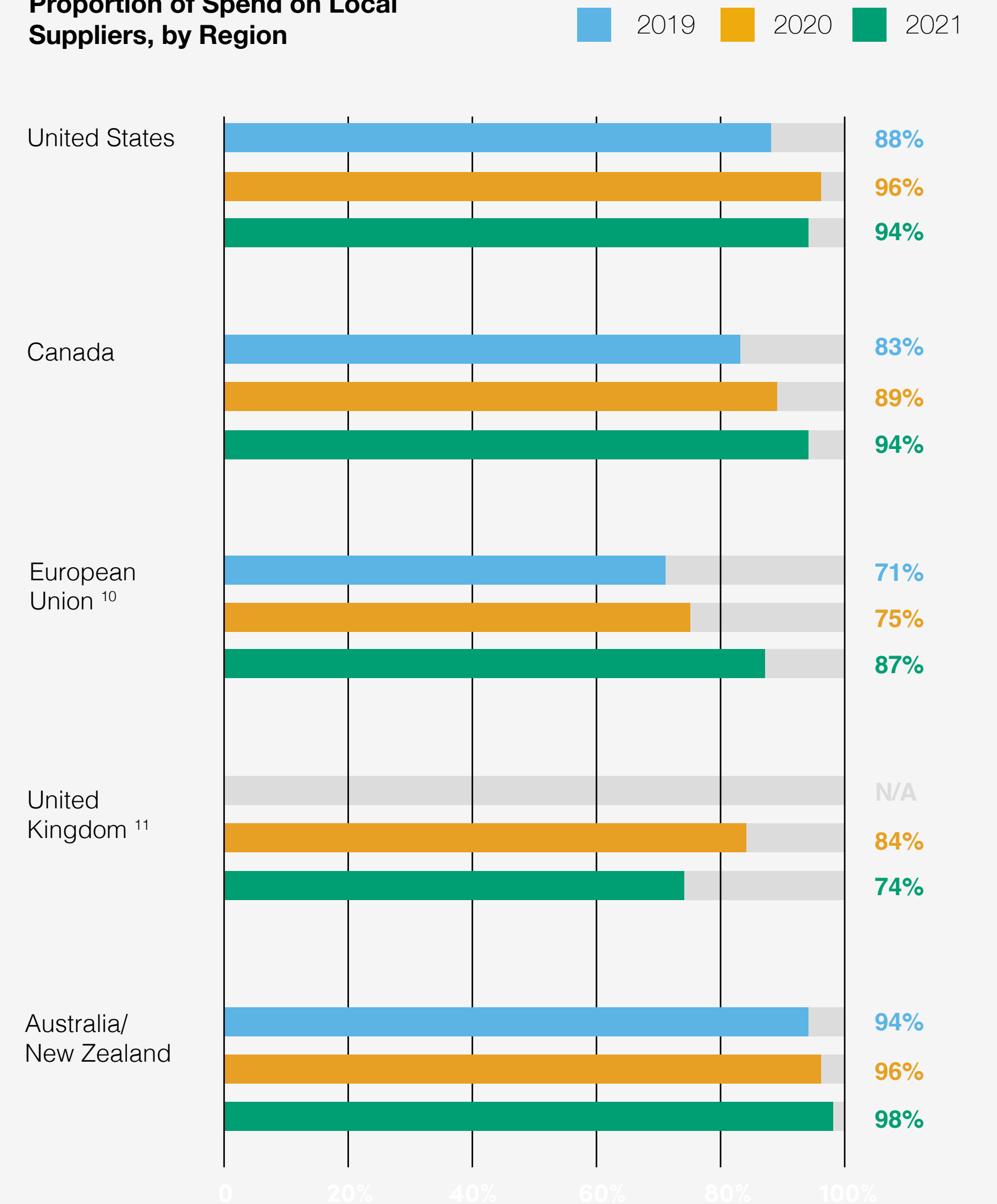
**Data Tables**

GRI Content Index

SASB Index

TCFD Index

Proportion of Spend on Local Suppliers, by Region



10 - 2019 figure includes UK spend

11 - Broken out from 2020 due to Brexit



## Global Environmental Data

INTRODUCTION

SOCIAL

GOVERNANCE

ENVIRONMENTAL

APPENDIX

About the Report

**Data Tables**

GRI Content Index

SASB Index

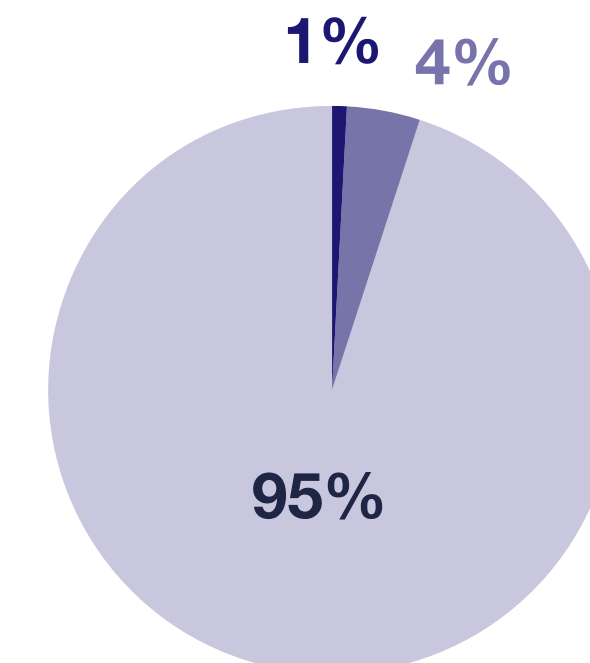
TCFD Index

Metrics	2019	2020	2021
<b>Emissions <sup>12</sup></b>			
<b>Scope 1</b>			
Direct GHG Emissions (mt CO <sub>2</sub> e)	782.0	692.2	657.5
<b>Scope 2</b>			
Energy Indirect GHG Emissions (mt CO <sub>2</sub> e, Market-based)	3,495.5	2,320.9	2,160.1
<b>Scope 1+2 Intensity</b>			
GHG Emissions Intensity, (mt CO <sub>2</sub> e / \$1,000 Revenue)	0.00287	0.00220	0.00204
<b>Scope 3</b>			
GHG Emissions (mt CO <sub>2</sub> e)	84,617.5	94,697.9	99,871.8
<b>Energy</b>			
<b>Energy Consumption (GJ)</b>			
Total (GJ)	43,783	30,882	29,401
<b>Energy Intensity (GJ / \$ Revenue)</b>			
Total (GJ / \$1,000 Revenue)	0.02939	0.02251	0.02126

12 - We engaged third-party sustainability consultant Agendi to conduct our GHG audit. Our baseline year is 2019 and the GHG Protocol Corporate Accounting and Reporting Standard was used in the calculation of energy use and GHG emissions. Electricity emission factors are obtained from the International Energy Agency's CO<sub>2</sub> Emissions from Fuel Combustion 2020 report, and the U.S. Environmental Protection Agency's Emissions & Generation Resource Integrated Database (eGRID) publication. Additional emissions factors are sourced from the UK Department for Environment, Food and Rural Affairs (Defra). All energy sources are included in intensity calculations. Gases covered in GHG emissions calculations include CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, and HFCs. Global warming potentials are obtained from the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report. The chosen consolidation approach for emissions is facilities under operational control. We have no emissions from biogenic sources. Emissions calculations are based on a combination of actual, estimated and extrapolated data. As our emissions methodology is refined in future years, our emissions numbers are subject to change.

