2021 ESG REPORT

IAC

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A MESSAGE FROM
OUR CHAIRMAN
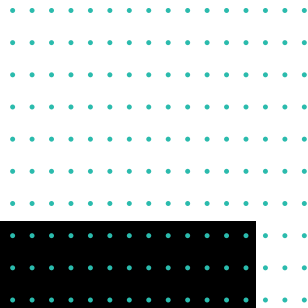
For more than a quarter century IAC has built businesses and inspired leaders who transform categories. Our mission to be a true "anti-conglomerate" — creating the category leaders who will one day step out on their own and reimagine industries — has only strengthened as we navigated new challenges, pursued new opportunities, and embraced rapid change this past year. As we push forward, we are anchored by our core values and a culture that guides us. No matter what happens in the world around us, at IAC we welcome healthy debate, question conventional wisdom, think big, and take bold action fueled by the courage of our convictions.

In our second ESG report, we further demonstrate how IAC's values, vision, and distinct strengths continue to shape how we do business, support our employees, enrich our communities, and enable us to make positive, lasting impact.

We're proud of how IAC's businesses supported families and communities in 2021, while unlocking opportunities for economic empowerment. This past year Care.com partnered with some of America's top employers to expand affordable childcare access to millions of American workers while advocating for policy initiatives to benefit families and hard-working care providers. Angi connected more than 200,000 American home service professionals to 18 million homeowner requests for work. Our jobs platform, Bluecrew, put more people to work last year, doubling the number of job assignments and increasing total paid hours worked by 70%. And in 2021 Vivian Health helped more clinicians find jobs in communities hit hard by COVID-19, growing the number of clinicians on its platform and the number of job applications by over 200%.

The backbone of IAC is our people — the leaders, visionaries, entrepreneurs, managers, operators, individuals, and teams who keep us pushing the limits of what's believed to be

possible. We continue to offer industry-shaping benefits and our focus on embracing the diversity of our 13,000-plus employees is part of the reason IAC was recognized with a perfect score from the Human Rights Campaign for the fourth year in a row.

IAC's leadership philosophy stems from our values and is grounded in the idea that people can rise to greatness if given the right tools and opportunity. We believe in passion over pedigree and in leaders who want to build a better world, not just a better resume. Launched in 2019, the IAC Fellows Program brings our leadership model to high-achieving students from underserved and under-resourced communities to help realize the next generation of leaders. Now in its fourth year, we're reaching more future disruptors than ever before, more than doubling our Fellows cohort from 2020 to 2021 and hiring two graduates of the program in full-time positions at IAC businesses. In 2021 we also continued to make the IAC headquarters lobby a safe and energizing learning space for 200 local elementary school students here in our Chelsea neighborhood, complete with a computer lab and the creation of a 2021 summer camp. We were thrilled to hear from program organizers that the students who came through our doors during this time returned to school this past fall better prepared academically, socially, and emotionally.

This report addresses our 2021 progress in greater detail and also makes clear the work left to be done. As IAC continues to build the next generation of transformative businesses and exceptional leaders, we remain guided by our deep commitment to our employees, our shareholders, our communities, and our drive to be a force for good. We look forward to continuing this journey.

Barry Diller
Chairman and Senior Executive

2021 HIGHLIGHTS

IAC CORPORATE
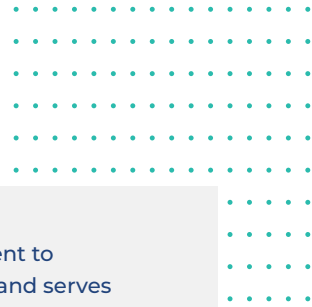
144% year-over-year growth in the number of IAC Fellows.

30 college students from underserved communities received academic scholarships through our IAC Foundation Scholarship program.

200+ elementary school students attended an IAC-built learning lab, after school program, and summer camp at IAC headquarters during the pandemic.

100% score on the Human Rights Campaign Equality Index for the fourth consecutive year.

Dotdash meredith — Established an Anti-Bias Review Board in support of its commitment to create newsworthy, accurate, and helpful content that represents and serves all people. Read more here.

Angi — Adopted an "Equity for All" program so that all full-time employees, regardless of their position in the company, have the opportunity to receive Angi equity grants.

Care.com — Leveraged its industry leadership position in support of major policy initiatives benefiting families and became an active partner and ally of the Marshall Plan for Moms.

bluecrew — Doubled the number of job assignments and increased total paid hours worked by 70%. Bluecrew helps businesses find labor and is focused on improving the well-being of workers by providing them with the benefits that come with W-2 employment.

vivian — Put more nurses to work in communities hit hard by the COVID-19 pandemic, growing both the number of clinicians on its platform and the number of jobs applied to by over 200%. Vivian also launched a dedicated COVID-19 jobs portal to identify highest-need priorities to alleviate the concerns and challenges facing hospitals.

Data in this report are for the year ended December 31, 2021.

IAC BUILDS COMPANIES

IAC builds category-winning companies, products, and brands, and we do it in a way that's unquestionably our own.

OUR VALUES

We've always done things differently, dating back to our roots in 1995 when IAC founder and Chairman Barry Diller took over as CEO of the broadcasting company Silver King Communications. Mr. Diller saw around that time what is now commonplace: that technical leaps in interactivity can revolutionize commerce. In 2003, we became IAC. Today, we continue to embrace the possibilities of the Internet while solidifying our unique identity as a digital anti-conglomerate.

Most management teams hold on for dear life when companies are clear category winners. For decades, IAC has chosen to do the opposite. We don't simply amass great Internet companies. We build them, grow them, and — when they are ready — set them free to stand independently. From the single seed that started as IAC over two decades ago have emerged 11 public companies and generations of exceptional leaders.

IAC CORE VALUES   » GIVE PEOPLE A SHOT AT GREATNESS   » FOLLOW IDEAS, NOT ORDERS   » STAY CURIOUS   » ALWAYS BE BUILDING

WHO WE ARE

4
OPERATING SEGMENTS

150+
BRANDS & PRODUCTS

45+
OFFICES

13.1K
EMPLOYEES

OUR ESG PRIORITIES

Social responsibility is important to IAC. We deliver on this responsibility while building great businesses and managing our company in line with our values. Our social responsibilities don't stand on an island, separate and apart from our businesses. We integrate environmental, social, and governance (ESG) priorities, such as good governance, user privacy, and community investment into our day-to-day decision-making to help our businesses succeed and our communities thrive over the long term.

This is key to our success in building lasting businesses, nurturing generations of leaders, and creating shareholder value. A long-term view also defines how we approach ESG priorities and investments to ensure we are doing our part to make tangible, positive impact on the world around us.

"Always be Building" is one of our core values because IAC is never static — at any given moment, a business can become a part of the IAC story while another begins a new chapter. This is why we allow each the autonomy and the freedom to make decisions that are right for them, their employees, and their customers. IAC businesses all embody IAC values, but each are able to develop their own unique ESG strategy that is authentic and reflective of their culture, communities, and business goals. This ensures a flexible and dynamic company-wide ESG approach that empowers IAC to do what we do best: evolve, grow, and make lasting impact.

A constant across IAC is that we support our people and are dedicated to making our workplaces welcoming and rewarding. We recognize that our employees and businesses are vital leaders in our communities and we empower them to make a difference. We strive to manage IAC responsibly, prioritizing initiatives and investments to ensure good governance, the protection of data and user privacy, and environmental sustainability as we look ahead and prepare for the future.

IAC supports the **2030 United Nations Sustainable Development Goals (SDGs)**, and we believe that our work contributes to their advancement. Although each goal is important, we believe there are five SDGs that correspond particularly well with our work and values: **Good Health and Well-Being, Quality Education, Decent Work and Economic Growth**, **Reduced Inequalities**, and **Partnerships for the Goals.**

Supporting the Sustainable Development Goals

3 GOOD HEALTH AND WELL-BEING
- » **Health insurance**
- » **Paid family leave**
- » **Tools to manage mental health issues**

4 QUALITY EDUCATION
- » **IAC Fellows Program**
- » **Providing space in headquarters for after school programs and summer camp during COVID-19**
- » **Dotdash Meredith apprentice programs**

8 DECENT WORK AND ECONOMIC GROWTH
- » **IAC Fellows Program**
- » **Employee equity policy**
- » **401k Plan with matching**

10 REDUCED INEQUALITIES
- » **Equitable and fair processes**
- » **IAC Fellows Program**

17 PARTNERSHIPS FOR THE GOALS
- » **The New York Immigration Coalition**
- » **United Way of Central Iowa**
- » Additional partnerships in the **Community Investment** section

Throughout this report, we communicate how we deliver on these priorities. We look forward to sharing our progress as we continue our journey.

Environment

ENVIRONMENT

IAC recognizes our responsibility to address climate change and we are working to mitigate our negative impacts on the environment.

