2025
Environmental, Social & Governance Report

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Message from Our CEO

Welcome to Ziff Davis' 2025 Environmental, Social, and Governance (ESG) Report, our annual report highlighting progress in achieving our ESG goals. Our ESG initiatives are focused on our Five Pillars of Purpose: Diversity, Equity and Inclusion; Environmental Sustainability; Community; Data Privacy and Security; and Governance. In 2025, we had accomplishments in all these areas that positively impacted the lives of our employees, our customers, and the communities where we live and work.

Our Board of Directors continues to be actively involved in our ESG programs through our comprehensive corporate governance and risk management procedures. The Board closely oversees the setting of sustainability goals and the strategies put in place by our management team to achieve tangible results.

In 2025, we saw further decreases in our combined Scope 1 and 2 market-based greenhouse gas (GHG) emissions, as we continued to focus on reducing the square footage of our office locations and increasing our use of renewable energy sources. Our Scope 3 emissions from our value chain increased incrementally, primarily due to continued growth at Ziff Davis. We continued to actively engage our suppliers and increased sourcing from SBTi-aligned suppliers, and we will continue these efforts in the coming year.

We remain focused on developing our talented employees through a broad range of training and leadership development programs. We continued to expand advancement initiatives for employees including our Global Mentorship Program, Internal Mobility Program, and opportunities offered by our Employee Resource Groups (ERGs).

We recognize the valuable opportunity to leverage our position as a leading global digital media and internet company to support charitable organizations and initiatives that have a positive impact on our communities. In 2025, our Humble platform surpassed $275 million in donations to charities since its inception. Ziff Davis employees also support our communities through volunteering and financial support, with employees worldwide volunteering 2,100 hours and donating over $260,000 through our Employee Match Program.

Ziff Davis continues to invest in protecting our businesses and customers from cybersecurity and data security threats. Our Information Security team maintains comprehensive security procedures and control measures based on industry best practices, including extensive training for all employees to ensure the security and privacy of customer and partner information.

From enhancing resilience to helping meet compliance requirements, our ESG program is building a stronger organization and reducing our risk profile. Thank you to our dedicated employees and all our stakeholders for your support of our efforts.

Vivek Shah, Chief Executive Officer

2025 Highlights

Environmental

S&P Global
90th percentile

Ziff Davis' Corporate Sustainability Assessment (CSA) score places it among the top 10% of respondents for its industry.

Climate CDP 2025 B

CDP Score

Ziff Davis responded to the CDP climate change questionnaire for the third time, earning a score of B.

ESG Ratings

Our ratings reflect our ESG work and ongoing commitments. In 2025, we moved up to an ISS Environmental Quality Score of 1. In the first quarter of 2026, our MSCI score improved from AA to AAA, achieving the highest possible rating.

MSCI ESG Rating [1]

AAA

GOVERNANCE QUALITYSCORE 1 — HIGHEST RANKED BY ISS STOXX [2]

ENVIRONMENTAL QUALITYSCORE 1 — HIGHEST RANKED BY ISS STOXX [2]

1 - The MSCI rating is as of March 23, 2026.

2 - The ISS rating is as of December 5, 2025.

2025 Highlights

Human Capital Management

77% of our global workforce participated in our Global Employee Engagement Survey

280 employees participated

157 mentoring relationships were created

For the 4th year in a row, Ziff Davis was awarded one of Mentorloop's Most Impactful Mentoring Programs. A feature added in 2025 were skill set Group Loops, which provide an opportunity for multiple mentees to connect with one mentor and have guided group conversations about specific career topics, such as leadership, career growth, marketing, and business strategies.

Five Pillars of Purpose

Diversity, Equity & Inclusion - Ensure we avail ourselves of the best talent in the marketplace, to hire top employees and address the needs of a large and diverse customer base

Environmental Sustainability - Reduce our environmental footprint and help customers and employees reduce theirs

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 stockholders' best interests with our rigorous and transparent corporate governance structure

2025 Highlights

Community Engagement

2,100 **hours volunteered by employees**

155 Ziff Davis employees volunteered for organizations supporting our communities.

Our ERGs and Sustainability Council donate ad space on Ziff Davis' digital media and internet platforms to non-profit organizations aligned with their missions.

$400,000 **in ad space was pledged in 2025**

Humble - a brand within our Gaming & Entertainment division - sells games, ebooks, and software, whose mission is to support charity while providing awesome content to customers at great prices.

$10M

raised in 2025

$275M

raised since 2010

2025 Awards and Recognitions

In 2025, our Global Mentorship Program received Mentorloop's 2025 Most Impactful Mentoring Program award for the 4th year in a row.

Winner of Silver for "Best Corporate Social Responsibility Strategy" from the Stevie Awards for Great Employers.

Ziff Davis earned a 100% score on the Human Rights Campaign Foundation's 2025 Corporate Equality Index and received an Equality 100 award as a Leader in LGBTQ+ Workplace Inclusion.

Winner of Bronze for "Achievement in Coaching and Mentoring" from the Stevie Awards for Great Employers.

Ziff Davis' Sustainability Journey To Date

2021
- ✓ Ziff Davis began its sustainability journey
- ✓ Our goal was to become an ESG industry leader

2022
- ✓ Published our first annual ESG report
- ✓ Started measuring and disclosing our third-party verified greenhouse gas (GHG) emissions annually

2023
- ✓ Received validation of our 2030 GHG emissions reduction targets from the SBTi
- ✓ Participated in CDP for the first time
- ✓ Started receiving industry leading scores from ESG ratings agencies

2024
- ✓ Participated in the S&P Corporate Sustainability Assessment (placing in the 90th percentile in our industry)
- ✓ Participated in the EcoVadis assessment (placing in the top 15th percentile)

2025
- ✓ Completed climate risk assessment to comply with California's new climate disclosure laws (SB253 and SB261)

2026
- ✓ Complete climate transition plan
- ✓ Incorporate renewable energy certificates (RECs) into our emissions mitigation strategy

Materiality-based Approach to ESG

To guide our sustainability journey, Ziff Davis completed an ESG materiality assessment to guide our sustainability initiatives. The assessment incorporated the perspectives of our key stakeholders and identified an initial list of 38 potentially material ESG topics. 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 as well as leading ESG investor rating agencies and institutional investors. This analysis resulted in nine non-financial topics shown in the materiality matrix to the right that are the focus of our ESG program. These topics align to our Five Pillars of Purpose described on page 5 of this report.

Materiality Matrix

Making A Positive Social Impact

As a leading digital media and internet company, Ziff Davis recognizes that we have a unique opportunity to leverage the broad reach of our platforms to make a positive impact on the lives of all our stakeholders, including the digital communities we have built among our customers and subscribers. We are committed to upholding our values of inclusion in our workplace, our supply chain, and in our communities. Ziff Davis also strives to provide our employees with resources and opportunities to advance their careers and we partner with organizations in our local communities to have a positive impact by providing financial support and encouraging employee volunteerism.

Chapter 1

Human Capital Management

Ziff Davis is committed to implementing human capital management (HCM) policies and programs that engage all employees to help them achieve career goals. These programs include training, education and other opportunities designed to support professional development. We are focused on building an inclusive workplace culture and collaborative environment where all employees feel empowered. Our Board of Directors is responsible for oversight of our HCM policies and initiatives to ensure equal opportunity, fair labor practices, and competitive compensation and benefits.

Engagement

We recognize the importance of engaging with employees and conduct an annual Global Employee Engagement Survey to gather input and feedback on our HCM programs. We completed our fifth annual survey in 2025, with 77% of our global workforce participating. Our overall engagement score increased to 79 points out of 100, our highest score in four years. Increased engagement with the survey resulted in employees reporting they value the flexibility of remote work, feel proud and part of a team, and feel they can be their authentic selves at work. We also saw notable improvements in employee plans to support charitable organizations, career development, and job performance recognition.

The results of the Global Employee Engagement Survey are shared with all employees, and we develop action items to address key issues identified. Focus areas identified in the 2025 survey included enhancing business communication, improving resources to drive innovation, increasing opportunities for cross-company collaboration, and providing more clarity and confidence in career paths. Our action plans include expanding multiple employee programs to cover additional locations, adding new working groups, and launching task forces to bring employees together across the organization.

2025 Global Employee Engagement Survey

5th
annual Global Employee Engagement Survey completed by employees

77%
of our global workforce participated

Our overall engagement score increased to
79%

Employment

Ziff Davis' Code of Business Conduct and Ethics states our commitment to providing equal employment opportunities in all areas including recruiting, hiring, transferring, promoting, and compensation. Our employment practices are based on qualifications, ability, and merit and without regard to any characteristics protected by law including race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, marital status, citizenship, or genetic information.

Our Anti-Harassment Policy and Complaint Procedure highlights our prohibition of all forms of discrimination and harassment, and our compliance with all applicable federal, state, and local anti-discrimination and harassment laws and regulations.

Ziff Davis also complies with all applicable wage, labor, and employment laws and regulations in every aspect of our operations in every location in which we operate, as stated in our Labor Rights Policy. We respect the right to freedom of association and collective bargaining. In addition to our Consumer Tech editorial employees who are organized with the NewsGuild of New York, we also chose to voluntarily recognize a union in our Gaming and Entertainment division that organized with the Pacific Media Workers Guild in early 2024. None of our other employees are represented by collective bargaining.

We are committed to maintaining a safe and professional work environment for all employees, and general employment and workplace safety policies for full-time employees are managed at the corporate level. Ziff Davis strictly prohibits any workplace violence, including threatening or abusive conduct by or against employees. We comply with all applicable laws and regulations governing workplace safety, including workers' compensation requirements, as stated in our Workplace Safety Policy.

Ziff Davis has a range of internal reporting channels and escalation procedures for employees to report human resource-related grievances. As discussed in Chapter 3, Ziff Davis also maintains a confidential, independent 24/7 toll-free helpline that employees, and others, can use to report anonymously.

Compensation and Benefits

The digital media and internet sectors are highly competitive, and Ziff Davis recognizes the importance of providing comprehensive compensation and benefits programs to attract and retain talented employees. The Board's Compensation Committee oversees compensation programs for executive officers, including equity awards. These programs are designed to motivate management to achieve business objectives while aligning with the long-term interests of the company's stockholders. Ziff Davis employees who are bonus-eligible receive bonuses that are generally based on company financial performance.

We tailor our benefit offerings to meet the distinct needs of our employees around the world.

Ziff Davis values remote work and flexibility, and many employees can work entirely remotely or use a hybrid schedule with some days working remotely and some in an office location. The management teams at our diversified brands are able to design work arrangements and competitive compensation plans that best attract, develop, and retain talented employees for their particular business. We also tailor our benefit offerings to meet the distinct needs of our employees around the world, with all benefits administered at the corporate level.

We offer comprehensive health insurance coverage with multiple medical plans, including plans with low copayments or deductibles on both primary and mental health care. The company paid over 80% of health insurance costs in 2025 for covered U.S. employees and provided matching contributions in our Health Savings Accounts. We also offer programs such as 100% free telemedicine services, including mental health, for employees who participate in select medical plans, and concierge support to answer employee questions about benefits. Our Employee Assistance Program (EAP) provides free and confidential counseling services to all global employees.

The company paid over 80% of health insurance costs in 2025 for covered U.S. employees and provided matching contributions in our Health Savings Accounts.

For U.S. employees who cannot access covered health care services in their area, Ziff Davis provides travel and lodging reimbursement benefits. We also provide U.S. employees with additional company-paid insurance coverages, including group life insurance and short-term and long-term disability. The short-term disability coverage provides 100% of base pay for the first four weeks of disability.

We established Ziff Davis' Employee Assistance Fund (EAF) in 2021 to provide approved employee applicants with funds to help them recover more quickly from the impact of federally-qualified natural disasters, as well as personal hardships. The EAF was expanded globally in 2024 and now covers over 99% of our employees worldwide.

Ziff Davis is committed to helping our employees plan and save for the future. We offer financial savings programs, including an Employee Stock Purchase Plan (ESPP) globally and a 401(k) retirement savings plan for U.S. employees. The ESPP is offered to all full-time employees and to part-time employees who regularly work 20 hours per week for at least five months per year and are based in countries in which we employ more than 25 employees. More than 99% of our employees are eligible to participate in the ESPP. At the end of 2025, there were 785 employees enrolled in this program, which enables them to 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 period.