### Percentage of Annual Emissions per Scope

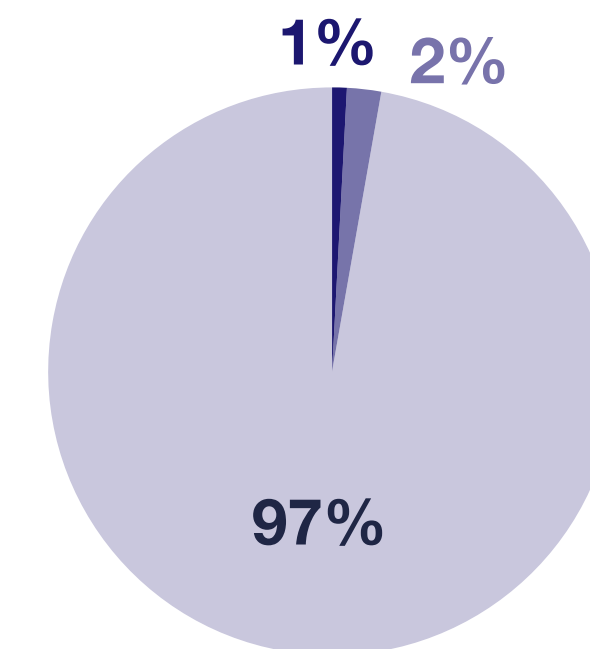
■ Scope 1 ■ Scope 2 ■ Scope 3



2019

**88,895.1**

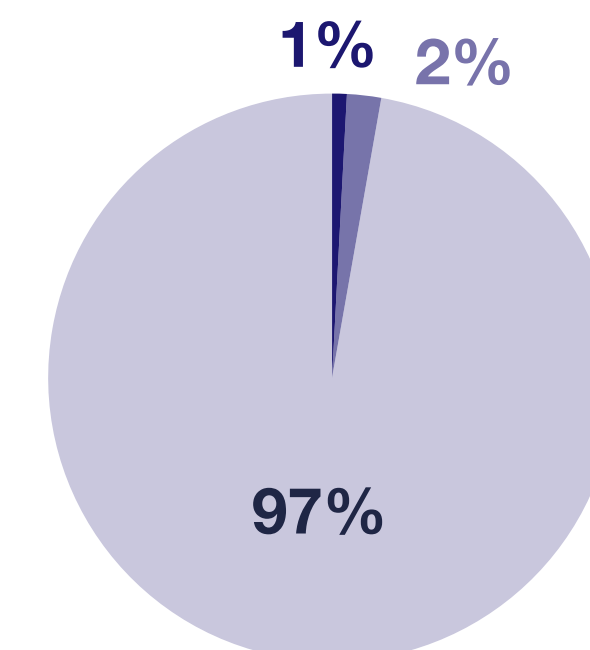
Total GHG Emission (mt CO<sub>2</sub>e)



2020

**97,711.0**

Total GHG Emission (mt CO<sub>2</sub>e)



2021

**102,689.4**

Total GHG Emission (mt CO<sub>2</sub>e)





# GRI Content Index

The Global Reporting Initiative (GRI) is an international independent standards organization that helps organizations understand and communicate their impacts on ESG issues to stakeholders.

## INTRODUCTION

## SOCIAL

## GOVERNANCE

## ENVIRONMENTAL

## APPENDIX

[About the Report](#)

[Data Tables](#)

**[GRI Content Index](#)**

[SASB Index](#)

[TCFD Index](#)

Disclosure	Report Location or External Ziff Davis Reference
<b>GRI 102: GENERAL DISCLOSURES 2016</b>	
<b>Organizational Profile</b>	
102-1 Name of the organization	Ziff Davis, Inc.
102-2 Activities, brands, products, and services	2020 Annual Report: Business Overview, pages 3-11
102-3 Location of headquarters	New York, NY
102-4 Location of operations	2020 Annual Report: Properties, page 38
102-5 Ownership and legal form	2020 Annual Report: Market for Registrant's Common Equity, Related Stockholder Matters and Issuer Purchases of Equity Securities, pages 39-40
102-6 Markets served	2020 Annual Report: Business Overview, pages 3-11
102-7 Scale of the organization	2020 Annual Report: Business Overview, pages 3-11; 2020 Annual Report: Properties, page 38; 2020 Annual Report: Selected Financial Data, page 43
102-8 Information on employees and other workers	2020 Annual Report: Business Overview, pages 9-10; Chapter 1: Human Capital Management, page 10; Data Tables, page 47
102-9 Description of the organization's supply chain	Chapter 3: Risk Management, page 26
102-10 Significant changes to the organization and its supply chain	In 2021, the Company changed its name from J2 Global, Inc. to Ziff Davis, Inc. and spun off its cloud fax services to form a new publicly traded company called Consensus Cloud Solutions, Inc. Unless otherwise noted, this report excludes Consensus
102-11 Precautionary Principle or approach	Chapter 5: Environmental Management, page 39
102-12 External initiatives	Chapter 1: Human Capital Management, page; Chapter 3: Risk Management, page 26
102-13 Membership of associations	Chapter 1: Human Capital Management, page 10
<b>Strategy</b>	
102-14 Statement from senior decision-maker	A Message from Our CEO, page 3
102-15 Key impacts, risks, and opportunities	2020 Annual Report: Risk Factors, pages 12-37
<b>Ethics and integrity</b>	
102-16 Values, principles, standards, and norms of behavior	Chapter 4: Corporate Governance, page 33; Code of Business Conduct and Ethics
102-17 Mechanisms for advice and concerns about ethics	Chapter 4: Corporate Governance, page 33; Code of Business Conduct and Ethics; Ethicspoint reporting webpage