SDGs IMPACTED

Through our environmental efforts, we are making progress toward one of our core SDGs, Partnerships for the Goals (SDG 17).
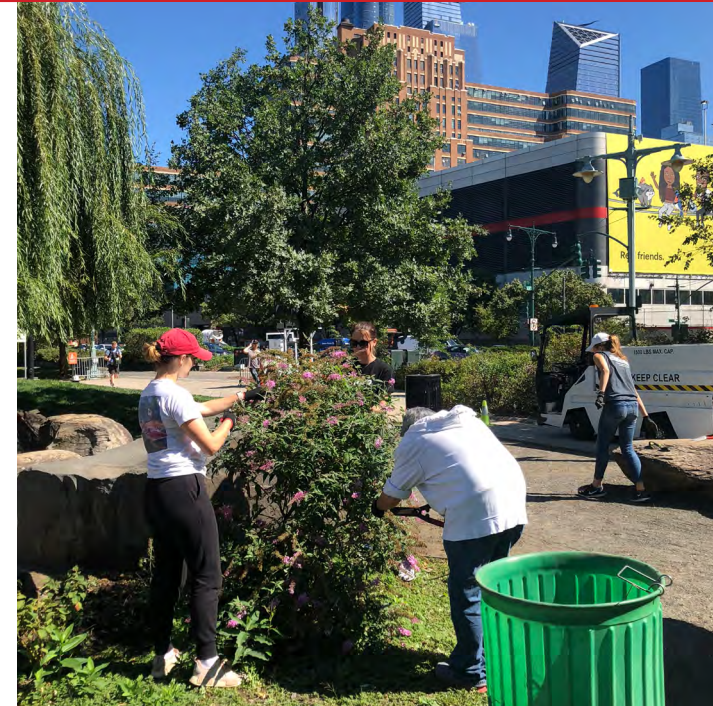
17 PARTNERSHIPS FOR THE GOALS

HIGHLIGHTS FROM 2021

» Purchased renewable energy credits to offset 100% of carbon emissions related to IAC headquarters' electricity use

» Increased the percentage of Dotdash Meredith's paper mills certified to ISO 14001 — a management system for manufacturers focused on environmental performance — from 83% to 86%
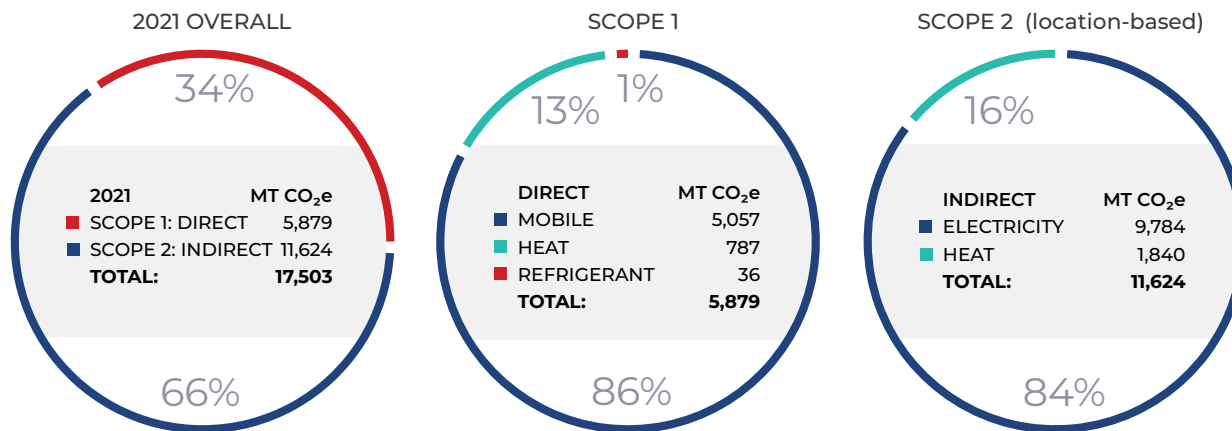
CARBON FOOTPRINT

One of the main contributors to IAC's environmental impact is greenhouse gas emissions, particularly those generated by electricity use in office buildings and through business travel. We are taking active steps toward a better understanding of our environmental impact by partnering with third parties to quantify our greenhouse gas emissions. In 2022, we collaborated with the Center for Industrial Research and Service (CIRAS) to recalculate our Scope 1 and 2 emissions, which changed significantly following the acquisition of the Meredith Holdings Corporation in 2021. Advanced Waste Management Systems (AWM), which is accredited by the ANSI National Accreditation Board, independently verified our Scope 1 and 2 results. We are in the process of completing our Scope 3 emissions inventory. AWM will also verify our Scope 3 results when they are complete.

IAC's 2021 Scope 1 emissions were 5,879 metric tons of carbon dioxide equivalents (CO_2e). Scope 2 location-based emissions were 11,624 metric tons of CO_2e (excluding renewable energy credits) and Scope 2 market-based emissions were 11,166 metric tons of CO_2e (including renewable energy credits).

2021 Emissions

2021 OVERALL

34%

2021	MT CO_2e
■ SCOPE 1: DIRECT	5,879
■ SCOPE 2: INDIRECT	11,624
TOTAL:	**17,503**

66%

SCOPE 1

13%   1%

DIRECT	MT CO_2e
■ MOBILE	5,057
■ HEAT	787
■ REFRIGERANT	36
TOTAL:	**5,879**

86%

SCOPE 2 (location-based)

16%

INDIRECT	MT CO_2e
■ ELECTRICITY	9,784
■ HEAT	1,840
TOTAL:	**11,624**

84%

To learn more about IAC's greenhouse gas emissions, read our **Greenhouse Gas Report**.

CO$_2$
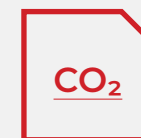
ENERGY USE

IAC Headquarters

Our headquarters, 555 West 18th Street, is an existing 202,500-square-foot office building located in Manhattan, New York. The facility was built in 2007 and initially experienced high operating costs and elevated energy use intensity. The building hit a peak usage of 265 kBtu/SF in 2012, which was reduced to 215 kBtu/SF in 2021.

In 2021, we purchased renewable energy credits to offset 100% of our carbon emissions for electrical use at IAC's headquarters. We expect to continue to fully offset emissions at our headquarters through the end of 2022, at which time we will re-evaluate our strategy based on the results of our carbon footprint analysis.[1]

To improve the efficiency of our headquarters, we also completed the following energy-efficiency upgrades in 2021:

» We installed Demand Control Ventilation and set zone levels on the HVAC system.

» We replaced all light fixtures with LED lighting and installed daylight dimming controls. This resulted in an estimated savings of 544,000 kWh per year in electricity from converting fluorescent fixtures to LED. Additionally, we recycled the old mercury-containing fluorescent lamps — approximately 2,160 pounds of old fluorescent light bulbs, or 26,000 linear feet.

We are on track to achieve Energy Star certification in early 2023, as we have increased our **Energy Star** score from 45 to 79 over the last 2 years. Additionally, we are pursuing **LEED** Gold certification for our headquarters.

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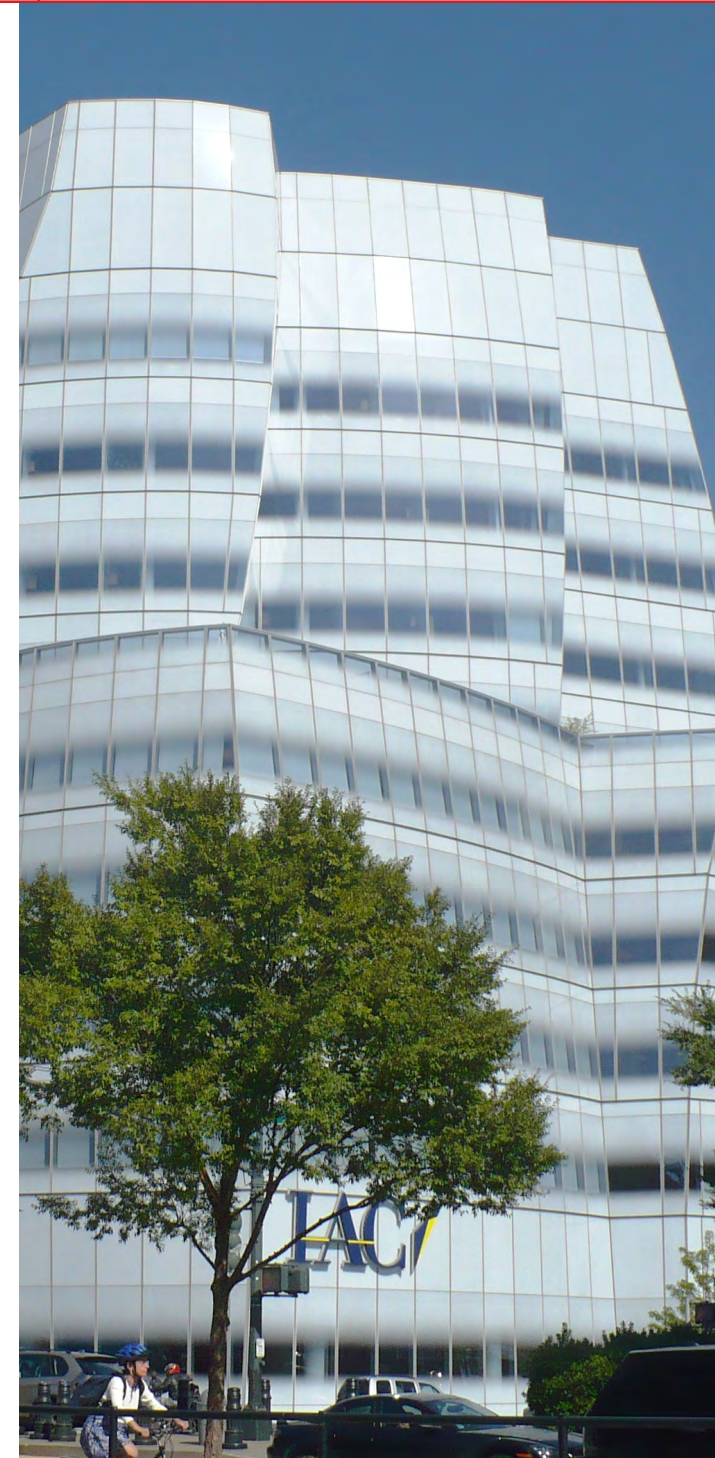
1 In our 2020 Corporate Social Responsibility Report, we included a statement that we were committed to being carbon neutral in 2021. That statement applied to our reported 2020 Scope 1, 2, & 3 emissions, which we achieved.