We offer U.S.-based employees a choice of multiple wellness programs, including company-paid memberships to Calm, LoseIt!, Maven and Cleo, and a broad range of wellness activities, webinars, and challenges. All business segments in the U.S. offer Fitness Reimbursement programs that provide employees with up to a $300 reimbursement per calendar year.

Our full-time employees globally all have access to generous parental leave policies, including 16 weeks of paid parental leave to parents who give birth, and 10 weeks of paid parental leave for all other expecting parents (via birth, adoption, or foster placement). For U.S. full-time employees, Ziff Davis provides support for adoption or surrogacy by offering a $20,000 lifetime benefit for fertility, adoption, or surrogacy treatments.

Ziff Davis recognizes the everyday challenges faced by employees. For U.S. employees and their families, we offer Cleo, an end-to-end caregiver support benefit platform. In the U.S., we also partner with Maven to provide around-the-clock services at every stage of the family planning journey. These services include programs for family planning ranging from clinical guidance, treatment, and emotional support to pregnancy and postpartum support such as lactation consultants, infant sleep specialists, and career coaches to help parents return to work.

We encourage all employees to take time off based on their individual needs, using paid vacation days, personal days, and sick time. Ziff Davis also offers Paid Family Leave for U.S. full-time employees, giving employees four weeks of paid time off to care for a seriously ill family member. We have a Flexible Time Off policy for all full-time employees in countries where Flexible Time Off is a regional norm, which enables them to take time off without designating how their time will be used. Ziff Davis also provides employees with a Volunteer Time Off policy discussed in [Chapter 2](#).

Training and Education

We recognize the importance of developing talented employees and future leaders to power our long-term growth through a talent pipeline development strategy. We provide training and educational programs to help employees acquire technical expertise, achieve career goals, and build management skills and leadership abilities in support of our long-term business and workforce strategy.

Ziff Davis' Global Internal Mobility Program provides employees with the opportunity to apply and be considered first for positions across our full portfolio of businesses. This program provides greater opportunities for advancement and has become an important tool to retain and attract talented employees. In 2024, we conducted our first internal talent review to help identify individuals across the organization with strong growth potential to enhance our pipeline of qualified candidates for key roles and positions in the future.

Ziff Davis utilizes the 15Five performance management platform across the organization to ensure consistency in the performance appraisal process.15Five enables employees to set clear goals aligned with team and company objectives and includes tools to give ongoing feedback and help facilitate conversations between employees and their managers via check-ins and 1-on-1 meetings.

In 2025, over 90% of Ziff Davis employees received an annual performance review. We also introduced a 360-degree performance review for managers in 2025, which includes upward and peer reviews in addition to self and manager, and resulted in approximately 77% of this population of managers receiving a review.

Leadership Development across Ziff Davis

- ✓ **CNET** offers training sessions for new people managers on resources that exist across Ziff Davis and Consumer Tech
- ✓ **Everyday Health Group** offers training on Boosting Employee Engagement for all people managers and Behavioral Interview training for hiring managers
- ✓ **Ziff Davis' Gaming & Entertainment division** offers Performance Management training and Feedback training for all people managers
- ✓ **Ookla** offers Performance Management Training and Leadership Training for all people managers
- ✓ **Ziff Davis' Shopping group** offers Manager Talent Review Training for all managers and additional training courses for developing managers
- ✓ **Ziff Davis Performance Marketing** offers training on a range of leadership and business skills to team leaders and managers

Ziff Davis has training and leadership development programs at the corporate level for employees and managers, with additional programs provided at individual business units. We also offer a Global Mentorship Program in which mentors are paired with employees to provide participants with small group guidance from both mentors and peers.

A feature added this past year were skill set Group Loops, which provide an opportunity for multiple mentees to connect with one mentor and have guided group conversations about specific career topics, such as leadership, career growth, marketing, and business strategies. In 2025, 280 employees participated in the program and 157 mentoring relationships were created.

Our Global Mentorship Program received Mentorloop's Most Impactful Mentoring Program award for the 4th year in a row.

280
employees participated

157
mentoring relationships were created

Diversity, Equity, and Inclusion (DEI)

Ziff Davis is committed to providing an inclusive workplace environment where all employees are welcomed and have equal opportunities to achieve their career goals. We also recognize that the long-term growth and success of our business depends on attracting a large and diverse customer base, which requires our company to recruit, develop, and retain talented employees and leaders with varied backgrounds and skills.

Our strategies to ensure that we achieve these objectives are overseen by Ziff Davis' Board and the Board's Environmental, Social and Governance Committee. As part of our commitment to transparency, we publish an annual standalone DEI Report which is available on our website and includes diversity and representation statistics of our U.S. employee base and highlights of our initiatives to promote inclusion across the organization.

Ziff Davis has DEI Councils in the Americas and APAC/EMEA made up of a broad range of employees who provide input and recommendations on initiatives for employee recruiting, mentorship, and advancement. Our recruitment programs across the company are focused on identifying talented prospective employees from all backgrounds and identities by partnering and posting on job boards with diverse professional organizations. In addition, our Black@ZD ERG participated in AFROTECH 2025, the largest Black professional conference for the tech and internet sectors.

We promote an inclusive workplace environment by providing resources and training for all employees, including annual mandatory Anti-Harassment/Anti-Discrimination training and Code of Business Conduct and Ethics training. Ziff Davis and our ERGs also hold events and offer opportunities for learning around prominent cultural milestones and celebrations, including Black History Month, Women's History Month, 2SLGBTQIA+ Pride Month, and Hispanic Heritage Month.

Ziff Davis has seven ERGs with a mission of providing all employees with opportunities to advance their careers through networking, learning and development, and access to senior leadership including executive mentoring. All employees are welcome to create and join ERGs, which are led by employee volunteers with support from our Global DEI and Human Resources Programs team.

In addition to their work inside the company, our ERGs work in our local communities to organize observances, event sponsorships, and organize volunteering opportunities, which are discussed in Chapter 2.

Employee Resource Groups (ERGs)

Ziff Davis Asian ERG · Ziff Davis Black@ZD · Ziff Davis Prism · Ziff Davis Mezcla · Ziff Davis Elevate · Ziff Davis Interfaith · Ziff Davis Family ERG

Leader in LGBTQ+ Workplace Inclusion

Ziff Davis earned a 100% score on the Human Rights Campaign Foundation's 2025 Corporate Equality Index and received an Equality 100 award as a Leader in LGBTQ+ Workplace Inclusion.

Human Rights Campaign Foundation 2025 Equality 100 Leader in LGBTQ+ Workplace Inclusion

Chapter 2

Local Communities

Ziff Davis is committed to having a positive impact on the lives of the people in our local communities where we live and work by partnering with local organizations through financial support and employee volunteerism. We also strive to uplift our industry and the global communities we serve through our digital media and internet platforms by donating ad space to organizations focused on important issues including promoting inclusion in the digital media and internet sector.

Supporting Our Communities in 2025

$260,000+

donated by employees and Ziff Davis matches

2,100

hours volunteered by employees

$10M raised for 4,000 charities in 2025

$275M+ raised since the brand's founding in 2010

Community Support Through Philanthropy and Platforms

We support charitable organizations and non-profits focused on serving our communities in critical areas such as education, food insecurity, health and well-being, and the environment. Ziff Davis and our brands also develop innovative programs using our digital media and internet platforms to provide valuable resources and tools to individuals and organizations so they can make a difference in the lives of vulnerable people.

Humble, a digital storefront with gaming, software, and book content, donates a portion of proceeds from a vast majority of transactions to charitable organizations focused on five key focus areas: Health & Well-being, Crisis & Disaster Relief, Equity & Inclusion, Quality Education, and Climate Change & Sustainability. Humble raised $10 million for 4,000 charities in 2025, and since the brand's founding in 2010 has raised over $275 million for more than 40,000 charities.

Ziff Davis
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2025 Humble Featured Charity Partnerships

Each month, 5% of Humble Choice memberships are donated to the featured charity of the month. Check out the impact that Humble's charity partners were able to make with members' donations:

Click on the player symbol to watch videos for each charity

January

Make-A-Wish

Granted wishes for over 20 children with critical illnesses

February

UNCF — A mind is a terrible thing to waste®

Funded 18 two-year scholarships for students at HBCUs and select arts institutions interested in pursuing careers in the gaming industry

March

care®

Contributed to CARE's Women's Economic Growth Fund, expanding access to economic opportunities for 8,500 women

April

ONETREEPLANTED

Planted over 30,000 trees with a focus on areas impacted by disaster, including in Alabama, Georgia, Florida, Portugal, and the Andes

May

COMIC RELIEF — RED NOSE DAY

Contributed to Children's Health Fund, connecting children and families with essential healthcare services, and Tejano Center, providing health and food equity programs for 30,000 low-income residents in Houston each year

June

THE TREVOR PROJECT

Helped reach LGBTQ+ young people across crisis support, peer support, public education, research, and advocacy, with more than 390,000 crisis contacts served in the past year

July

Covenant House

Funded the organization's workforce development programs, which help over 2,600 youth facing homelessness obtain and maintain employment each year

August

DonorsChoose

Our donation created a 3X match offer campaign, funding 755 literacy projects which provided books and educational materials to over 80,000 students

September

Team Rubicon

Contributed to repair water damage for 180 disaster survivors, helping them reclaim safe, livable space, and move toward recovery

October

WDC Whale and Dolphin Conservation

Supported global efforts to make this generation of whales and dolphins in captivity the last, including over 3,700 whales and dolphins currently confined in tanks and sea pens worldwide

November

No Kid Hungry

Helped provide more than 2 million meals* for kids

December

Save the Children

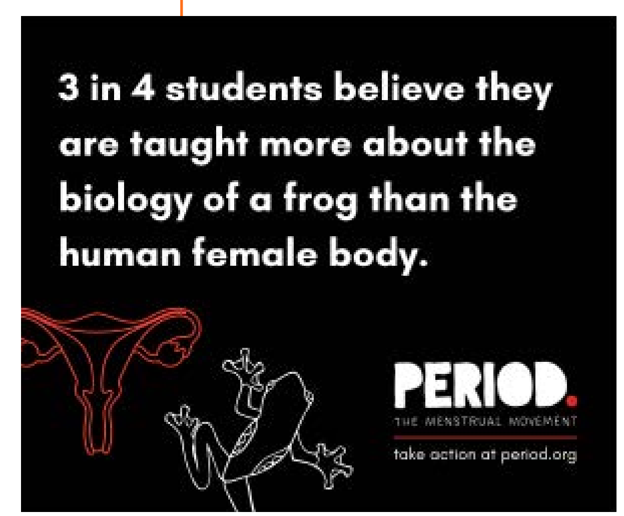
Contributed to supporting over 3,000 children with severe acute malnutrition to receive a full six-week course of life-saving therapeutic nutrition

*Donations help support programs that feed kids; No Kid Hungry does not provide individual meals. Meal equivalency varies during summer.

ERGs Support Our Communities

Our ERGs support our communities in several ways, including organizing fundraising and volunteer events for the charities they support. Additionally, we provide ad space on Ziff Davis' digital media and internet platforms to our ERGs, which they donate to non-profit organizations aligned with their mission. In 2025, our ERGs and Sustainability Council pledged approximately $400,000 in ad space to the following organizations:

- Sister Reach, aligned with our Elevate ERG
- PERIOD., aligned with our Elevate ERG
- Stop AAPI Hate, aligned with our Asian ERG
- The Farmlink Project, aligned with our Sustainability Council



Positive Impacts Through Volunteerism

Ziff Davis encourages our employees to volunteer their time to support local organizations. We have a Volunteer Time Off policy giving full-time employees 16 hours, and part-time employees eight hours, of paid time off annually to volunteer with organizations of their choice.

Full-time and part-time employees at Ziff Davis receive paid time off to volunteer.