## INTRODUCTION

## SOCIAL

## GOVERNANCE

## ENVIRONMENTAL

## APPENDIX

[About the Report](#)

[Data Tables](#)

**[GRI Content Index](#)**

[SASB Index](#)

[TCFD Index](#)

Disclosure	Report Location or External Ziff Davis Reference
<b>Governance</b>	
102-18 Governance structure	Chapter 4: Corporate Governance, page 33; Board & ESG webpage
102-19 Delegating authority	Chapter 4: Corporate Governance, page 33
102-20 Executive-level responsibility for economic, environmental, and social topics	Chapter 4: Corporate Governance, page 33
102-22 Composition of the highest governance body and its committees	Chapter 4: Corporate Governance, page 33; 2021 Proxy Statement: Meetings and Committees of the Board, pages 12-15; Committee Composition Webpage
102-23 Chair of the highest governance body	2021 Proxy Statement: Board Leadership, page 10
102-24 Nominating and selecting the highest governance body	Corporate Governance Principles, page 3
102-25 Conflicts of interest	Corporate Governance Principles, page 5; 2021 Proxy Statement: Director Backgrounds and Qualifications, pages 4-9
102-26 Role of highest governance body in setting purpose, values, and strategy	Corporate Governance Principles, page 1
102-27 Collective knowledge of highest governance body	2021 Proxy Statement: Director Backgrounds and Qualifications, pages 4-9
102-28 Evaluating the highest governance body's performance	2021 Proxy Statement: Director Backgrounds and Qualifications, pages 4-9
102-29 Identifying and managing economic, environmental, and social impacts	Environmental, Social and Corporate Governance Committee Charter
102-30 Effectiveness of risk management processes	Chapter 3: Risk Management, page 26; 2021 Proxy Statement, Risk Management, page 11
102-31 Review of economic, environmental, and social topics	Chapter 4: Corporate Governance, page 33; 2021 Proxy Statement: Corporate Responsibility, pages 5-6
102-32 Highest governance body's role in sustainability reporting	Chapter 4: Corporate Governance, page 33
102-33 Communicating critical concerns	Chapter 4: Corporate Governance, page 33
102-34 Nature and total number of critical concerns	Chapter 4: Corporate Governance, page 33
102-35 Remuneration policies	2021 Proxy Statement: Director Compensation, pages 16-42; Compensation Committee Charter
102-36 Process for determining remuneration	2021 Proxy Statement: Director Compensation, pages 16-42; Compensation Committee Charter
102-37 Stakeholders' involvement in remuneration	2021 Proxy Statement: Advisory Vote on the Compensation of the Names Executive Officers, pages 18-19
102-38 Annual total compensation ratio	2021 Proxy Statement: Pay Ratio Disclosure, page 33
102-39 Percentage increase in annual total compensation ratio	2021 Proxy Statement: Pay Ratio Disclosure, pages 33 & 36
<b>Stakeholder engagement</b>	
102-40 List of stakeholder groups	Materiality Assessment, page 7