Dotdash Meredith

In 2010, Dotdash Meredith's Locust North building was LEED-certified by the US Green Building Council — the first existing building in Iowa to achieve that designation. It was designed with large windows to harvest daylight and a dimming system to reduce electric lighting based on available natural light.

Dotdash Meredith's Locust North and Locust South buildings at 1615 and 1716 Locust St., respectively, in Des Moines have many energy-efficient features:

» The lighting systems in both Des Moines buildings are 100% LED.

» Lighting and HVAC equipment are automated to turn on and off at preset times.

The automation system monitors energy demand, shutting down equipment to conserve energy and reduce peak demand. The buildings' energy-efficient HVAC systems include localized hydronic heat pumps that balance heating and cooling to save energy. Their decentralized compressors can "load shed" during peak demand periods to distribute the work. Relocating heating or cooling, instead of creating it, erases the need for a large chiller plant that requires more energy to operate — even at low loads.

Buildings with IAC Offices certified to a green standard

Chicago, IL (130 E Randolph Street) is LEED-Gold certified (leased)

Denver, CO (360 Walnut Street) is LEED-Gold certified (leased)

Des Moines, IA (1615 Locust Street) is LEED EB (Existing Building) certified (owned)

London, UK (31A Clerkenwell Close) is BREEAM rating very good (leased)

New York, NY (225 Liberty Street) is LEED-Gold certified (leased)

New York, NY (330 W 34th Street) is LEED-Silver certified (leased)

Waltham, MA (77 CityPoint) is LEED-Gold certified (leased)

PAPER USE

In addition to mitigating greenhouse gas emissions produced by our offices, IAC is actively investigating other areas in which we can more sustainably operate our businesses.

Currently, IAC and our businesses create content for digital platforms and paper magazines. As we continue to produce paper magazines, we recognize the need to identify environmentally friendly paper suppliers.

As a major paper buyer, Dotdash Meredith leverages its position to promote responsible forestry through supplier and stakeholder partnerships. It engages annually with paper suppliers to track environmental performance, identify potential areas for improvement, and help paper buyers make informed procurement decisions.

Dotdash Meredith's objective is to ensure that its magazine paper both looks great to readers and incurs a minimal environmental footprint. Its annual request for proposal process selects qualified paper suppliers who meet the yearly requirements found in Dotdash Meredith's paper purchasing policies. These policies support the sustainable management of forests and other natural resources. Suppliers must be compliant with all applicable environmental and forestry laws and regulations. They must also demonstrate consistent improvement in their use of third-party certified paper sources as described in the sidebar to the right.

WASTE

IAC has taken steps to reduce e-waste at our headquarters, as well as our product waste footprint.

Since 2013, IAC Headquarters has been responsibly disposing of hardware at the end of its life through Liquid Technology, a company that offers environmentally responsible computer recycling services while also ensuring that data are properly removed. IAC Headquarters is increasingly moving toward purchasing 100% compostable products for all pantry supplies, including cutlery and paper plates. IAC Headquarters purchased a total of 1,105 pounds of Forest Stewardship Council (FSC) paper food service products in 2021.

Dotdash Meredith promotes environmental sustainability throughout its paper value chain.

Paper: Nearly 100% of the paper used by Dotdash Meredith's print magazines is certified by a third party, receiving at least one of the below certifications:

» The fiber used to create the paper can be traced through the production cycle back to the original certified forest in which it was produced.

» Loggers are trained to harvest raw materials using sustainable forestry practices.

» Confirms that the forest is being managed in a way that preserves biological diversity and benefits the lives of local people and workers, while ensuring it sustains economic viability.

Manufacturing: The percentage of paper mills Dotdash Meredith works with that are certified to ISO 14001 increased from 83% to 86% in 2021. 95% of its total paper tonnage was purchased from ISO 14001 certified mills, down slightly from 96% in the prior year.

» ISO 14001 is an environmental management system that can be used by manufacturers, including paper mills, to minimize how their operations negatively affect the environment.

SUSTAINABILITY CONTENT FROM DOTDASH MEREDITH

Dotdash Meredith incorporates sustainability into the content it creates by including stories on making smart, efficient use of resources and making the world — or at least your corner of the world — a more beautiful place.
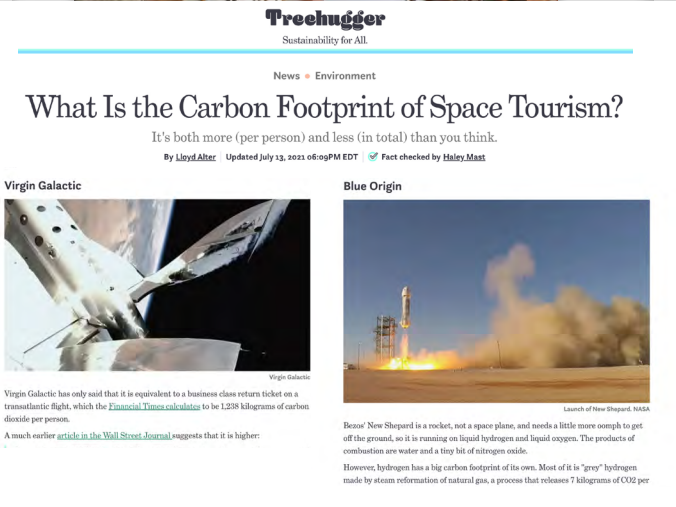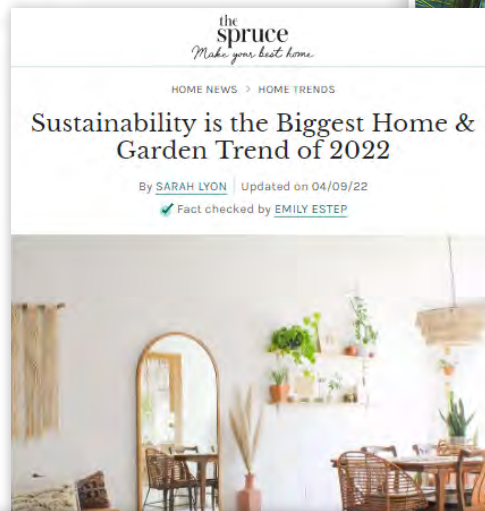
Social

SOCIAL

While comprehensive governance processes underlie IAC's work, our people — the leaders, visionaries, entrepreneurs, managers, operators, individuals, and teams that keep IAC curious and in motion — are at the core of everything we do.

SDGs IMPACTED

We pride ourselves on our ability to change lives through our work and to uplift all voices and stories to make a positive impact in our businesses and communities. Our social programs and initiatives lie at the heart of our efforts to deliver against the SDGs, including Good Health and Well-Being (SDG 3), Quality Education (SDG 4), Decent Work and Economic Growth (SDG 8), and Partnerships for the Goals (SDG 17).

OUR PEOPLE

Employee Benefits & Well-being

At IAC we recognize that to do quality work we must have satisfied, fulfilled employees. To this end, we offer competitive compensation packages with flexible and family-friendly benefits and policies. All of our full-time employees, who comprise 89% of our total employee base, are eligible to take advantage of robust healthcare and wellness coverage, and a majority of them do so.

At IAC Corporate, we engage with our employees via live-streamed Town Halls hosted by CEO Joey Levin, giving our teams ample opportunity to connect with IAC business leaders, get business updates, and ask questions. Our businesses host similar events for employees.

2021 Benefits Highlights

Benefits can include:

Paid Family Leave

Subsidized Backup Childcare

Mental Health Resources

401k Plan with Matching

Tuition Reimbursement

Equity-related Compensation Eligibility

Company-sponsored Employee Resource Groups

Helping Our Employees Invest for the Future

Financially disciplined opportunism is a core tenet at IAC, and we are committed to helping our employees embrace that personally as they save for their future. That's why in 2019 we expanded our 401k savings plan to make it one of the most competitive in the industry. All of our businesses offer 401k matching, with IAC Corporate and a number of our businesses matching 100% of employees' pre-tax and Roth contributions, dollar for dollar, up to $10,000. Employees of these businesses also have the benefit of an annual auto-enrollment feature, which defaults election into a 401k plan, and an auto-increase feature, which raises each participant's contribution by 1% until it reaches 10% of their salary. These features are designed to benefit those on the lower end of the income scale by offering improved retirement security. For these businesses, in 2021 we invested 44% more in our participating employees' retirement savings compared to the prior year, and total contributions to 401k accounts increased by over 35%.

Ownership Mentality

We want all our employees to feel and act like business owners. That's why nearly 100% of US full-time employees at IAC Corporate — independent of position, role, or experience — receive equity, as do our employees across many other businesses.