We provide a global platform, Ziff Davis Cares, through which employees can organize their own events – virtual or in-person – and sign up for others. Ziff Davis Cares makes it easier to promote events and streamline employee sign-ups, either individually or with colleagues. The platform raises employee awareness of volunteering opportunities, many of which already exist in our business units.

Ziff Davis Cares also enables charitable giving to organizations, including an employee matching gift program. The platform also includes the “Donations by Doing” program, which gives employees donation dollars for every hour they volunteer their time.

Ziff Davis Purpose Summit

Ziff Davis held its 5th Annual Purpose Summit in November, which is a virtual event to help employees learn about opportunities to get involved and effect positive change in our communities. The theme of the summit was ‘Achieving Impact’.

ACHIEVING IMPACT

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Appendix

Volunteer activities in 2025 included:

Everyday Health Group partnered with the Preeclampsia Foundation and raised funds to support the Foundation's goals of improving healthcare practices, supporting research to uncover causes and a cure, and driving awareness among impacted women and families. The team members participated in the annual virtual 5K Promise Walk for Preeclampsia in October.

IGN team members in Sydney, Australia volunteered at Monika's Rescue, helping dogs and supporting the no-kill shelter that has rehomed over 14,000 animals.

Health eCareers team members in Denver volunteered with A Precious Child by packing over 300 snack bags and creating joke cards to help brighten the day for local kids in need.

Ookla team members raised funds to sponsor over 42 middle and high school students to participate in the 11th annual Hustle & Code Hackathon organized by CodeCrew in Memphis.The three-day event, held at the University of Memphis, provides an opportunity for students to show off their mobile app development skills and work on a real-world project. Ookla volunteers support the Hackathon participants in completing their apps and participate as judges.

Ookla team members, through the Interfaith ERG, also volunteered at the Memphis Union Mission in April to serve lunch to the less fortunate, serving over 300 people in 30 minutes.

VoucherCodes team members from London completed a 50km hike around the Chiltem Hills to raise money for Stonewall Housing, the UK's leading charity helping LGBTQ+ people out of homelessness and unsafe housing.

Ziff Davis Shopping team members volunteered at the Central Texas Food Bank, sorting and packaging over 14,000 pounds of donated food. These donations provided thousands of meals across Central Texas.

Ziff Davis' team members in Ottawa, Canada volunteered to paint and refresh a local senior center's outdoor space, creating a welcoming area for residents.

Ziff Davis' U.S.-based legal team participated in three different events for Pro Bono Week, which is organized by the American Bar Association to connect attorneys with organizations to provide pro bono work. The events included discussions on scam justice and wrongful conviction, as well as working with The Access Project to help determine charges eligible for expungement or reduction, assisting people with housing and job applications, and other activities.

In addition to the Pro Bono Week activities, our team has participated in writing letters with VoteRiders to assist people in getting the information required to register to vote as well as mapping racially restrictive covenants in Washington, D.C. to aid policymakers to address their impacts. We also conducted a citizenship clinic with the Immigration Institute of the Bay Area to help clients navigate the next steps towards becoming legal citizens.

Building a Culture of Ethics and Accountability

Ziff Davis maintains a robust corporate governance structure and policies, including comprehensive risk management processes, to ensure accountability and transparency for all stakeholders. We are committed to operating our businesses with the highest ethical standards and implementing oversight and compliance programs to ensure that our businesses and supply chain conduct business responsibly, including complying with all applicable laws and regulations. We recognize the importance of protecting the data and privacy of our users and customers to preserve their trust, and our risk management processes include initiatives to protect against cybersecurity and data privacy risks.

Chapter 3

Corporate Governance

Ziff Davis' corporate governance policies and oversight structures are designed to ensure that we operate our business with the highest standards of ethics and integrity. We implement programs to guarantee compliance with all applicable laws and regulations in the countries where we operate, including those covering anti-corruption, anti-bribery, antitrust, and human rights.

Governance Oversight

Ziff Davis' commitment to ethics and integrity starts at the top, with the adoption by our Board of Directors of **Corporate Governance Principles** providing guidelines to promote accountability and govern the qualifications, conduct, and oversight roles of our Board and its committees. Our principles, which are based on governance and oversight requirements of Nasdaq and the U.S. Securities and Exchange Commission, include guidelines for:

- Functions of the Board with respect to oversight of the company
- Independence and other qualifications of Board and committee members
- Organization and function of the Board committees
- Authority of the Board and committees to engage outside advisors
- Selection, evaluation, and approval of compensation of the company's executive officers

Corporate Governance Highlights

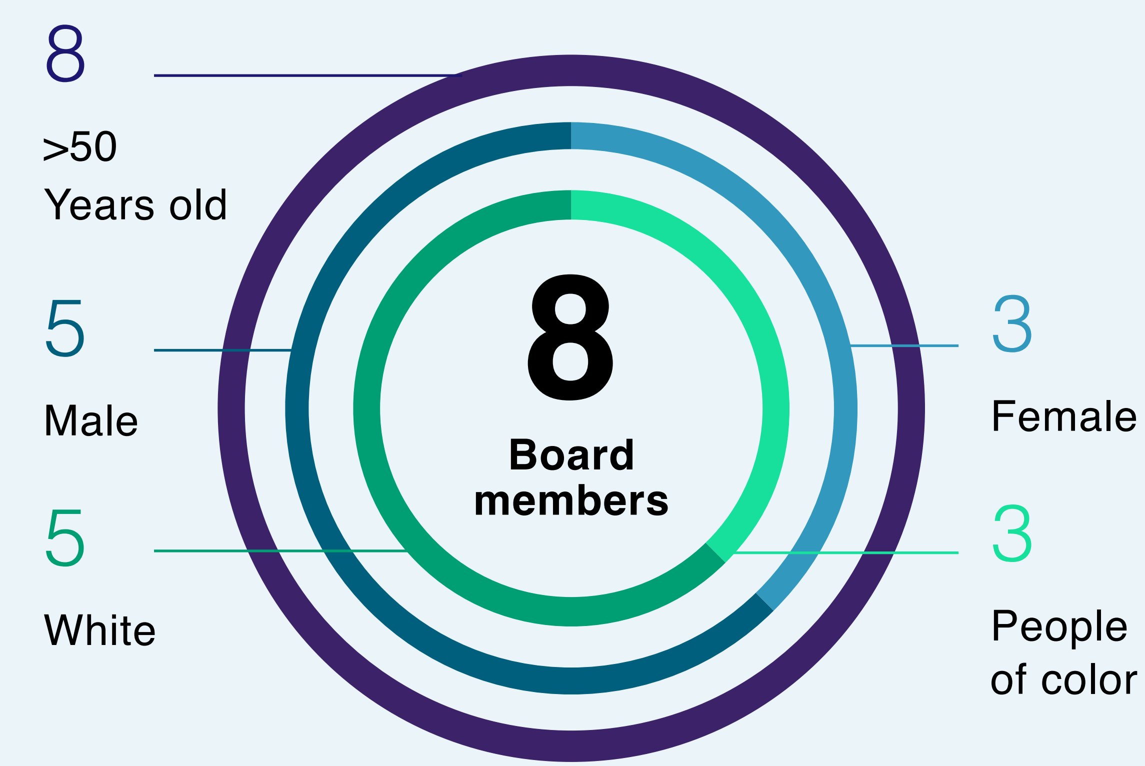
- ✓ Annual election and majority voting for directors
- ✓ Annual self-assessments of the Board and its committees, including sustainability matters
- ✓ Limits for our directors in serving on other public company boards
- ✓ Only independent directors serving on all Board standing committees
- ✓ Separation of the roles of Board Chair and CEO to align the Board Chair role with our independent directors
- ✓ **Stock ownership guidelines** for all directors and named executive officers

Ziff Davis' current Board of Directors has eight members, of which seven are independent directors. Our **Corporate Governance Principles** highlight that the company believes in the importance of having a diverse Board of Directors based on factors including gender, race, age, knowledge, experience, and geography. The Board currently includes three women as members and three members who identify as people of color.

Our directors bring a wide range of knowledge and experience to their roles, based on their extensive backgrounds.

Our directors bring a wide range of knowledge and experience to their roles, based on their extensive backgrounds in media, corporate strategy, executive leadership, finance, technology, accounting, and venture capital. In addition, all eight of our current directors have experience in sustainability issues.

Board Demographics



Ziff Davis' Board of Directors currently has three standing committees:

The **Audit Committee** is responsible for assisting the Board in overseeing the integrity of the company's financial statements, which includes evaluating the internal audit function and assuring the independence of our outside auditors. The Committee provides oversight of the company's cybersecurity practices and reviews significant legal, compliance, cybersecurity, and regulatory requirements with the General Counsel. The Committee is also responsible for reviewing risk management policies and processes, including exposure to enterprise risks such as major financial risks and programs and actions taken by management to monitor and control these risks.

The **Compensation Committee** has oversight of compensation programs for executive officers and directors, including setting Ziff Davis' compensation philosophy and strategy. The Committee engages with stockholders and third-party compensation advisors to ensure the company's compensation philosophy is consistent with our strategic goals and is properly implemented.

The Committee's oversight of compensation programs includes equity-based incentives and bonus plans, such as bonus plans for certain senior executives tied to meeting goals related to environmental, social, and governance (ESG) issues. These bonus plans are designed to align executive compensation with the company's objectives, including targets for environmental management.

The **Environmental, Social and Governance Committee** develops, recommends, and reviews at least annually the Corporate Governance Principles adopted by the Board. The Committee is also responsible for identifying and recommending to the Board individuals qualified to become Board members and to be members of the standing committees. The Committee considers numerous factors when evaluating potential board members, including skills, educational background, demographics, experience with businesses and other organizations of a comparable size, and the interplay of the candidate's experience with that of the other Board members.

The Committee directly oversees policies, procedures, reporting, and disclosure supporting the company's ESG initiatives, including our commitments to DEI and sustainability more generally. This oversight includes reviewing and approving the annual ESG Report. As the highest governing body below the Board that oversees ESG issues within Ziff Davis, the Committee reviews and evaluates ESG plans and practices, and receives updates and information on ESG issues at least quarterly from the Senior Vice President, Sustainability & Responsibility.

2025 ESG Report

Stakeholder Engagement

Ziff Davis is committed to regularly engaging with our stakeholders to provide transparency while also gathering valuable input and feedback on our ESG strategies and initiatives. We conduct an annual Global Employee Engagement Survey, which is discussed in Chapter 1. The company also reaches out regularly to investors and, in 2025, offered opportunities to engage with us to shareholders representing more than 80% of our shares. More details on investor engagement are available in our Proxy Statement.

Ethics and Integrity

Ziff Davis' Code of Business Conduct and Ethics provides guidelines for the company's employees and suppliers on how to conduct our business with high ethical standards and in compliance with all applicable laws, rules, and regulations. The company's designated ethics contacts – our President and Chief Executive Officer, Chief Financial Officer, General Counsel, Chief Accounting Officer, and Chief Auditor – are responsible for monitoring ethics compliance and serve as the primary contacts for employees and directors to ask questions or raise concerns about how to apply the code.

The Code outlines the company's practices for maintaining compliance with the policies and procedures in the Code, including mandatory annual training for all full-time and part-time employees regarding the Code's application to daily activities. This training also covers applicable legal and ethical obligations under the laws, regulations, and policies where we operate.

Ziff Davis' ethics and compliance programs are managed by Ziff Davis Corporate Audit Services (CAS), which conducts an annual Sarbanes-Oxley audit and additional audits company-wide to ensure compliance with our ethical standards. Our Chief Auditor is responsible for oversight of CAS and has an independent reporting line to the Board's Audit Committee. CAS is governed in conformance with the International Professional Practices Framework of the Institute of Internal Auditors (IIA) to ensure that principles of integrity, objectivity, confidentiality, and competency are applied and maintained.

The company requires that all directors and executives complete and sign a Conflict of Interest Policy Statement and Acknowledgement on at least an annual basis. Ziff Davis requires this procedure to identify, avoid, and manage conflicts of interest, including any potential conflict related to a decision or transaction in which the individual may receive a benefit or gain. All conflict of interest disclosures are filed with and reviewed by CAS, and more information about how the company handles conflicts of interest can be found in our Proxy Statement.