## INTRODUCTION

## SOCIAL

## GOVERNANCE

## ENVIRONMENTAL

## APPENDIX

About the Report

Data Tables

**GRI Content Index**

SASB Index

TCFD Index

Disclosure	Report Location or External Ziff Davis Reference
102-41 Collective bargaining agreements	2020 Annual Report: Human Capital Resources, page 9
102-42 Identifying and selecting stakeholders	Materiality Assessment, page 7
102-43 Approach to stakeholder engagement	Materiality Assessment, page 7
102-44 Key topics and concerns raised	Materiality Assessment, page 7
<b>Reporting practice</b>	
102-45 Entities included in the consolidated financial statements	2020 Annual Report: Business, pages 3-7
102-46 Defining report content and topic Boundaries	About the Report, page 46
102-47 List of material topics	Materiality Assessment, page 7
102-48 Restatements of information	As this is Ziff Davis' inaugural ESG report, there are no restatements of information
102-49 Changes in reporting	As this is Ziff Davis' inaugural ESG report, there are no changes in reporting
102-50 Reporting period	About the Report, page 46
102-51 Date of most recent report	This is Ziff Davis' inaugural ESG report
102-52 Reporting cycle	Annual
102-53 Contact point for questions regarding the report	<a href="mailto:sustainability@ziffdavis.com">sustainability@ziffdavis.com</a>
102-54 Claims of reporting in accordance with the GRI Standards	About the Report, page 46
102-55 GRI content index	GRI Content Index, page 57
102-56 External assurance	No external assurance provided at this time
<b>ECONOMIC TOPICS</b>	
<b>GRI 204: Procurement Practices 2016</b>	
103-1-103-3 Aspects of the Management Approach	Chapter 3: Risk Management, page 26
204-1 Proportion of spending on local suppliers	Data Tables, page 47
<b>GRI 205: Anti-corruption 2016</b>	
103-1-103-3 Aspects of the Management Approach	Chapter 4: Corporate Governance, page 33
205-2 Communication and training about anti-corruption policies and procedures	Chapter 4: Corporate Governance, page 33; Code of Business Conduct and Ethics



## INTRODUCTION

## SOCIAL

## GOVERNANCE

## ENVIRONMENTAL

## APPENDIX

[About the Report](#)

[Data Tables](#)

**[GRI Content Index](#)**

[SASB Index](#)

[TCFD Index](#)

Disclosure	Report Location or External Ziff Davis Reference
<b>GRI 206: Anti-competitive Behavior 2016</b>	
103-1-103-3 Aspects of the Management Approach	Chapter 4: Corporate Governance, page 33
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Chapter 4: Corporate Governance, page 33
<b>ENVIRONMENTAL TOPICS</b>	
<b>GRI 302: Energy 2016</b>	
103-1-103-3 Aspects of the Management Approach	Chapter 5: Environmental Management, page 39
302-1 Energy consumption within the organization	Data Tables, page 47
302-3 Energy intensity	Data Tables, page 47
<b>GRI 303: Water and Effluents 2016</b>	
103-1-103-3 Aspects of the Management Approach	Chapter 5: Environmental Management, page 39
303-1 Interactions with water as a shared resource	Chapter 5: Environmental Management, page 39
<b>GRI 305: Emissions 2016</b>	
103-1-103-3 Aspects of the Management Approach	Chapter 5: Environmental Management, page 39
305-1 Direct (Scope 1) GHG emissions	Chapter 5: Environmental Management, page 39
305-2 Energy indirect (Scope 2) GHG emissions	Chapter 5: Environmental Management, page 39
305-3 Other indirect (Scope 3) GHG emissions	Chapter 5: Environmental Management, page 39
305-4 GHG emissions intensity	Chapter 5: Environmental Management, page 39
<b>SOCIAL TOPICS</b>	
<b>GRI 401: Employment 2016</b>	
103-1-103-3 Aspects of the Management Approach	Chapter 1: Human Capital Management, page 10
401-1 New employee hires and employee turnover	Data Tables, page 47





## INTRODUCTION

## SOCIAL

## GOVERNANCE

## ENVIRONMENTAL

## APPENDIX

[About the Report](#)

[Data Tables](#)

**[GRI Content Index](#)**

[SASB Index](#)

[TCFD Index](#)

Disclosure	Report Location or External Ziff Davis Reference
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Chapter 1: Human Capital Management, page 10; Employee Benefits Webpage
401-3 Parental leave	Data Tables, page 47
<b>GRI 404: Training and Education 2016</b>	
103-1-103-3 Aspects of the Management Approach	Chapter 1: Human Capital Management, page 10
404-2 Programs for upgrading employee skills and transition assistance programs	Chapter 1: Human Capital Management, page 10
404-3 Percentage of employees receiving regular performance and career development reviews	Chapter 1: Human Capital Management, page 10
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	
103-1-103-3 Aspects of the Management Approach	Chapter 1: Human Capital Management, page 10
405-1 Diversity of governance bodies and employees	Data Tables, page 47
405-2 Ratio of basic salary and remuneration of women to men	Data Tables, page 47
<b>GRI 412: Human Rights Assessment 2016</b>	
103-1-103-3 Aspects of the Management Approach	Chapter 4: Corporate Governance, page 33
412-2 Employee training on human rights policies or procedures	Chapter 4: Corporate Governance, page 33
<b>GRI 413: Local Communities 2016</b>	
103-1-103-3 Aspects of the Management Approach	Chapter 2: Local Communities, page 20
413-1 Operations with local community engagement, impact assessments, and development programs	Chapter 2: Local Communities, page 20
<b>GRI 418: Customer Privacy 2016</b>	
103-1-103-3 Aspects of the Management Approach	Chapter 3: Risk Management, page 26
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Chapter 3: Risk Management, page 26