Inclusivity & Belonging

IAC and our businesses strive to foster inclusive workplaces where all employees feel valued for who they are and are motivated and inspired to do their best work.

Our health programs and leave benefits reflect our commitment to inclusion and diversity. All of our businesses offer employees paid family leave and our health plans include comprehensive transgender healthcare coverage and robust fertility health programs. Each of our businesses is very different, and specific diversity, equity, and inclusion programs vary across companies. Highlights at certain IAC businesses include:

» Annual pay equity analyses to ensure that employees from traditionally underrepresented groups are not adversely impacted by pay bias

» Employee Resource Groups (ERGs) led by senior executives and, in certain cases, funded by our businesses

» Unconscious bias training

» Cross-functional diversity, equity, and inclusion councils that guide initiatives to attract a more diverse employee population and recommend programs such as diversity and inclusion training

We're proud that:

» We have received a perfect 100% score on the Human Rights Campaign Corporate Equality Index 4 years in a row.

» The percentage of VP positions and above held by females increased from 30% in 2020 to 41% in 2021, aided by our acquisition of Meredith Holdings Corporation.

See **Care.com** and **Daily Beast's** Commitments to Diversity

DOTDASH MEREDITH COMMITMENT TO DIVERSITY

Dotdash Meredith incorporates inclusion and belonging into its business and the content it creates. In 2021, Dotdash Meredith used its many brands to uplift diverse voices and represent readers of all backgrounds. Through its print and digital platforms, it highlighted issues and stories from gender equality to the LGBTQ+ community and racial equity. Topics included post-gender fashion influencers on TikTok and Instagram, guides for parents supporting LGBTQ+ kids, Black, Indigenous, and people of color (BIPOC) wedding professionals, Black women in the vintage clothing revolution, and the fight to make Juneteenth a federal holiday in the US, among many others.
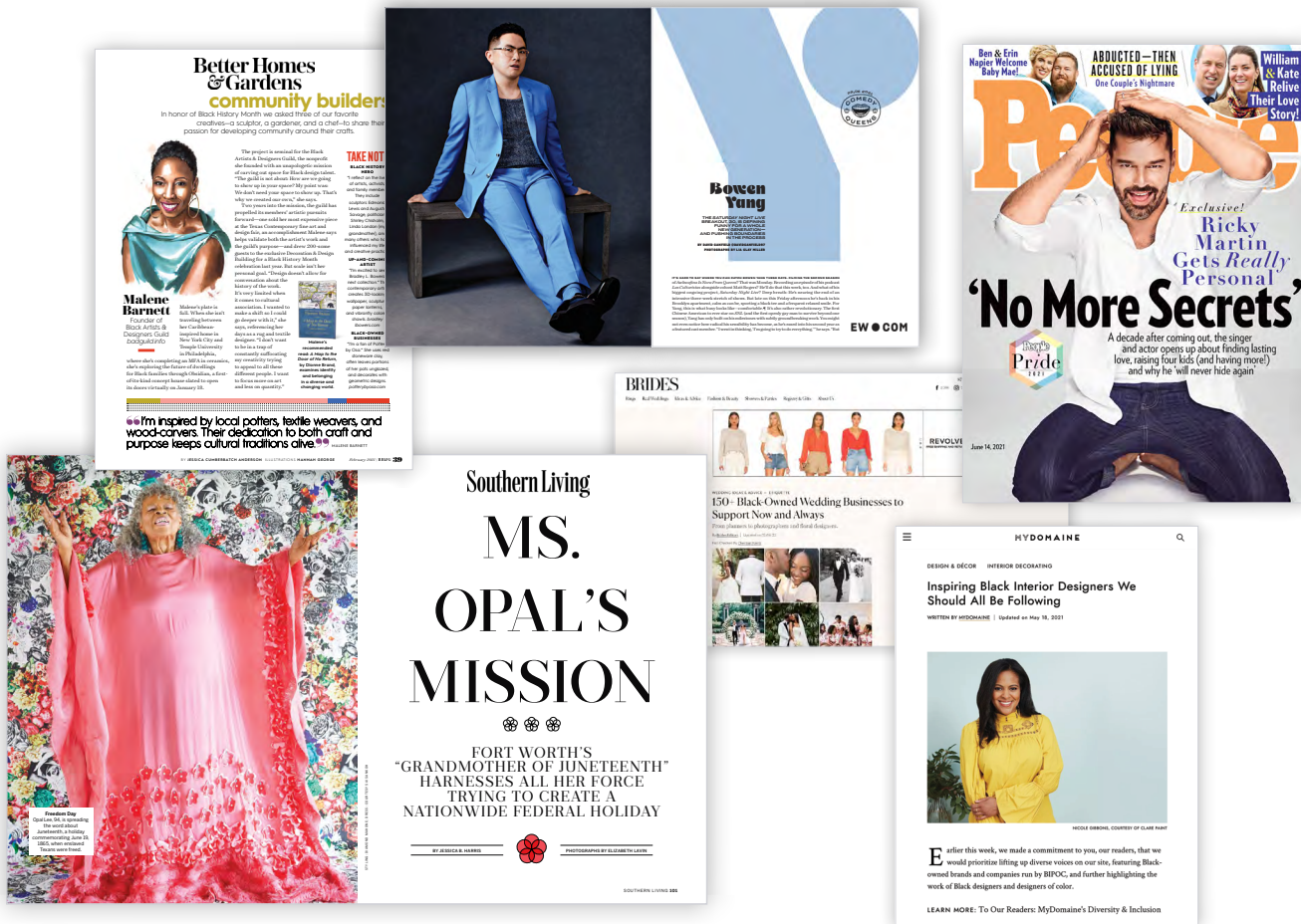
Dotdash Meredith Diversity and Inclusion Pledges

Dotdash Meredith brands have publicly pledged to include more diverse voices including often overlooked perspectives from BIPOC and LGBTQ+ communities and women. Content is reviewed by a diverse editorial team representing a wide range of ages, races, gender identities, sexual orientations, ethnicities, and abilities. An anti-bias review board is chaired by an outside consultant with a PhD in linguistics and includes other non-employee experts with experience in education who work with brands to ensure they are being culturally sensitive and using the right language and that imagery is non-offensive.

In addition, all brands publish accountability metrics that are tailored to their respective staff and readership and updated quarterly. All publicly report their own diversity goals and progress. These goals can include diversity in editorial staff as well as ensuring BIPOC-, women-, and LGBTQ+-owned brands are represented and that featured vendors align with our DEI commitments.

To learn more, please review each brand's Diversity & Inclusion Pledges here.

Fueling Talent

From the beginning, IAC has organized our culture around the belief that there is no single linear path to leadership. We prioritize talent development from within and supplement with external hires. As a result, senior managers across IAC and our businesses generally possess a great depth of knowledge and experience critical for effective succession planning. Executives at IAC and our businesses are frequently promoted from within, having demonstrated vision, grit, and ambition, while volunteering to do more. Our leaders come from all kinds of disciplines — product, technology, M&A, finance, marketing, and PR — equipping them with unique perspectives on our businesses and the surrounding world. Though specific programs vary across our businesses, we ensure that all employees have access to opportunities for personal and professional growth. Each business has a unique approach to talent management, but several approaches are used broadly, including performance reviews, engagement surveys, and job-specific training.

Our talent engine within IAC is always active, scouting for current employees who are making the biggest impact. We spend time with each IAC business annually to meet these rising stars, understand their aspirations, and work on finding internal growth opportunities. Each year, our talent team collaborates cross-functionally with IAC and business leadership to gain needed insights into team dynamics, strengths, opportunities, and an evolving set of talent priorities. Our goal in this collaboration is to build upon talent initiatives already underway and aid in succession planning, as well as to develop and implement new talent programs and world-class best practices.
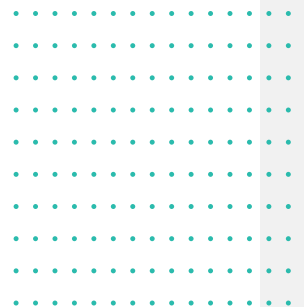
Fueling Talent Highlights

Highlights can include:

Regular performance appraisals and feedback processes

IAC Fellows mentorship program

Job-specific development training programs

Managerial / leadership development training

UNLOCKING POTENTIAL

Natalie Mayslich
President, Consumer, Care.com

Care.com is the world's largest platform for family care. As head of the Consumer division, Natalie Mayslich is responsible for expanding, building, and delivering the company's portfolio of Childcare, Senior Care, and Enterprise products and services.

A part of the IAC family for over 8 years, Natalie credits IAC's culture and approach to fostering leadership as contributors to her successful career path. "IAC's core values of promoting curiosity, ambition, and candor make it an excellent breeding ground for the next generation of leaders."

Natalie spent her early years at IAC in business development at College Humor Media, growing her role over time to include oversight of operations and, eventually, the CFO role as the company prepared for a sale. Following the close of that sale, she found the perfect fit at Care.com. As a talented business leader who also serves as the primary caretaker of three young children at home, Natalie saw a chance to build a high-impact business that could help millions of families like hers.

Lisa Ross
Senior Vice President, Human Resources, Ask Media Group

Ask Media Group is a collection of websites that helps millions of curious people find the information they need. As the head of HR, Lisa is responsible for attracting and retaining talent.