Whistleblower Policy

A critical part of our commitment to operating with the highest ethical standards is to ensure that strong policies and procedures are in place for reporting ethical concerns. As part of annual training on the Code of Business Conduct and Ethics, all employees and directors are made aware of requirements to promptly notify an appropriate ethics contact upon becoming aware of any existing or potential violation of the Code, or any potential unlawful activity.

The Board's Audit Committee has established additional procedures to quickly identify potential ethics and compliance issues. Ziff Davis maintains a confidential 24/7 toll-free line and website to report potential issues, which is managed by an independent third party and includes local phone numbers and language support in six countries outside the United States. The toll-free line and website are not limited to Ziff Davis' employees and are open to all stakeholders, including suppliers, customers, and other third parties.

There were three matters reported through the toll-free line and website in 2025, for which we opened two investigations and found that none were sustained.

Ziff Davis has a zero tolerance non-retaliation policy.

Ziff Davis has a zero tolerance non-retaliation policy, as stated in our **Whistleblower Policy**, to protect whistleblowers who report good faith concerns or cooperate in an investigation. The company investigates all reports and anyone found to have violated the Code is subject to disciplinary action, up to and including demotion or termination of employment. The **Whistleblower Policy**, which details procedures and structures to investigate reports, is proactively communicated to employees and directors.

Public Policy

Ziff Davis' commitment to advancing our industry is demonstrated by our participation in two prominent trade associations, News/Media Alliance and The i2Coalition, that are focused on key issues such as data privacy, cybersecurity, environmental protection, and artificial intelligence. Our partnerships with these organizations provide valuable insights into best practices and market trends, and through our industry organizations, we share important insights with government agencies and policymakers.

The company's ability to make political contributions and participate in debates on public policies may be subject to various laws and regulations at the local or national level. These laws may limit or even prohibit the nature and extent of individual and/or corporate political participation, and Ziff Davis is committed to transparency and complying with all applicable laws and regulations as stated in our **Code of Business Conduct and Ethics**.

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

Ziff Davis is committed to creating long-term value for our stakeholders by succeeding through honest business competition. Our policies and procedures meet or exceed all applicable anti-corruption, anti-bribery, and antitrust laws and regulations, as well as laws and regulations that protect human rights in the workplace.

The company's **Code of Business Conduct and Ethics** and our Foreign Corrupt Practices Act and UK Bribery Policy state that employees, directors, consultants, representatives, and agents are prohibited from paying or offering to pay money or anything of value to secure an improper advantage. These policies also state that all employees, including non-U.S. and non-UK employees, must comply with these two important laws in the U.S. and UK prohibiting the giving or receiving of bribes or kickbacks to foreign officials.

The Code and our **Antitrust and Competition Law Policy** prohibit seeking competitive advantages through illegal or unethical business practices, including through manipulation, concealment, or any unfair dealing practice. The policy specifically prohibits employees, contractors, directors, and officers of Ziff Davis from engaging in anti-competitive behavior and encourages individuals who have a concern about Ziff Davis' business practices or conduct, including any related to antitrust or competition laws and regulations, to report their concerns to the Ziff Davis whistleblower website. In 2025, Ziff Davis did not have any monetary losses as a result of penalties associated with alleged violations of anti-competitive behavior regulations.

Ziff Davis upholds our commitment to the principles of human rights in the workplace through our **Human Rights Policy** ensuring worker safety and fair labor practices throughout our organization and our supply chain. The policy is designed to conform with the UN Declaration on Human Rights, OECD Guidelines for Multinational Enterprises, and UN Guiding Principles on Human Rights.

The company 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. We review Ziff Davis' human rights policies with employees in the onboarding process and conduct regular training to raise awareness and ensure employee compliance with these policies.

Chapter 4

Risk Management

Our Board of Directors has oversight of the company's long-term business strategies and enterprise risk management processes. The full Board regularly reviews information regarding risks associated with business operations, financial performance, and liquidity. The Board also delegates responsibility to individual committees to evaluate and oversee the management of certain enterprise risks.

Each committee oversees enterprise risks as follows:

The **Audit Committee** is responsible for overseeing financial risks, including processes by which senior management and relevant departments assess and manage Ziff Davis' exposure to major financial risks. The Audit Committee also provides oversight of company-wide programs and policies for identifying and mitigating data security and privacy risks, including oversight of the Information Security team's operational initiatives and procedures designed to protect against, monitor and respond to cyberattacks.

The **Compensation Committee** oversees management procedures and policies for risks associated with executive compensation plans and arrangements. This includes ensuring that our compensation philosophy is aligned with the company's long-term goals.

The **Environmental, Social and Governance Committee** oversees risk management procedures and policies related to Board independence, potential conflicts of interest, and environmental and social responsibility initiatives. This includes oversight of management of environmental risks including potential impacts from climate change, which is described in detail in Chapter 5.

Risk Management Processes

Ziff Davis' Corporate Audit Services (CAS) unit evaluates the adequacy and effectiveness of the company's governance, risk management, and control processes across the entire organization. The unit, which reports to the Board's Audit Committee, provides its independent assessments to the committee, management, and outside parties. It also provides risk-based and objective insight to management and our business units. CAS is staffed by a team of auditors from across the organization with deep experience in information technology, data privacy, operations, and finance.

In addition to CAS assessments, our Information Security team performs information risk assessments of our business units to manage cyber risk. The methodology used in the Information Security risk assessments is aligned with ISO 31000, NIST.SP800-37r2, and NIST.SP800-53r5 Information Security Risk Management.

The Office of the Chief Technology Officer and Chief Information Security Officer are responsible and accountable for the execution of the information security risk management program, including ensuring alignment with the company's risk appetite and tolerance. The executive and business unit leaders support the overall information security risk management effort and its outcomes. The Audit Committee of the Board has oversight of information security risk and updates on these risks are provided to the Audit Committee and to executive leadership every quarter.

CAS independent risk assessments focus on:

- ✓ Ensuring the reliability and integrity of financial reporting by identifying and mitigating risks that could lead to material misstatements in the company's financial disclosures
- ✓ Validating the design and operating effectiveness of internal controls over key financial processes to ensure compliance with Sarbanes-Oxley (SOX)
- ✓ Preventing and detecting unauthorized acquisition, use, or disposition of company assets that could have a material effect on the financial statements
- ✓ Identifying and managing risks related to the achievement of the company's strategic objectives
- ✓ Ensuring the compliance of actions of the company's officers, directors, employees, and contractors with our policies and all applicable laws, regulations, and governance standards
- ✓ Monitoring the effectiveness of established processes and systems for enabling compliance with Ziff Davis' policies, procedures, and applicable laws and regulations

Business Continuity

Ziff Davis recognizes the risks to our business and finances of business disruptions and develops comprehensive plans and processes to mitigate these risks. All business units establish comprehensive Disaster Recovery Plans (DRPs) and Business Continuity Plans (BCPs). At the corporate level, we maintain the Ziff Davis Corporate BCP to protect against risks from disruptions and ensure business continuity of company-wide operations. All these plans undergo mandatory annual reviews and tests, which helps promote awareness among team members on how to respond to, swiftly address, and effectively resolve business disruptions.

To mitigate risks to our information systems and data, all business units are required to comply with Ziff Davis' internal Information Security Policy. The policy details company-wide requirements and essential components of security and business continuity measures such as data backup and systems recovery. Due to the diverse nature of our companies and the products they offer, individual business units also develop specific business continuity procedures to fit their situations.

Compliance with the Information Security Policy is verified through regular reviews by CAS and our Information Security team.

Compliance with the Information Security Policy is verified through regular reviews by CAS and our Information Security team. Our business units use cloud platforms including AWS and Google Cloud to support the majority of product infrastructure, with these cloud providers ensuring business continuity measures are in place such as regular backups, multi-region hosting, and snapshots of environment images. Business units with physical environments also use more traditional methods to mitigate information security risks, including tape backups and offsite storage.

Customer Privacy

Ziff Davis implements leading data privacy and security standards and best practices to protect the privacy and security of customer data. We recognize the importance of maintaining the trust of our readers, subscribers, clients, suppliers, and employees. The Board's Audit Committee oversees our comprehensive governance measures, policies, and operating procedures implemented by our Legal and Information Security teams.

We maintain a corporate **Privacy Policy** stating clear terms regarding data collection, use, retention, and sharing, and all business units have their own **separate privacy policies**, customizing their privacy policies to meet individual needs and cover specific data protection requirements. Our Legal and Information Security teams conduct privacy impact assessments for major new products, services, and other offerings as needed prior to public launch. They also provide regular updates to executives on new privacy regulations and changes to policies and procedures.

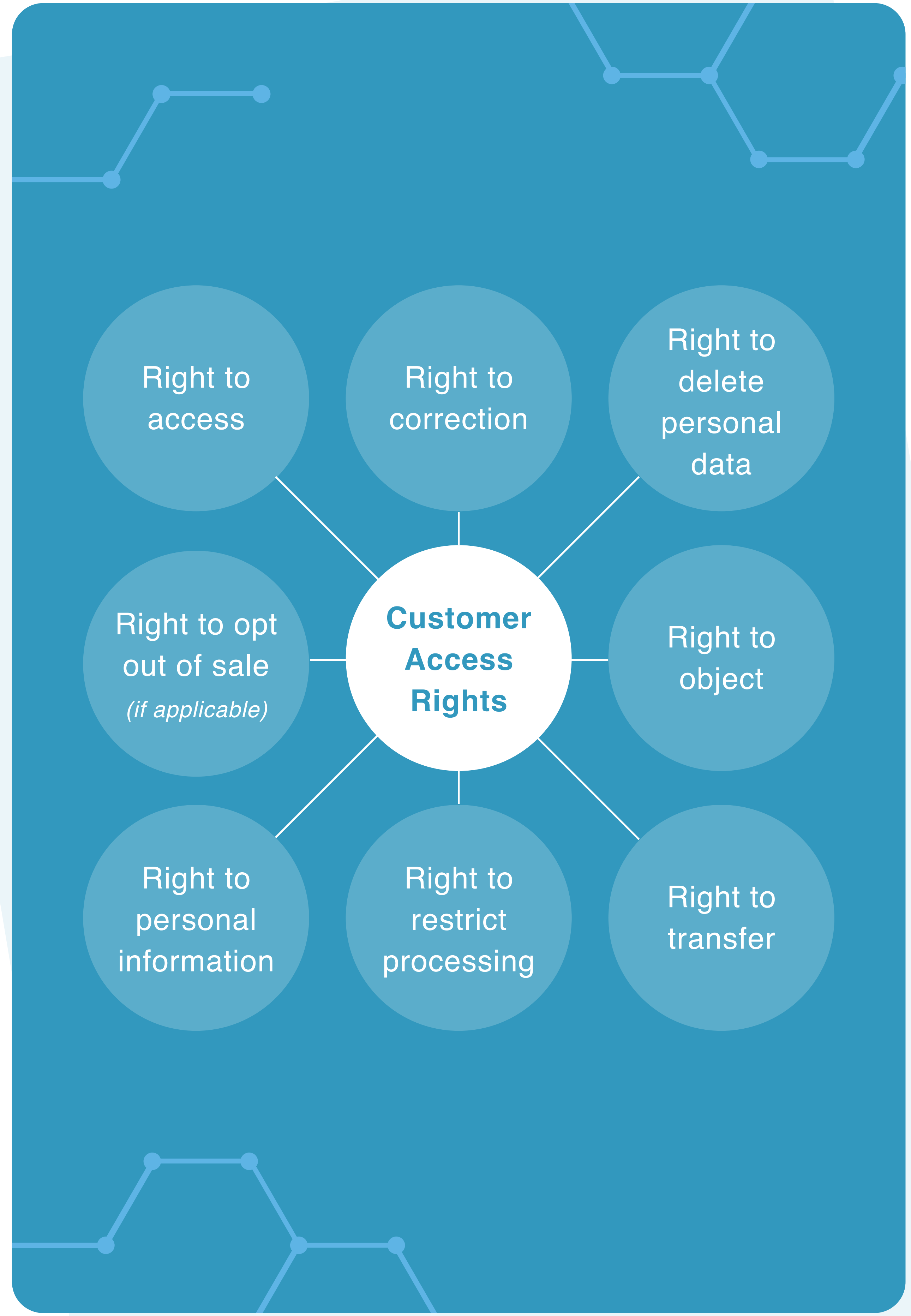
The company's data protection policies and practices are all based on the core principles of "privacy by default" and "privacy by design." When we rely on user consent as the legal basis for data collection, our privacy policies ensure this consent is affirmative, specific, informed, and freely given. Our policies allow users to withdraw consent at any time and provide all users with subject access rights, regardless of location, and offer controls enabling users to manage their data and exercise their subject access rights.