# SASB Index

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

SASB Topic	Accounting Metric	Code	Section Reference
<b>Environmental Footprint of Hardware Infrastructure</b>	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	TC-SI-130a.1, TC-IM-130a.1	Chapter 5: Environmental Management, page 39 ESG Data Table, page 47
	Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.3, TC-IM-130a.3	Chapter 5: Environmental Management, page 39 ESG Data Table, page 47
<b>Data Privacy &amp; Freedom of Expression</b>	Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1, TC-IM-220a.1	Chapter 3: Risk Management, page 26
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3, TC-IM-220a.3	Chapter 3: Risk Management, page 26
	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	TC-SI-220a.4, TC-IM-220a.4	Chapter 3: Risk Management, page 26
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	TC-SI-220a.5, TC-IM-220a.5	Chapter 3: Risk Management, page 26
<b>Data Security</b>	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	TC-SI-230a.1, TC-IM-230a.1	Chapter 3: Risk Management, page 26
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2, TC-IM-230a.2	Chapter 3: Risk Management, page 26
<b>Recruiting &amp; Managing a Global, Diverse &amp; Skilled Workforce</b>	Percentage of employees that are located offshore	TC-SI-330a.1, TC-IM-330a.1	Data Tables, page 47
	Employee engagement as a percentage	TC-SI-330a.2, TC-IM-330a.2	Chapter 1: Human Capital Management, page 10
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-SI-330a.3, TC-IM-330a.3	Data Tables, page 47
<b>Intellectual Property Protection &amp; Competitive Behavior</b>	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	TC-SI-520a.1, TC-IM-520a.1	Chapter 4: Corporate Governance, page 33
<b>Managing Systemic Risks from Technology Disruptions</b>	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	TC-SI-550a.1	Chapter 3: Risk Management, page 26
	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	2020 Form 10K
<b>Activity Metrics</b>	Entity-defined measure of user activity	TC-IM-000.A	Data Tables, page 47
	(1) Number of licenses or subscriptions, (2) percentage cloud-based	TC-SI-000.A	Data Tables, page 47
	(1) Amount of data storage, (2) percentage outsourced	TC-SI-000.C	Data Tables, page 47

## INTRODUCTION

## SOCIAL

## GOVERNANCE

## ENVIRONMENTAL

## APPENDIX

[About the Report](#)

[Data Tables](#)

[GRI Content Index](#)

**[SASB Index](#)**

[TCFD Index](#)



# TCFD Index

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

TCFD Element	Disclosure	Section Reference
<b>Governance</b>	a) Describe the board's oversight of climate-related risks and opportunities.	Chapter 4: Corporate Governance, page 33 Chapter 5: Environmental Management, page 39
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	Chapter 5: Environmental Management, page 39
<b>Strategy</b>	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Chapter 5: Environmental Management, page 39
<b>Risk Management</b>	a) Describe the organization's processes for identifying and assessing climate-related risks.	Chapter 5: Environmental Management, page 39
	b) Describe the organization's processes for managing climate-related risks.	Chapter 5: Environmental Management, page 39
<b>Metrics and Targets</b>	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Data Tables, page 47
	b) Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Data Tables, page 47

**INTRODUCTION**

**SOCIAL**

**GOVERNANCE**

**ENVIRONMENTAL**

**APPENDIX**

[About the Report](#)

[Data Tables](#)

[GRI Content Index](#)

[SASB Index](#)

**[TCFD Index](#)**





## About Our Company

Ziff Davis (Nasdaq: ZD) is a vertically focused digital media and internet company with a portfolio of over 45 leading brands in technology, entertainment, shopping, health, cybersecurity, and martech.