Lisa started her 11-year journey with IAC at our software subsidiary, MindSpark, growing her role over time as the business made acquisitions by applying best practices to benefits and training. She attributes her success to continued support from management and a willingness to take on new challenges.

Her advice to a new hire at IAC or one of our businesses would be to take charge of your career. Figure out what you want to do, what you want to learn, and where you want to go. Then, talk to HR and your manager. They can help create a unique path for you. Careers aren't linear anymore; it's up to you to make your goals known.

IAC FELLOWS PROGRAM

"Before this program I thought my life had a ceiling. But now, I can see myself being a CEO or an integral part of any company. It has reassured me that I am not alone in my battle to make it to the top."

– **Edward Jagannath**, Product Management Fellow at Vivian Health

IAC Fellows Program

When it comes to leadership, IAC has always favored passion over pedigree — the ability to rise to a challenge over the perfect resume. The IAC Fellows Program expands this mindset outside of our four walls and into our communities as we discover and elevate a new generation of leaders. In 2019, we launched this initiative to empower a new generation of leaders by reducing barriers to opportunity in the workplace for high-achieving college students in underserved communities. Many of these students' families are at or below the federal poverty line. The primary elements of the program include:

» An 8-10-week paid summer internship at one of IAC's businesses
» A $5,000 academic stipend distributed directly to the student at the end of the program that may be used for any academic-related expenses
» Educational and cultural field trips and speaking engagements
» Opportunities to build lasting mentor relationships with industry professionals

Once accepted, IAC Fellows are encouraged to participate in the program each year for up to 4 years, rotating across IAC brands and internships. Upon graduation from the program, should an IAC Fellow take a full-time role at IAC or any of our brands, we will pay off 100% of their student debt after 3 years of employment.

Learn more about the IAC Fellows Program

Highlights From 2021

22
Fellows

15
universities

144%
increase in cohort size from 2020

76
employees engaged with the program

100%
of Fellows said that the program met or exceeded their expectations

100%
of managers said that they would recommend their Fellow for a future internship or employment opportunity

2 first full-time hires from the Fellows Program

COMMUNITY INVESTMENT

Whether it's supporting the arts, investing in education, endowing skills in technology, or helping local communities, we are committed to positive change, one life at a time. Our giving strategy has always been hyper-local by design, made possible by a network of trusted partners. We aim to go deep versus wide with our resources to make the greatest possible impact on our neighbors and surrounding communities by improving educational and economic opportunities.

In 2020, IAC Corporate funded a $25 million endowment to the IAC Foundation to help ensure that our philanthropic efforts continue in perpetuity. Our giving strategy focuses on three main pillars: Education, Inclusion, & Opportunity; Civic & Community Engagement; and Arts & Culture.

EMPLOYEE GIVING & VOLUNTEERING

In conjunction with our core giving strategy, we encourage all our employees to donate to and volunteer with organizations of their choice.

We provide a generous Matching Gifts Program, matching employee donations across IAC and our businesses to eligible charitable organizations dollar for dollar up to $15,000.

In 2020, we strengthened our Matching Gifts Program with the launch of the Benevity giving platform to help employees better discover and connect with charities of interest. In 2021, we matched donations across 752 charitable organizations, up from 600 the prior year. In addition to financial donations, some of our businesses offer employees paid time off to volunteer in their communities.

Our giving strategy is focused on three core pillars:

1. **Education, Inclusion, & Opportunity**
2. **Civic & Community Engagement**
3. **Arts & Culture**

Our Impact in New York City

GIVING HIGHLIGHTS FROM 2021

IAC made over **$2 million** in charitable contributions, including:

$1.1M
» Dotdash Meredith donated to a variety of organizations, including $250K divided among five organizations, in support of stopping hate and violence against Asian American Pacific Islanders

$700K
» IAC's match for group-wide employee donations to a variety of organizations

$250K
» Care.com's donation to the TIME'S UP Foundation, an organization that aims to create a society free of gender-based discrimination in the workplace and beyond

The IAC Foundation delivered **27 grants** and **30 academic scholarships** for a total of nearly **$900,000,** including:

$250K
» Grant to Gotham Gives to improve the lives of New Yorkers through its programs empowering communities, investing in knowledge, and expanding cultural opportunities

$140K
» Academic scholarships awarded to 30 recipients from underserved communities in the New York tri-state area

$50K
» Grant to the Robinhood Foundation to support its Power Fund Program, which supports nonprofits run by people of color

EDUCATION, INCLUSION, & OPPORTUNITY

Empowering a new generation of leaders starts with quality education for all young people regardless of their socioeconomic background. At IAC, we want to give children and young adults opportunities that help them reach their full potential. Our programs and partners help achieve that vision.

Programs include:

IAC Fellows

IAC Fellows — now in its fourth year — is our cornerstone philanthropic program. Its primary elements include a paid internship, a $5,000 academic stipend, cultural programs, and mentorships. Please read more on **page 23**.

Scholarship Program

Through our IAC Foundation, we created a program that awards $5,000 scholarships to high-achieving students from underserved and under-resourced communities in the New York tri-state area. In 2021, its inaugural year, the IAC Foundation Scholarship Selection Committee chose 30 recipients.

Dotdash Meredith Apprenticeship Program

Dotdash Meredith established apprentice programs with Drake University and Iowa State University in 2003 and 2004, respectively, where students work at the company for 8 months during the school year. In this timeframe, students receive an in-depth education on the business and have time to develop into skilled employees, understanding and investing in the work they do.

"There's the education you receive in the classroom — learning design fundamentals. And the education you receive once you're out in the real world — how to meet deadlines, respond to feedback, and collaborate with a team. The apprentice program gave me an early crash course on how to be an adaptable designer."

– **Hannah Hoffman**, 2010 Dotdash Meredith Apprentice, now Senior Design Manager, Modern Health

In 2021, we funded both new and long-standing partnerships.

New partners include:

Project Rousseau works to improve access to education and academic outcomes among the country's most underserved youth.

Steer for Students provides individualized mentorship, services, and financial support to ensure that student athletes in under-resourced communities thrive academically, develop socially and emotionally, and excel athletically.

Long-standing partners include:

The National **GEM** Consortium aims to enhance the value of the nation's human capital by increasing the participation of underrepresented groups at the master's and doctoral levels in engineering and science.

For over 50 years, **SEO** has been an innovator in education, mentorship, positive peer pressure, high standards, and networks to turn untapped potential into newfound greatness.

LEDA is dedicated to diversifying the national leadership pipeline by helping high-achieving students from under-resourced backgrounds gain admission to our nation's most selective colleges and by supporting their success once there.

For the past 21 years, **TEAK's** mission has been to help exceptionally bright and motivated students facing economic hardship reach their full potential through intensive after school and summer classes.

Inaugural IAC Foundation Scholarship Program

IAC is committed to changing lives and improving educational and economic opportunities in our local communities. The IAC Foundation Scholarship Program, launched in 2021, evolved from more than 25 years of collaboration with our local charitable partners, who educated us on the dire needs of students on college campuses.

Beyond tuition, students are responsible for many expenses. Textbooks and meal plans can cost thousands of dollars. There are also various "hidden expenses," such as the cost of online subscriptions and equipment required for specific courses. These can add up for students who are already working with small budgets.

The IAC Foundation Scholarship Program is designed to combat these financial stressors for college students.

It awards $5,000 scholarships to high-achieving students who have a demonstrable need for financial assistance, whether their household income falls below the designated national poverty level or their cultural or family background has placed them at an educational disadvantage. Recipients can use the scholarship for various college expenses such as tuition, course-related fees, books, supplies, and equipment.

CIVIC & COMMUNITY ENGAGEMENT

IAC understands that education is only one factor determining a person's long-term success and creating positive community experiences. In addition to our educational programs and partnerships, we engage in civic and community initiatives to broaden our impact outside the classroom. In 2021, we funded both new and long-standing partnerships.

New partners include:

Avenues for Justice endeavors to keep youth out of prison by providing them with job-readiness training and access to role models.

For the past two years, IAC has supported the **FDNY Foundation** to expand and grow the FDNY's fire safety education programs and activities.

The **New York Immigration Coalition** is an advocacy organization that serves the 4.5 million immigrants, community organizations, service providers, and allies who call New York State home.

Long-standing partners include:

Hudson River Community Sailing's STEM-to-Stern program uses sailing to foster leadership and academic success while building teamwork and communication skills.

We have supported our local elementary school, **PS11**, through several projects including offering space at our headquarters building to ensure learning continuity during the COVID-19 pandemic.

In 2021, we supported the launch of the free "Hudson River Maker" series, using engineering concepts to bring marine science concepts to life and increase local environmental awareness.

We supported the educational youth program "**High Line Teens**," designed for teenagers interested in learning about social justice, civic leadership, community parks and gardens, and special events.

Our 2021 grant to the **PFNYC** assisted the New York City Small Business Resource Network. Small businesses received a suite of services to help them with their technology needs.

ARTS & CULTURE

The third pillar of IAC's giving strategy focuses on creative contributions to our community through arts and culture. This pillar includes partnerships that span from music to theater. In 2021, we funded both new and long-standing partnerships.

New partners include:

Long-standing partners include:

In 2021, we supported the **Harmony Program's** after-school music programs. The Harmony Program operates 12 sites in the boroughs of the Bronx, Manhattan, Brooklyn, and Queens, providing over 300 students with up to 10 hours per week (over 500 hours per year) of choral and instrumental music instruction.