We utilize company-wide tools to manage subject access rights, document data flows, and ensure data is collected lawfully and transparently. Personal and sensitive data is also protected using internal access controls. Anonymized user data is used for secondary purposes such as training models.

In the event that customer data is shared, we notify data subjects in a timely manner as legally required and also notify data subjects if there is a material adverse change in our privacy policies or practices. Ziff Davis' services are not intended for use by children, especially those under the age of 13, and we employ measures to reduce or avoid the processing of personal data of minors including by prohibiting purchases by minors under the age of 18.

Ziff Davis' **Code of Business Conduct and Ethics** and privacy policies highlight our commitment to complying with all applicable laws and regulations where we operate concerning the use and protection of customer information. These regulations include the European Union's General Data Protection Regulation and the California Consumer Privacy Act. The company is not aware of any countries where our available 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.

The company and our businesses occasionally receive requests for information on users, and we evaluate and respond to valid requests when the user has consented, or we are legally required to do so. In 2025, we received an estimated 200 law enforcement requests for user information. Ziff Davis did not have any substantiated complaints in 2025 regarding breaches of customer privacy that resulted in material loss to the company. We also had no material financial loss from payment of claims in legal proceedings related to user data privacy or payment of fines for breach of any protective measures related to user data privacy.



Data Security

Ziff Davis is committed to protecting the company from increasing data security and cybersecurity threats, phishing attacks and other targeted attacks on information technology (IT) systems. Our full Board receives regular briefings on cybersecurity risks and the Board's Audit Committee also receives regular briefings and has oversight of the implementation of cybersecurity risk management strategies and practices, including the use of outside vendors.

In 2025, Ziff Davis' Information Security Program received SOC 2 attestation.

The company's comprehensive **Information and Data Security Practices**, which applies to the entire organization, details the company's information security practices and control measures. Our practices are aligned with the National Institute of Standards and Technology (NIST) framework and standards as well as applicable industry regulatory requirements, such as using hosting facilities for our businesses that are SSAE16 SOC 2 certified. In 2025, Ziff Davis' Information Security Program received SOC 2 attestation. The Information Security program covers the entire organization, including our business units. Certain business units and sites are also TrustArc, ISO 27001, and ISAE 3000 certified, and certain units comply with Payment Card Industry (PCI) data security standards to enhance payment account data security.

Our Chief Information Security Officer, in conjunction with our Chief Technology Officer, Chief Auditor, General Counsel, Chief Financial Officer, Chief Accounting Officer, and senior management, implements our data security and cybersecurity programs.

The company's Information Security team is responsible for our internal Information Security Policy and for implementing company-wide measures to regularly monitor core systems, sites, and applications for potential vulnerabilities. These measures include tabletop exercises, random "phishing tests," and other initiatives to promote awareness of threats. In 2025, these initiatives included a company-wide competition called Phestival, which gamified anti-phishing training. Employees earned points for sending phishing emails to colleagues that were clicked on, and lost points when colleagues reported the phishing attempts.

Ziff Davis conducts internal and external audits of information security standards at least annually, and we continuously review and update programs to ensure protection against actual and emerging threats. In 2025, we did not experience performance issues, service disruptions, or customer downtime in our IT systems that materially impacted our business.

Our information security policies and practices actively encourage responsible reporting of vulnerabilities that may be found on our sites or in our applications. We review and respond to reports as appropriate, and if a potential data security incident occurs, we follow the guidelines of our Information Security Incident Response Plan. The plan operates under the principles of timely detection, management, and response, including notifying applicable regulators and any affected data subjects as required by applicable law.

Ziff Davis did not have any material data breaches in 2025 and in the past five years we have not had a material data breach or any other type of material information security incident. The company carries cybersecurity insurance as a precaution but in the past five years we have not incurred any expenses material to the company in connection with a data security incident or incurred any payments from penalties in connection with a data security incident. To protect Ziff Davis and our customers, we do not broadly disclose specifics regarding cybersecurity threats, except in instances where we are legally required to do so.

Our commitment to ensuring data security and privacy also includes mandatory annual training for our employees and contractors on data protection, global privacy, and security awareness. We require employees and contractors to acknowledge compliance annually with the Information Security Policy and Information Security Incident Response Plan. Ziff Davis also conducts reviews of the data security practices of our vendors, and we generally require key vendors to implement data security standards that meet or exceed our own.

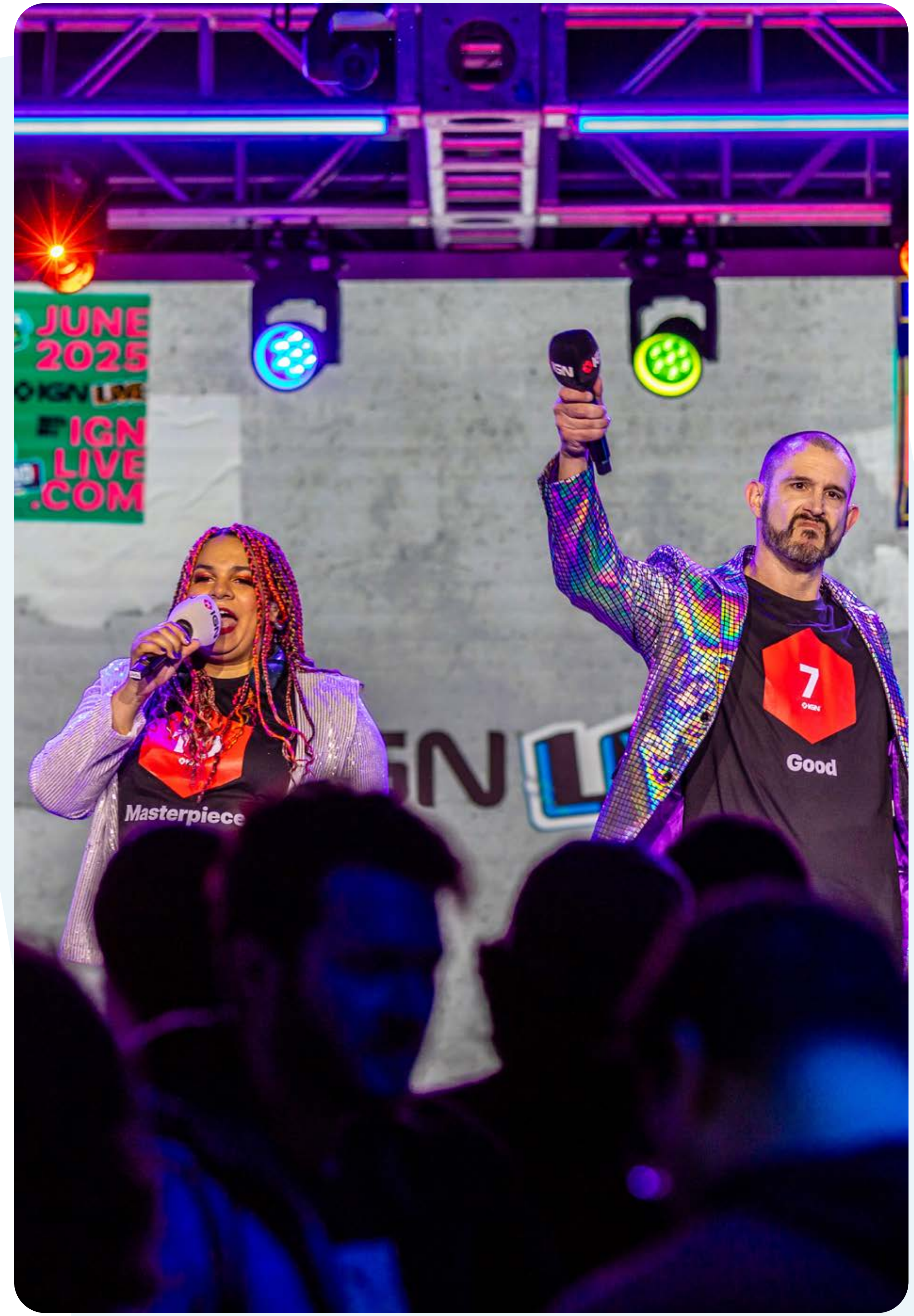
Cybersecurity Awareness Month

As part of our ongoing initiatives to raise awareness among employees about cybersecurity threats, we mark Cybersecurity Awareness Month in October. Activities included a company-wide competition called Phestival, which gamified anti-phishing training, and a webinar with Emmy Award-winning cybersecurity news reporter Kerry Tomlinson, “Think Like a Hacker.”

Artificial Intelligence

Ziff Davis is committed to the responsible use of artificial intelligence (AI) in our business. We have developed guidelines for the use of AI by our employees, including adoption of any third-party tools, which are required to undergo rigorous cybersecurity evaluation and have a single sign-on (SSO) authentication system to monitor user access.

Where feasible, we encourage our employees to use Google's Gemini AI tool since Ziff Davis has an enterprise agreement with Google that includes strong data protections. In the summer of 2025, Ziff Davis sponsored an internship program with college students, who worked with employees in various departments to explain how Gemini works and develop ways to utilize the tool to improve work processes.



Responsible Supply Chains

Ziff Davis is committed to partnering with suppliers who maintain our high standards of ethical and sustainable business practices. In addition, we strive to work with vendors in our local communities where possible, including minority-owned vendors and suppliers in the U.S. and local companies in our global locations. We implement processes to track vendor spend and use analytics to assess supply chain risks and mitigate potential disruptions.

We take a proactive approach to the vendor selection process to best identify appropriate partners and suppliers and promote awareness with potential vendors of the importance of sustainability to Ziff Davis. We use a company-wide procurement software platform to enhance the onboarding process, including requiring all vendors to complete a Sustainability Survey on our Vendor Portal. The survey includes questions about the vendor's commitments to environmental initiatives such as reducing carbon emissions.

Ziff Davis asks certain partners, vendors, and suppliers to comply with our **Vendor Code of Conduct** and our **Code of Business Conduct and Ethics**. These policies detail the employment practices we expect them to follow, including anti-discrimination, health and safety standards, human rights, and rights to collective bargaining and organization. Our policies also require vendors to follow our business practices on matters such as anti-corruption and require vendors to comply with all applicable laws and regulations where we do business, including those related to data security and customer privacy.

Protecting the Environment

Ziff Davis is committed to doing our part to combat the fundamental risks to our planet from climate change. While our direct operations as a digital media and internet company do not produce substantial greenhouse gas (GHG) emissions, we have set science-based targets for GHG emissions reduction and are focused on meeting these targets by lowering our energy usage and using alternative or renewable energy sources where possible. We also recognize the environmental risks to our business, employees, customers, and communities from pollution from e-waste and scarcity of water, and take action to reduce waste sent to landfills, recycle e-waste and hazardous materials, and conserve water.

Chapter 5

Environmental Management

Our **Environmental Policy** and **Climate Change and Biodiversity Policy Statement** demonstrate Ziff Davis' commitment to sustainably operating our business, including our supply chain. We implement best practices and innovative technology to combat climate change by reducing our carbon footprint and limiting potential biodiversity impacts. Our policies also highlight our commitment to ensuring compliance with all applicable environmental laws and regulations. The company incorporates environmental risk criteria, such as climate change risk, into the evaluation process and due diligence of mergers and acquisitions.

To promote accountability and transparency for our stakeholders, Ziff Davis tracks and regularly reports on key environmental data, including by responding to the annual CDP questionnaire and publishing a standalone **TCFD-aligned climate risk assessment** available on our website that will be updated regularly. Our policies state our commitment to continuously assess and manage climate-related risks and opportunities in our ongoing operations, including physical risks to offices from extreme weather events and transition risks from regulatory changes.