We support **Carnegie Hall's** National Youth Ensemble, which focuses on developing a diverse talent pool of young American instrumentalists, and its Ensemble Connect fellowship program, aimed at preparing extraordinary young classical musicians for careers that combine musical excellence with teaching, community engagement, and entrepreneurship.

We have supported numerous **Public Theater** programs, including its Public Works program, which invites community members to take classes, attend performances, and join in the creation of ambitious works of participatory theater. In the summer of 2021, we assisted with the opening of the Delacorte Theater to support COVID-19 recovery in the performing arts industry.

DOTDASH MEREDITH COMMUNITY INITIATIVES AT OUR BRANDS

Dotdash Meredith brands deploy their broad reach and extensive expertise while tapping into their passionate readerships to create positive change. Here are some examples from 2021:

In May, **Better Homes & Gardens (BHG)** partnered with the FEED Foundation for the brand's Stylemaker event. Proceeds from the event donated 66,500 meals to eliminate hunger in the US and around the world. In addition, BHG sponsored three Des Moines families through the Salvation Army's Adopt-A-Family program, which provides gifts and support to low-income families during the holidays.

FOOD & WINE (F&W) raised and donated nearly $100,000 to No Kid Hungry and Southern Smoke from its 2021 F&W Classic in Aspen. F&W raised donations through the sale of 50 F&W Gives Packages, a silent auction (featuring auction lots from sponsors, talent, and partners), and collaboration with YETI on a custom YETI wine tumbler, where all sale proceeds were donated to the two charities.

Allrecipes continued its support of St. Jude Children's Hospital, highlighting the **stories of kids who cooked** as part of their recovery at St. Jude's. In addition, the "Gifts that Uplift" gift guide in its December 2020/January 2021 issue featured products from Black-owned and women-owned businesses, independent makers and artisans, and businesses that give a portion of their proceeds to social causes.

PEOPLE partnered with GoFundMe for its second annual Kindness Awards. PEOPLE awarded $6,000 to each of the honorees and GoFundMe contributed up to an additional $8,000 in small donations. In addition, PEOPLE donated $25,000 to City Year Los Angeles. The brand also created a scholarship in partnership with the University of Florida in honor of Ali Schwartz, a beloved colleague who died of COVID-19, to fund an annual semester-long editorial internship.

DOTDASH MEREDITH COMMUNITY INITIATIVES AT OUR BRANDS

Southern Living

Southern Living raised more than $10,000 for victims of the 2021 Kentucky tornadoes by donating funds from its Louisville Idea House tours to the Lee Initiative, a Louisville-based charity led by Chef Edward Lee.

REAL SIMPLE

REAL SIMPLE worked with Girls Write Now (GWN), a New York City-based nonprofit that focuses on mentoring girls and gender-expansive youth in writing and other creative pursuits. The brand hosted two workshops for GWN participants: an orientation about the parent company and careers in magazine publishing, and a workshop on the art of the magazine essay. REAL SIMPLE sponsored an essay contest, awarding the winner $500 and publishing her essay in the March issue and at RealSimple.com.

Parents

Parents donated to and partnered with different organizations in 2021, lending support to the Good+ Foundation and the March of Dimes.

MidwestLiving

Through its Good Neighbors franchise, **Midwest Living** regularly highlights unique nonprofit organizations making communities healthier, stronger, safer, and greener. Midwest Living made donations totaling $6,000 to further the work of the organizations featured, including Bur Oak Land Trust, A Long Swim, and Vega Productions.

AMERICAN PATCHWORK & quilting

American Patchwork & Quilting announced that it had reached the goal of donating one million pillowcases to charities around the country as part of the One Million Pillowcase Challenge. Quilters and sewers around the country donated time and fabric to sew handmade pillowcases for those in need.

DOTDASH MEREDITH INDIA

Dotdash Meredith India has a very active giving and volunteer program.

2021 Highlights:

» Enabled 950+ COVID-19 vaccines to be distributed to underprivileged families

» Provided 4,000+ individuals with COVID-19 protection kits

» Provided 2,000+ families living below the poverty line with daily essentials and medicine

» Helped save the lives of 400+ animals by providing them with medical assistance, vaccinations, and pet supplies

» Provided 500+ students in Bangalore with school supplies

"Bangalore Multipurpose Social Service Society (BMSSS), with the help and support of Dotdash Meredith India, has worked actively in the areas of health, environment, and food security, spreading joy among the poorest and neediest members in our community. We thank our partner, Dotdash Meredith, for the opportunity to make an impact in the lives of so many of the suffering and for its proactive steps to minimize waste generation and preserve the environment."

**– Bangalore Multipurpose Social Service Society (BMSSS)**

Governance

GOVERNANCE

IAC believes good governance begins with accountability, and IAC is structured to drive accountability up and down the organization. As a multi-business company, accountability is also a key element in building businesses and leaders across IAC's portfolio. This means not only ensuring compliance with laws, rules, and regulations, but also upholding our values, code of ethics, and voluntary commitments. At IAC, we pride ourselves on our proactive Board of Directors, steadfast ethics, and robust data security and privacy.

SDGs IMPACTED

IAC's governance practices embody our work towards Decent Work and Economic Growth (SDG 8), creating full, productive, and decent work environments for all our employees. In addition to SDG 8, our governance touches on Reduced Inequalities (SDG 10) as we strive to incorporate equitable and fair processes in our businesses.
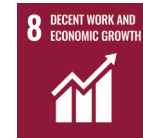
CORPORATE GOVERNANCE

Our Board

IAC's Board of Directors oversees our business and related affairs, including risk management, compensation, ethics, and data security and privacy. Our directors play an active role in board matters. They are encouraged to communicate and collaborate among themselves and with IAC management to best serve the company.

The Board has 12 members, including three members of management. Eight of the remaining nine members are independent. All directors are elected annually and own IAC shares. Mr. Barry Diller currently serves as both Chairman and Senior Executive of IAC, coupling objective oversight with continued strategic management.

IAC's independent directors meet in scheduled executive sessions without IAC management at least twice a year and can schedule additional meetings as necessary. Our Board has four standing committees: Audit, Compensation and Human Resources, Nominating, and Executive. All members of the Audit, Compensation and Human Resources, and Nominating Committees are independent directors, as defined by the Marketplace Rules of The Nasdaq Stock Market. This ensures that directors with no ties to IAC management are charged with the oversight of financial reporting, executive compensation, and Board membership. Director experience ranges from public policy and nonprofit management to acquisitions and investment strategy, as well as marketing and branding for the media, entertainment, online advertising, and e-commerce industries.

The Audit Committee monitors the integrity of IAC's financial statements, the effectiveness of IAC's internal controls over financial reporting, the qualifications and independence of IAC's independent registered public accounting firm, the performance of IAC's internal audit function and independent registered public accounting firm, IAC's risk assessment and risk management policies as they relate to financial, cybersecurity, and other risk exposures, including risks relating to workplace conduct, and IAC's compliance with legal and regulatory requirements. In fulfilling its purpose, the Audit Committee maintains free and open communication among its members, IAC's independent registered public accounting firm, IAC's internal audit function, and IAC management.

The Compensation and Human Resources Committee assists with all matters relating to the compensation of IAC's executive officers. It is responsible for approving and evaluating all compensation plans, policies, and programs and works with IAC management to assess compensation-related risks.

The Nominating Committee identifies, reviews, and evaluates individuals qualified to become members of our Board, and it recommends candidates for nomination. While there are no specific requirements for eligibility, the Committee considers the alignment of the candidate's professional and personal ethics and values with those of IAC, the benefit of their expertise, and whether the candidate can devote sufficient time to serving on the Board. Any director may be removed, with or without cause, based on a shareholder vote. Vacancies on the IAC Board may be filled by directors or stockholders.

Our Board

Stock Ownership

100%
of Board members own stock

Independence

75%
of Board members are independent

Board Diversity

33%

OF BOARD MEMBERS IDENTIFY AS DIVERSE IN GENDER, GENDER IDENTITY, RACIAL/ETHNIC BACKGROUND, OR SEXUAL ORIENTATION.

For more about IAC's Board of Directors, please read our **2022 Proxy Statement**.

The Executive Committee has all the power and authority of the Board, except those powers specifically reserved to the Board by Delaware law or IAC's organizational documents.

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

ESG Task Force

In 2020, we established the IAC ESG Task Force to develop ESG priorities, goals, and roadmaps. The Task Force includes executives from across IAC departments, including Finance, Legal, Communications, Human Resources, and Information Security.

Risk Oversight

An overall review of risks is inherent in the Board's consideration of IAC's long-term strategies and in the transactions and other matters presented to it. These include significant capital expenditures, acquisitions and divestitures, and financial matters.

IAC leadership is responsible for the day-to-day management of risks and has developed and implemented guidelines and policies to identify, assess, and manage significant risks facing our company. Our Board of Directors oversees that work during regular board meetings, including through discussions with IAC management.

Additionally, IAC management partners with the Audit Committee and the Compensation and Human Resources Committee regarding risks specific to finances, cybersecurity, workplace conduct, and compensation, among other areas.

Our internal audit department reports regularly to the Audit Committee. The purpose of the internal audit department is to provide independent, objective assurance and consulting services designed to add value to the organization by improving operations and the effectiveness of our risk management, control, and governance processes. The scope of the internal audit department's work may include determining whether our governance, risk management, and control processes — as designed by IAC management — are adequate and functioning in a manner to ensure:

» Risks are appropriately identified and managed
» Significant financial and operating information is accurate, reliable, and timely
» Employee actions comply with policies, standards, procedures, and applicable laws and regulations
» Resources are adequately safeguarded
» Compliance issues impacting the organization are recognized and addressed appropriately

ETHICS

We maintain a work environment that prioritizes ethics and financial compliance. IAC is committed to following and upholding the laws and regulations applicable to all our activities.

Code of Business Conduct and Ethics

Applies to all employees and outlines expectations for daily business dealings with internal and external stakeholders. Defines ethical principles and practices and guides employees in making decisions in line with these principles in various business scenarios they may encounter in their daily work. IAC's Code of Business Conduct and Ethics can be found **here**.

Also includes antitrust compliance. It is IAC's policy to compete fairly in the marketplace based on our ability to provide superior products and services and to avoid improper actions that violate antitrust laws and regulations, are anti-competitive, or unreasonably restrain trade.

Discrimination and Harassment Policy

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

Employee Complaint Procedures for Accounting and Auditing Matters

Demonstrates a commitment to maintaining best practices in accounting and auditing and allows for the confidential, anonymous submission by employees of concerns regarding accounting or auditing practices.

All US employees must annually review and certify compliance with certain core policies:

1. **Code of Business Conduct and Ethics**

2. **Discrimination and Harassment Policy**

3. **Employee Complaint Procedures for Accounting and Auditing Matters**

4. **Securities Trading Policy**

Securities Trading Policy

Governs transactions in securities of IAC, our publicly traded subsidiaries and/or any other issuer where conflicts of interest could arise. Requires compliance with federal securities laws and those with access to material non-public information to apply for trading pre-clearance.

Anti-Bribery Policy

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

Suspected Ethics and Policy Violations

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

Ethics Governance

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

Editorial Integrity

Editorial integrity is the lifeblood of Dotdash Meredith and The Daily Beast because the trust of their audiences is crucial to their continued success.

Dotdash Meredith believes that every human being deserves respect, representation, and opportunity. In service of Dotdash Meredith's mission to represent, serve, and help all people, Dotdash Meredith has established an Anti-Bias Review Board made up of educators, advocates, public health specialists, journalists, researchers, financial experts, and other professionals, each with a background in supporting diversity, inclusion, and racial justice initiatives.

Read more about Dotdash Meredith's editorial policy **here.**

The Daily Beast is dedicated to independent journalism, pursued without fear or favor. We value an inclusive culture, committed to the public good. To that end, journalists must strive to hold themselves to high ethical standards: aiming for honesty, fairness, and accuracy while avoiding conflicts of interest. That's why The Daily Beast publishes its Code of Ethics and Standards, so our readers can know where we stand.

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

DATA SECURITY & PRIVACY

IAC's success depends on consumer trust. Providing responsible data management is essential to generating and maintaining consumer trust.

Data Security

Working across all levels of the organization, from the Board to management at IAC and our businesses to other employees, IAC is focused on meeting our information security obligations while integrating best practices into the way we do business.

We are committed to ensuring that our systems are designed to resist cyberattacks and that we can readily detect and respond if they occur. We protect our infrastructure and applications through various technical controls. We train employees on safe computing practices, and we train our developers to build robust, secure applications that are designed to protect sensitive data and transactions. We are continually updating our security controls to keep pace with the evolving threat landscape. For example, in 2021, we implemented an enterprise-wide continuous perimeter security assessment service to rapidly identify and resolve vulnerabilities.

Together, IAC and our businesses are responsible for information security. IAC Corporate is responsible for managing the information security program across the enterprise through strong governance practices, while each IAC business focuses on implementation.

Technical Controls

IAC's information security program is designed to address the unique risks faced by each of our businesses. Our internal audit team performs an annual risk assessment to identify the key cybersecurity risks for each business, and the information security team prioritizes our control implementations to address those risks. We track the maturity of the controls for each business using a security scorecard, which is broadly aligned with industry-recognized control frameworks, including the ISO 27000 series and the NIST Cybersecurity Framework.

IAC Security Scorecard Targets

Incident Detection & Response	Infrastructure Security
Identity & Access Management	Security Awareness
End User Computing	Vendor / 3rd Party Security
Application Security	Business Continuity / Disaster Recovery
Transaction Security – PCI Compliant (Y / N)	Consumer Data Protection

Senior management and the Audit Committee regularly review risk assessments and security scorecards. IAC has implemented a broad array of information security controls, following the philosophy of "defense in depth." These include:

» Multi-factor authentication for all externally accessible interfaces
» Advanced anti-malware on all endpoints
» Bug bounty programs and regular application security testing
» Regular vulnerability scanning and remediation
» Security awareness training for all employees
» A vendor/third-party security program
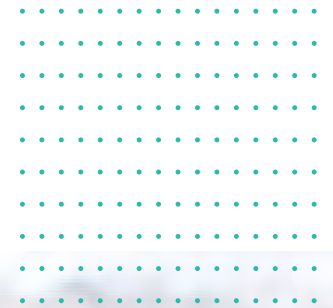
In addition, we have a centralized Security Operations Center (SOC) that monitors security instrumentation, logging, and threat intelligence for our businesses. The SOC identifies emerging threats to our businesses and executes our incident response procedures to minimize any impact of cyber events. Additionally, the SOC performs continuous testing of our businesses' security defenses to identify and remediate potential weaknesses.

We have built-in escalation paths with dedicated leaders and legal partners in case incidents arise within the course of standard operations.

Data Privacy

We believe our privacy technology, policies, and programs allow IAC to maintain the trust our businesses have built with consumers over decades. We are committed to respecting user privacy. Each IAC business implements a robust privacy program to ensure that the data collected in the process of delivering services to its users are handled fairly and transparently.

IAC businesses employ professionals charged with ensuring that privacy issues remain a central consideration as the businesses evolve. And while each business implements its own uniquely tailored privacy program — which enhances the rigor of their data protection policies — IAC Corporate provides legal resources and guidance to arm our businesses with the most up-to-date information regarding privacy best practices and procedures.

Learn more about our privacy policies

Our companies maintain privacy policies, found at the links below, that reflect their operations and users.

Dotdash meredith   Angi

Care.com   Mosaic Group

bluecrew   vivian

DAILY BEAST   Ask Media Group

Oar

IAC believes our businesses' privacy practices meet or exceed the standards outlined in the **European Union's General Data Protection Regulation** and the **California Consumer Protection Act** as well as other applicable laws. This ensures users have the right under applicable law to access, correct, and delete their data. Included in privacy policies are mechanisms that allow users to reach an appropriate contact in case of a grievance. We continually monitor the evolution of existing laws and new legislation and update our privacy program accordingly.

Training & Awareness

To help employees understand and fulfill their responsibility to keep information secure, the information security team offers formal training and awareness campaigns and materials, as well as phishing tests, based on location, role, and level of interaction with systems, among other factors. The information security team focuses on different delivery models, including gamification, to increase the relevance of and engagement with the training content. Highlights include email filtering, which helps identify spoofed messages and removes malicious attachments. Contractors are also made aware of and are expected to comply with IAC's information security policies.

Governance

We have instituted a governance structure that provides Board-level visibility into key information security issues and incidents through monthly meetings with senior management, including the Chief Financial Officer, Chief Legal Officer, and VP of Internal Audit.

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

Data Security Training
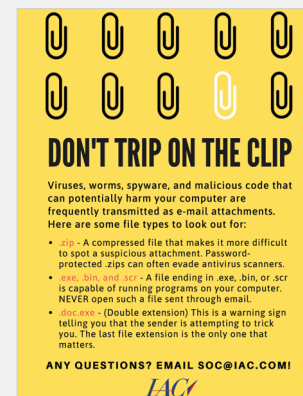
Transparency

TRANSPARENCY

Additional information about the company's social responsibility commitments, strategies, and initiatives is available online. Prior to this report, our most recent report was published in 2021.

We encourage you to provide feedback on this report and our sustainability performance via email at sabina.kaplan@iac.com.

IAC's 2021 ESG Report details the company's activities and progress toward goals in the areas of corporate governance, social responsibility, and environmental sustainability. In this report we hope to convey the collective impact of IAC and our subsidiaries. References to "we" or "our" describe activities of IAC group-wide, while "their" or "its" refer to activities of our subsidiaries and their brands. This is IAC's second ESG Report and our first prepared with reference to the GRI standards and the SASB industry standards.

This report focuses on IAC's operations from January 1, 2021, through December 31, 2021, unless otherwise indicated. The report uses qualitative descriptions and quantitative metrics to describe our policies, programs, practices, and performance. Note that many of the standards and metrics used in preparing this report continue to evolve and are based on management assumptions believed to be reasonable at the time of preparation, but they should not be considered guarantees. In addition, historical, current, and forward-looking sustainability-related statements may be based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change in the future. The information and opinions contained in this report are provided as of the date of the report and are subject to change without notice. IAC does not undertake to update or revise any such statements. In this report, we are not using the terms "material" and "materiality" as defined for the purposes of financial and SEC reporting in the US. Instead, the terms refer to environmental, social, and economic issues that are of significant importance to our stakeholders and to the company. These "material" issues inform our corporate responsibility strategy, priorities, goals, and reporting. Website references and hyperlinks throughout this report are provided for convenience only, and the content on the referenced websites is not incorporated into this report, nor does it constitute a part of this report.