The TCFD-aligned climate risk assessment summarizes our first in-depth climate risk and opportunity assessment. Through scenario analysis, we evaluated the exposure of our key operational sites to physical risks, such as heatwaves and water stress, as well as transition risks tied to carbon pricing and policy changes. While our hybrid work model and leased office footprint help mitigate many direct impacts, the analysis identified areas where proactive planning will strengthen our resilience, including by climate-proofing infrastructure, engaging suppliers, and managing future emissions costs. On the opportunity side, we see meaningful potential to enhance resource efficiency, expand our cloud-based services, and support value chain decarbonization through supplier engagement. Our intention is to update the TCFD-aligned climate risk assessment every two years in accordance with California law SB 261.

In our supply chain, we are focused on identifying and working with vendors who share our commitment to operate sustainably. Ziff Davis requires our vendors to abide by our **Vendor Policy** and **Code of Business Conduct and Ethics**, which includes compliance with our **Environmental Policy** or the adoption of substantially similar policies.

VoucherCodes Becomes Certified B Corp™

VoucherCodes, a brand within our Tech & Shopping Division was certified as a B Corp in September 2025 for meeting high standards of social and environmental performance, accountability, and transparency.
In addition, VoucherCodes has partnered with sustainability ratings platform Earthmark to highlight brands on its website that have high Earthmark ratings for sustainability.

Certified B Corporation

VoucherCodes x earthmark™

Oversight

Ziff Davis' environmental strategies and commitments are overseen by our Board of Directors and the Board's Environmental, Social and Governance Committee. The full Board and the committee are also responsible for overseeing management's establishment of environmental targets and sustainability initiatives designed to meet those targets across the company's brands and subsidiaries. The Environmental, Social and Governance Committee receives updated information at least quarterly on environmental issues and performance from the SVP, Sustainability & Responsibility.

Initiatives designed to reduce the company's environmental footprint are developed by the cross-functional Ziff Davis Sustainability Council, with oversight by the Sustainability & Responsibility team. The Sustainability Council has over 200 members, including our facilities managers, many of whom meet monthly to collaborate and share best practices on improving the sustainability of our systems and processes. The Sustainability Council is also responsible for developing programs to raise awareness among our staff regarding environmental initiatives related to energy, waste, and water.

Emissions

Our **Climate Change and Biodiversity Policy Statement** highlights our 2030 GHG emissions reduction targets that were validated in 2023 by the Science Based Targets initiative (SBTi), a partnership between the CDP, the United Nations Global Compact, World Resources Institute, and the Worldwide Fund for Nature. SBTi is the lead partner of Business Ambition for 1.5°C, a campaign by a global coalition of UN agencies, business, and industry leaders that urges companies to set net-zero-based emissions targets in line with the 2015 Paris Agreement. Ziff Davis supports the goals of the 2015 Paris Agreement, and our reduction target is in line with these goals.

Ziff Davis conducts an annual GHG inventory process, which was initiated in 2021 using an independent third-party expert, Agendi. In 2023, we began to receive external assurance on the GHG inventory for Scopes 1 and 2 and Scope 3 category 1, our largest Scope 3 category made up of purchased goods and services including third-party operated cloud storage platforms. We continue to prioritize utilizing the most up to date emission factors to calculate our annual inventory.

We identified the primary source of Scope 1 (direct emissions from owned or controlled sources) and Scope 2 (indirect emissions associated with the purchase of electricity and heat) as the energy usage from our leased office locations and co-located data centers. In 2025 these combined operational market-based emissions decreased by 10%, driven mainly by Ziff Davis procuring renewable electricity covering 25% of its global electricity consumption and ongoing efforts to reduce emissions from energy use.

The primary sources of Scope 3 emissions are purchased goods and services and capital goods. Ziff Davis has taken steps to engage suppliers and prioritize procurement from those that transparently disclose emissions and are SBT-aligned. In 2025, Scope 3 emissions increased primarily due to continued growth at Ziff Davis, leading to higher levels of purchased goods and services, as well as improvements in the completeness and accuracy of business travel data. Despite the increase in absolute Scope 3 emissions, emissions intensity remains on track with the target set, which is normalized against Ziff Davis' gross profit.

Our Scope 3 emissions encompass value chain emissions, including all material categories such as purchased goods and services, business travel, employee commuting, waste generation, and other indirect activities that contribute to the company's overall carbon footprint. In 2023, we also began to receive external assurance on Scope 3 category 1, our largest Scope 3 category made up of purchased goods and services including third-party operated cloud storage platforms.

In terms of non-GHG air emissions, Ziff Davis is also committed to eliminating non-GHG air emissions such as ozone-depleting substances. The company did not emit any of these substances in 2025 and does not have any non-GHG air emissions such as nitrogen oxides (NOX), volatile organic compounds (VOCs), hazardous air pollutants (HAPs), or other substances that require a permit.

GHG Emissions Reduction Targets

Our science-based targets, as validated by SBTi, include:

Reduce absolute Scope 1 and Scope 2 GHG emissions

50% by 2030*

Reduce Scope 3 emissions

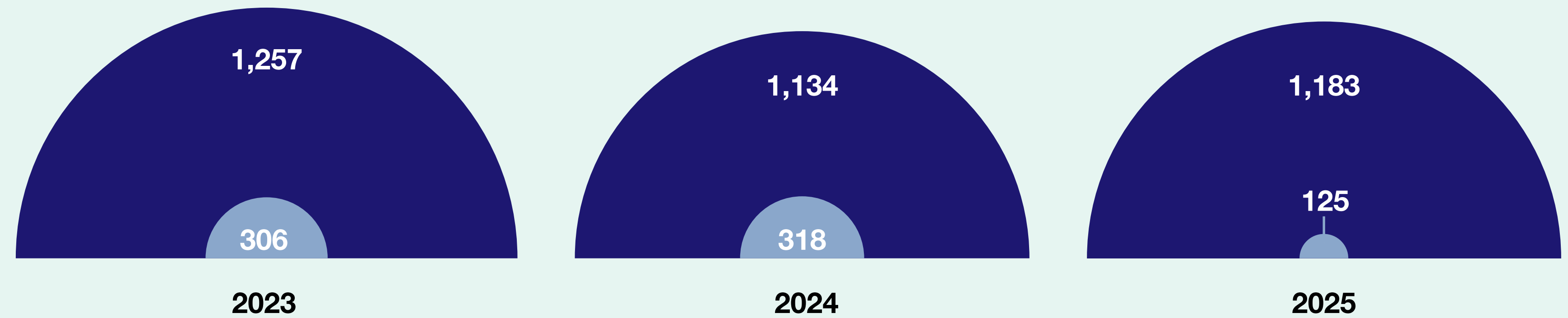
51.6% per USD value added by 2030*

* from a 2021 baseline

Scope 1, 2, and 3 GHG Emissions

Scope 1 & 2

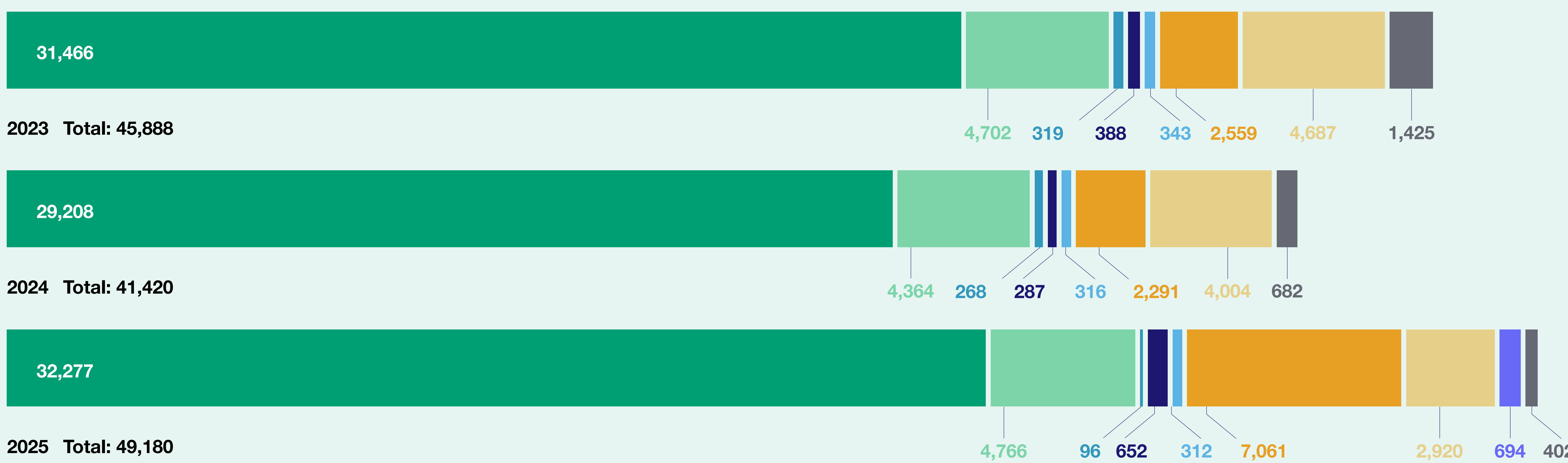
Scope 1 (metric tons CO_2e) Scope 2 - Market-based (metric tons CO_2e)



2025 Breakdown by Scope

Scope 3

Cat 1: Purchased Goods & Services
Cat 2: Capital Goods
Cat 3: Fuel- and Energy-related Activities
Cat 4: Upstream Transportation
Cat 5: Waste Generated in Operations
Cat 6: Business Travel
Cat 7: Employee Commuting
Cat 8: Upstream Leased Assets
Cat 13: Downstream Leased Assets



Energy

The primary focus of our initiatives to reduce Scope 1 and Scope 2 emissions is to reduce the amount of energy used in our operations relative to the size of our company. Ziff Davis is lowering energy usage through proactive measures such as consolidating and reducing the amount of office space we utilize. Where possible, we locate our offices in energy efficient buildings, including buildings certified through the U.S. Green Building Council's Leadership in Energy and Environmental Design (LEED) program, the world's most widely recognized and applied benchmark for green buildings. Ziff Davis also seeks to use renewable energy technologies and alternative sources when feasible.

Ziff Davis has substantially reduced the amount of office space we use, primarily due to the company's shift to offer flexible options for remote and hybrid work among both current employees and new hires. In 2025, we continued to streamline and reduce the square footage of our office locations by consolidating some locations and closing others, the primary driver for a 52% year-over-year reduction in operational square footage.

Waste and Water

Our **Environmental Policy** states our commitment to protecting the environment by reducing waste sent to landfills and responsibly disposing or recycling e-waste and hazardous materials. We also support efforts to conserve water, which we recognize is a scarce resource worldwide, including by locating our offices where possible in buildings with water conservation measures.

Ziff Davis complies with all applicable laws and regulations regarding e-waste and hazardous materials, and we implement initiatives to reduce e-waste sent to landfills by refurbishing old devices and recycling toner cartridges and electronic equipment when feasible. When we are unable to refurbish used devices, we work to responsibly recycle our e-waste with partners such as IT Asset Management Group in New York, FITS Computer Recycling in Texas, and 3R Technology in the Pacific Northwest.

Ziff Davis implements recycling and composting programs for office waste where possible and raises awareness of these programs among our employees by using posters, signage, and clearly marked disposal containers. Our New York office partners with Action Environmental Services, a commercial organics recycling company, to collect and manage organic waste such as food scraps, food-soiled paper, and plant waste. In our Los Angeles office, we work with a recycling company, Athens Services, to collect organic food waste for use in composting.

We also work with recycling company TerraCycle to separate plastic waste for recycling and have taken action to reduce plastic waste by replacing plastic bottled water with boxed water, eliminating single-use cups, using straws made of vegetable fibers, and limiting single-use cutlery. Terracycle also provides Zero Waste Boxes to collect and recycle items not collected by the local municipality, such as potato chip bags, candy bar wrappers, and coffee machine packets.

Refurbishing Used Devices

In 2025, Ziff Davis donated 26 laptops to the Pelham Robotics Club to help teach students advanced engineering concepts and Computer-aided design (CAD), inspiring the next generation to go into STEM fields. Ziff Davis also partners with internet service provider Starry, Inc. and technology non-profit, Human-I-T, on a program to refurbish used devices and distribute them to new users. Ziff Davis has donated over 400 devices which we were no longer using since the start of this partnership. After refurbishing by Human-I-T, Starry provides these devices to subscribers signed up through their Starry Connect program.

Appendix

About This Report

Our 2025 ESG Report primarily covers data and metrics from January 1 to December 31, 2025, unless otherwise noted, with three years of data generally provided for context. The ESG Report includes our subsidiaries unless otherwise noted.

This report was prepared with reference to the Global Reporting Initiative (GRI) 2021 Standards and the Sustainability Accounting Standards Board (SASB) Software & IT Services 2023 Standard and the Internet Media & Services 2023 Standard. The report also aligns with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations. Content indexes are available from page 78.

Ziff Davis is committed to transparency, engagement and consistent communication of our ESG strategies and programs to all stakeholders. Following a third-party assurance process, our 2024 GHG Scope 1 and 2 emissions calculations were verified within the 5% materiality threshold. Minor adjustments to GHG Scope 1 and 2 were made to reflect assurance findings; these refinements have been incorporated into this year's report.

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2025 ESG Report

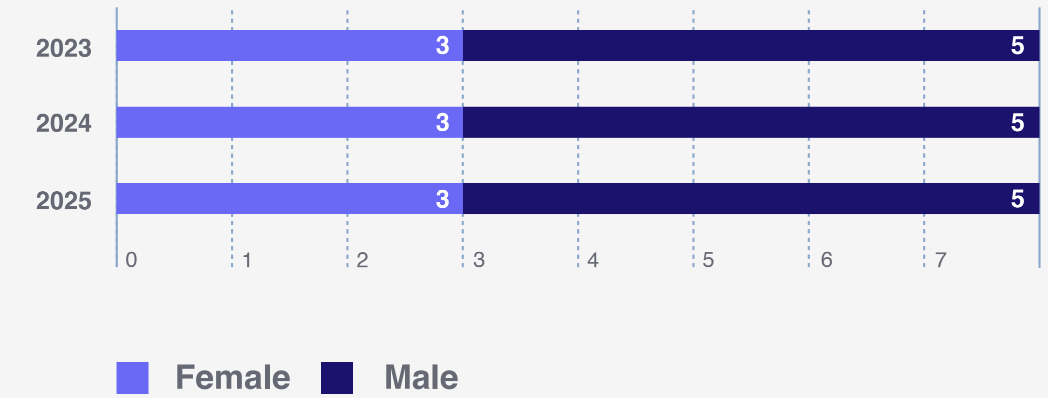
Data Tables

Global Governance Data

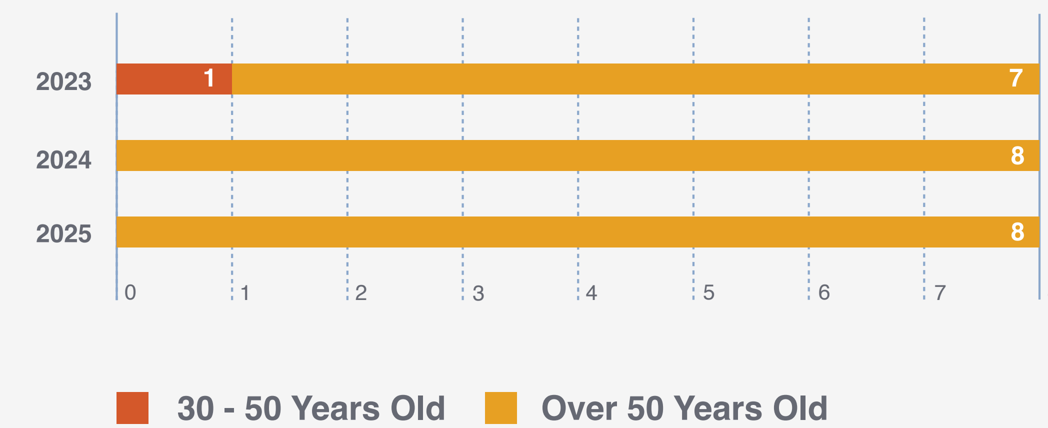
Metric	2023	2024	2025
Board Members			
Number of Board Members	8	8	8
Board Demographics [1]			
Gender			
Female	37.5%	37.5%	37.5%
Male	62.5%	62.5%	62.5%
Age Group			
Under 30 Years Old	0.0%	0.0%	0.0%
30-50 Years Old	12.5%	0.0%	0.0%
Over 50 Years Old	87.5%	100.0%	100.0%
Ethnicity			
People of Color	37.5%	37.5%	37.5%
White	62.5%	62.5%	62.5%
Board Independence			
Number of Independent Directors	7	7	7

1 - Data aligns with the annual Proxy Statement.

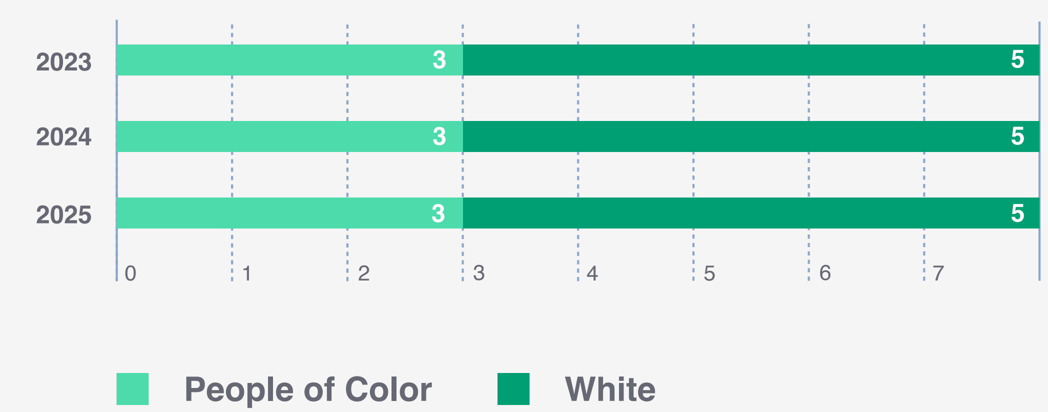
Board Gender Breakdown



Board Age Breakdown



Board Ethnicity Breakdown



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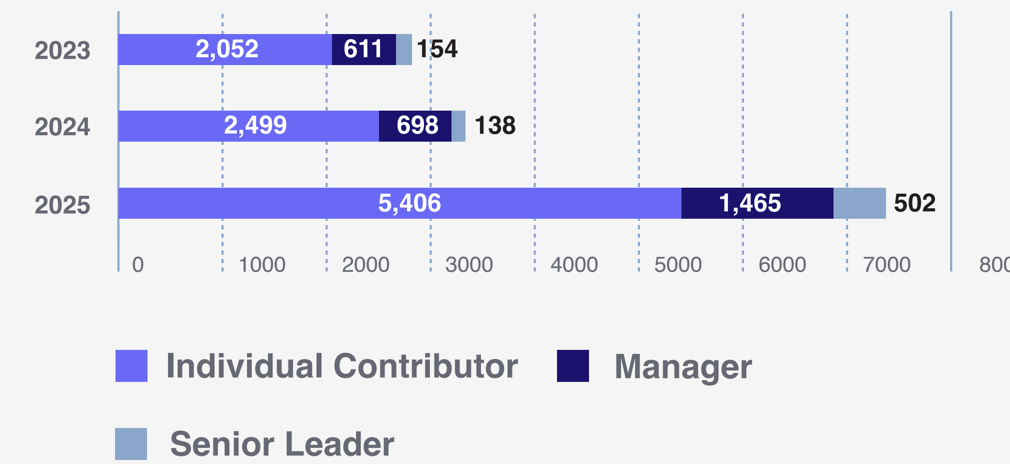
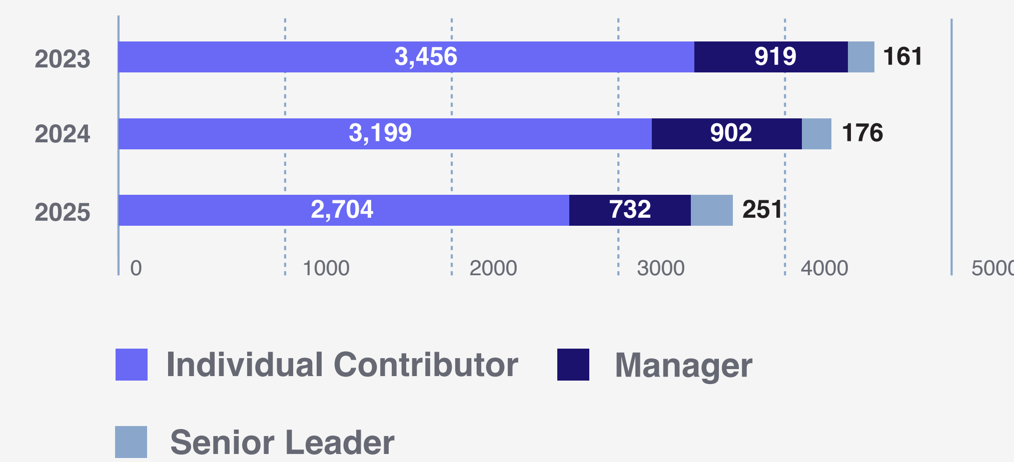
Metric	2023	2024	2025
Anti-corruption Training, by Employee Category [2]			
Number of Training Hours	2,816	3,335	7,373
Individual Contributor	2,052	2,499	5,406
Manager	611	698	1,465
Senior Leader	154	138	502
Number of Employees	4,536	4,277	3,687
Individual Contributor	3,456	3,199	2,704
Manager	919	902	732
Senior Leader	161	176	251
Percentage of Employees			
Individual Contributor	100%	100%	100%
Manager	100%	100%	100%
Senior Leader	100%	100%	100%
Ethics Helpline			
Number of Matters Reported to Helpline	5	5	3
Number of Investigations Opened Based on Those Matters	2	2	2
Number of Which Were Sustained	0	0	0
Data Privacy & Information Security			
Number of Material Data Breaches	0	0	0
Amount of Payment of Fines for Breach of any Protective Measures Surrounding User Data Privacy	$0	$0	$0
Number of Government Requests to Remove Content	0	0	0
Number of Material, Substantiated Complaints About Customer Privacy	0	0	0
Number of Law Enforcement Requests for User Information [3]	300	250	200

Anti-corruption Training Hours



Employees Receiving Anti-corruption Training



2 - Training courses include the Code of Conduct, Anti-Corruption and Bribery, and Export & Trade Compliance. In 2024, these training topics were consolidated to provide more broadly to Ziff Davis employees. In 2025 we rolled out more in-depth training courses on these topics that drove a large increase in the number of anti-corruption training hours for the year. The number of employees who received training does not match the overall number of employees due to hiring and turnover throughout the year.

3 - Number is approximate.