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

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

Therefore, the actual conduct of our activities, including the development,

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

CAUTIONARY NOTE REGARDING FORWARD-LOOKING STATEMENTS

This report includes forward-looking statements, including statements relating to ESG, sustainability, DEI and other related policies, programs, products, initiatives, targets, or goals within the meaning of the federal securities laws. The use of words such as "anticipates," "estimates," "expects," "plans," and "believes," among others, generally identify forward-looking statements. Such statements are based on IAC management expectations and assumptions about future events as of the date of this report, which are inherently subject to uncertainties, risks, and changes in circumstances that are difficult to predict. Actual results (including, for the avoidance of doubt, our performance with respect to any ESG, sustainability, DEI and other related policies, programs, products, initiatives, targets, or goals) could differ materially from those contained in these forward-looking statements for a variety of reasons, including, among others: (i) our ability to market our products and services in a successful and cost-effective manner, (ii) the display of links to websites offering our products and services in a prominent manner in search results, (iii) changes in our relationship with (or policies implemented by) Google, (iv) our continued ability to market, distribute, and monetize our products and services through search engines, digital app stores, and social media platforms, (v) the failure or delay of the markets and industries in which our businesses operate to migrate online and the continued growth and acceptance of online products and services as effective alternatives to traditional products and services, (vi) our continued ability to develop and monetize versions of our products and services for mobile and other digital devices, (vii) adverse economic events or trends that adversely impact advertising spending levels, (viii) risks related to our print business (declining revenue, increased paper and postage costs, reliance on a single supplier to print our magazines, and increased pension plan obligations), (ix) the ability of our digital business to successfully expand the digital reach of our portfolio of publishing brands, (x) our ability to establish and maintain relationships with quality and trustworthy service professionals and caregivers, (xi) the ability of Angi Inc. to successfully implement its brand initiative and expand Angi Services (its pre-priced offerings), (xii) our ability to engage directly with users, subscribers, consumers, service professionals, and caregivers on a timely basis, (xiii) our ability to access, collect,

and use personal data about our users and subscribers, (xiv) the ability of our Chairman and Senior Executive, certain members of his family, and our Chief Executive Officer to exercise significant influence over the composition of our Board of Directors, matters subject to stockholder approval and our operations, (xv) risks related to our liquidity and indebtedness (the impact of our indebtedness on our ability to operate our business, our ability to generate sufficient cash to service our indebtedness, and interest rate risk), (xvi) our inability to freely access the cash of Dotdash Meredith and/or Angi Inc. and their respective subsidiaries, (xvii) dilution with respect to our investment in Angi Inc., (xviii) our ability to compete, (xix) adverse economic events or trends (particularly those that adversely impact consumer confidence and spending behavior), either generally and/or in any of the markets in which our businesses operate, (xx) our ability to build, maintain and/or enhance our various brands, (xxi) the impact of the COVID-19 outbreak on our businesses, (xxii) our ability to protect our systems, technology, and infrastructure from cyberattacks and to protect personal and confidential user information, (xxiii) the occurrence of data security breaches and/or fraud, (xxiv) increased liabilities and costs related to the processing, storage, use, and disclosure of personal and confidential user information, (xxv) the integrity, quality, efficiency, and scalability of our systems, technology, and infrastructure (and those of third parties with whom we do business), and (xxvi) changes in key personnel. Certain of these and other risks and uncertainties are discussed in IAC's filings with the Securities and Exchange Commission. Other unknown or unpredictable factors that could also adversely affect IAC's business, financial condition, and results of operations may arise from time to time. In light of these risks and uncertainties, these forward-looking statements may not prove to be accurate. Accordingly, you should not place undue reliance on these forward-looking statements, which only reflect the views of IAC's management as of the date of this document. IAC does not undertake to update these forward-looking statements.

IAC 2021 Performance Data

PEOPLE[1]	
GLOBAL WORKFORCE BY GEOGRAPHY	
US Based	89%
Non-US Based	11%
GLOBAL EMPLOYMENT TYPE	
Full Time	89%
Part Time	10%
Temporary	1%
GLOBAL WORKFORCE BY GENDER	
Female	54%
Male	43%
Not Specified	3%
US WORKFORCE BY ETHNICITY	
White	65%
Hispanic or Latino	12%
Black or African American	8%
Asian	8%
Native Hawaiian or Other Pacific Islander	0%
American Indian/Alaskan Native	0%
Two or more races	3%
Not specified	4%

[1] Reflects full-time, part-time, and temporary workers; Excludes contractors.

IAC 2021 Performance Data

PEOPLE[1]	
US JOB CATEGORY BY GENDER[2]	
Management	
Female	50%
Male	50%
Technical Staff	
Female	56%
Male	43%
Other Employees	
Female	60%
Male	40%
US UNION EMPLOYEES	
Yes	2%
No	98%

[1] Reflects full-time, part-time, and temporary workers; Excludes contractors.
[2] The percent of US employees with a "Not Specified" gender was <1%; The percent of Non-US employees with a "Not Specified" gender was >25% due to employee privacy restrictions in other countries.

IAC 2021 Performance Data

ENVIRONMENT[1]	
EMISSIONS	
Scope 1 (metric tons of CO_2e)	5,879
Scope 2 Location-Based (metric tons of CO_2e)	11,624
Scope 2 Market-Based (metric tons of CO_2e)	11,166
INTENSITY	
Energy Consumed (MWh per employee)	4.8
GHG Emissions (metric tons of CO_2e per occupied square foot)	0.01
Data Center PUE[2]	1.26
UTILITY USE	
Water (Gallons)	30,205,558
Electricity (MWh)	29,554
Natural Gas (MWh)	12,612
RENEWABLE ENERGY USED FOR ELECTRICITY	
% Renewable Sources	35%
BUILDINGS	
% Square feet certified to a sustainable building standard	34%

[1] Reflects IAC Corporate and subsidiaries that have material operations. We define a material operation as generating >$100 million of revenue per year.
[2] Represents 52% of the processing power from owned and operated data centers.

Read more about our greenhouse gas emissions in the **Greenhouse Gas Report**

CO₂

IAC 2021 SASB Index

INTERNET MEDIA & SERVICES		
SASB CODE	**ACCOUNTING OR ACTIVITY METRIC**	**CROSS-REFERENCE, OMISSIONS, & EXPLANATIONS**
ENVIRONMENTAL FOOTPRINT OF HARDWARE INFRASTRUCTURE		
TC-IM-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	**IAC's 2021 Performance Data Table, p. 51**
TC-IM-130a.2	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	**IAC's 2021 Performance Data Table, p. 51**
TC-IM-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	Information unavailable
DATA PRIVACY & ADVERTISING STANDARDS		
TC-IM-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	**Data Security & Privacy, p. 41-42**
TC-IM-220a.2	Number of users whose information is used for secondary purposes	Information unavailable
TC-IM-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Information unavailable
TC-IM-220a.4	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	Information unavailable
CONTENT GOVERNANCE & FREEDOM OF EXPRESSION		
TC-IM-260a.1	Content moderation table: (1) content items removed, (2) percentage of removed content discovered proactively, (3) percentage of removed content appealed, (4) percentage of appealed content restored, (5) average user impressions of removed content	Information unavailable
TC-IM-260a.2	Total amount spent on content governance	Information unavailable
TC-IM-260a.3	Description of approach to identification and management of significant content- and conduct-related risks	**Ethics, p. 39-40**

IAC 2021 SASB Index

INTERNET MEDIA & SERVICES		
SASB CODE	**ACCOUNTING OR ACTIVITY METRIC**	**CROSS-REFERENCE, OMISSIONS, & EXPLANATIONS**
TC-IM-260a.4	Description of approach to content display and recommendations, and how these systems account for content- and conduct-related risks	**Ethics, p. 39-40**
TC-IM-260a.5	Description of approach to content moderation	**Ethics, p. 40**
TC-IM-260a.6	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Information unavailable
TC-IM-260a.7	Number of government requests to remove content, percentage compliance with requests	Information unavailable
DATA SECURITY		
TC-IM-230a.1	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	Information unavailable
TC-IM-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	**Data Privacy & Security, p. 41**
EMPLOYEE RECRUITMENT, INCLUSION, & PERFORMANCE		
TC-IM-330a.1	Percentage of employees that are foreign nationals	Information unavailable
TC-IM-330a.2	Employee engagement as a percentage	Information unavailable
TC-IM-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	**IAC's 2021 Performance Data Table, p. 50**
INTELLECTUAL PROPERTY PROTECTION & COMPETITIVE BEHAVIOR		
TC-IM-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Information unavailable

IAC 2021 SASB Index

INTERNET MEDIA & SERVICES		
SASB CODE	**ACCOUNTING OR ACTIVITY METRIC**	**CROSS-REFERENCE, OMISSIONS, & EXPLANATIONS**
ACTIVITY METRICS		
TC-IM-000.A	Entity-defined measure of user activity	Information unavailable
TC-IM-000.B	(1) Data processing capacity, (2) percentage outsourced	Information unavailable
TC-IM-000.C	(1) Amount of data storage, (2) percentage outsourced	Information unavailable

IAC 2021 GRI Index

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

IAC 2021 GRI Index

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

IAC 2021 GRI Index

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

IAC 2021 GRI Index

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