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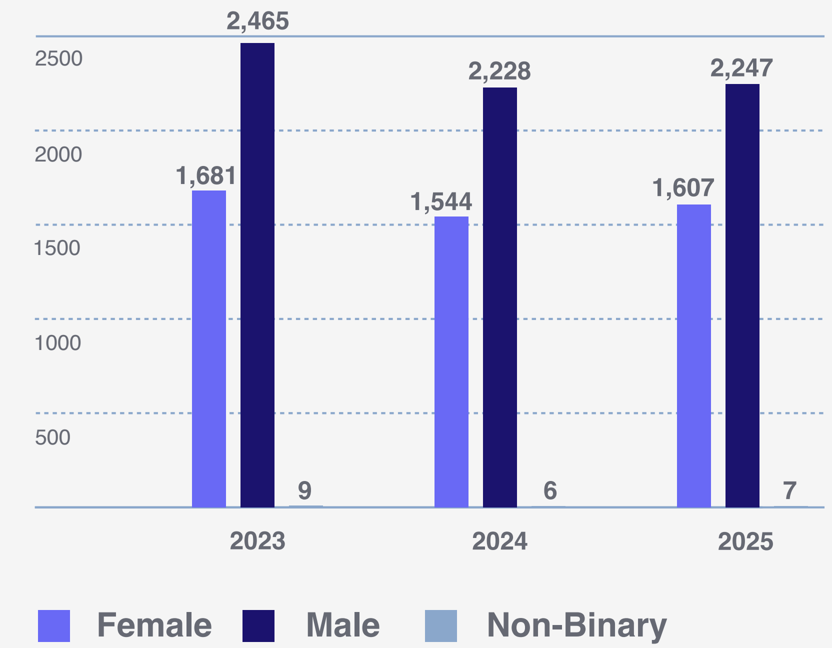
Global Social Data [4]

Metric	2023	2024	2025
Workforce			
Employee Headcount	4,155	3,778	3,861
Percent of Employees Located Offshore	47.9%	43.8%	44.7%
Workforce by Gender			
Female	1,681	1,544	1,607
Male	2,465	2,228	2,247
Non-Binary	9	6	7
Workforce by Employee Category			
Individual Contributor	3,117	2,797	2,832
Manager	884	795	766
Senior Leader	154	186	263

4 - Global social data does not include contractors. 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.

Workforce, by Gender



Workforce, by Employee Category

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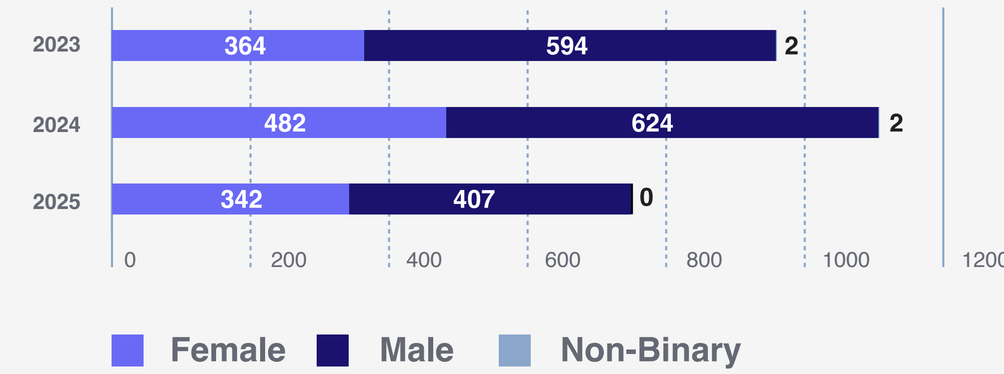
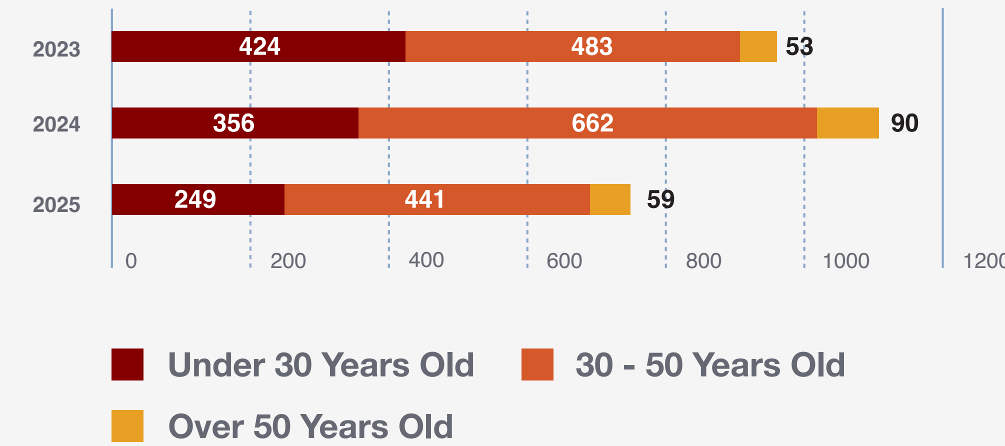
Metric	2023	2024	2025
Hiring			
Number of New Employee Hires	960	1,108	749
Overall Rate of New Employee Hires	23.1%	29.3%	19.4%
Number and Percentage of Employee Hires, by Gender			
Female	364	482	342
	37.9%	43.5%	45.7%
Male	594	624	407
	61.9%	56.3%	54.3%
Non-Binary	2	2	0
	0.2%	0.2%	0.0%
Number and Percentage of Employee Hires, by Age			
Under 30 Years Old	424	356	249
	44.2%	32.1%	33.2%
30-50 Years Old	483	662	441
	50.3%	59.7%	58.9%
Over 50 Years Old	53	90	59
	5.5%	8.1%	7.9%
Number and Percentage of Employee Hires, by Region			
Americas	432	697	395
	45.0%	62.9%	52.7%
Asia-Pacific	424	245	230
	44.2%	22.1%	30.7%
Europe, Middle East, and Africa	104	166	124
	10.8%	15.0%	16.6%

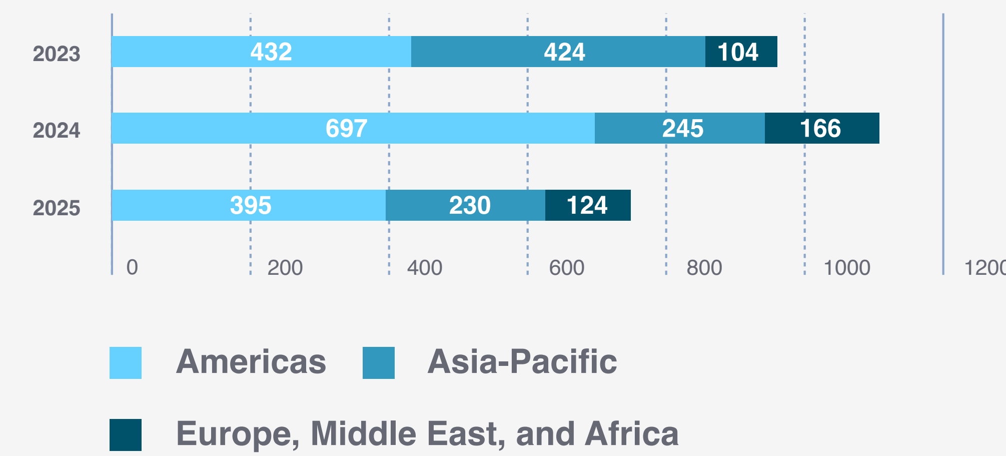
New Employee Hires, by Gender



New Employee Hires, by Age



New Employee Hires, by Region

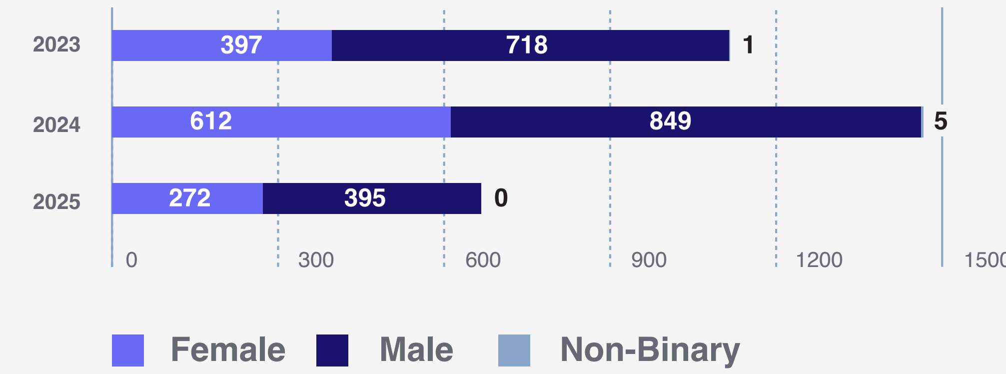


Ziff Davis 2025 ESG Report

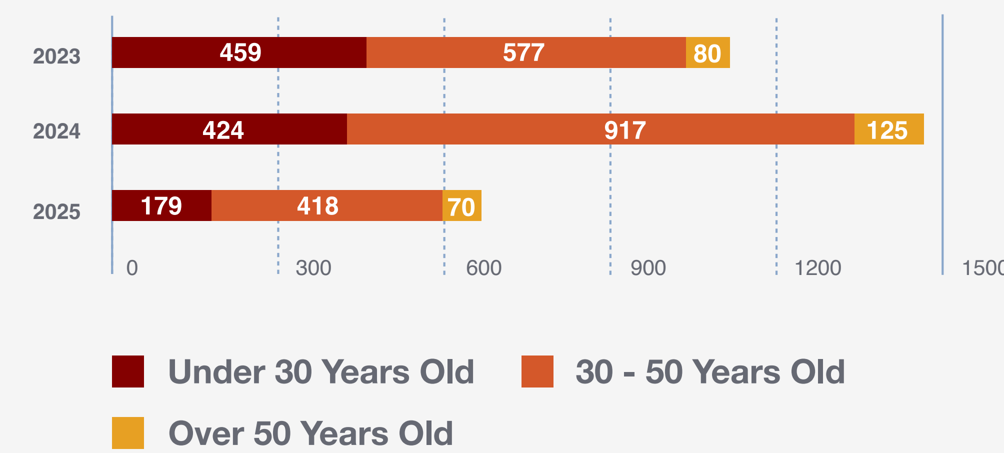
Metric	2023	2024	2025
Turnover [5]			
Employee Turnover Number	1,116	1,466	667
Overall Rate of Employee Turnover	26.9%	38.8%	17.3%
Number and Percentage of Employee Turnover, by Gender			
Female	397	612	272
	35.6%	41.7%	40.8%
Male	718	849	395
	64.3%	57.9%	59.2%
Non-Binary	1	5	0
	0.1%	0.3%	0.0%
Number and Percentage of Employee Turnover, by Age			
Under 30 Years Old	459	424	179
	41.1%	28.9%	26.8%
30-50 Years Old	577	917	418
	51.7%	62.6%	62.7%
Over 50 Years Old	80	125	70
	7.2%	8.5%	10.5%
Number and Percentage of Employee Turnover, by Region			
Americas	360	715	379
	32.3%	48.8%	56.8%
Asia-Pacific	649	552	228
	58.2%	37.7%	34.2%
Europe, Middle East, and Africa	107	199	60
	9.59%	13.6%	9.0%

5 - Turnover data includes both voluntary and involuntary departures, as well as departures due to divestitures. The 2024 turnover is elevated due to a voluntary buyout offer.

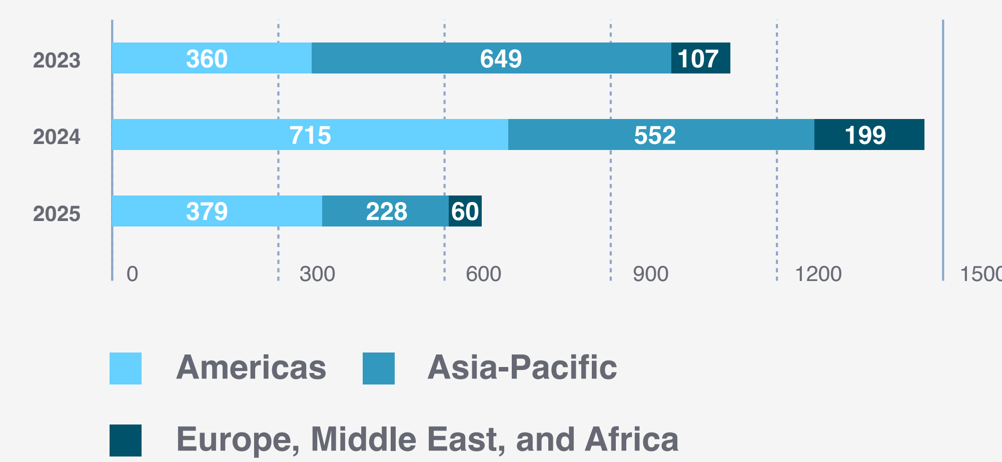
Employee Turnover, by Gender



Employee Turnover, by Age

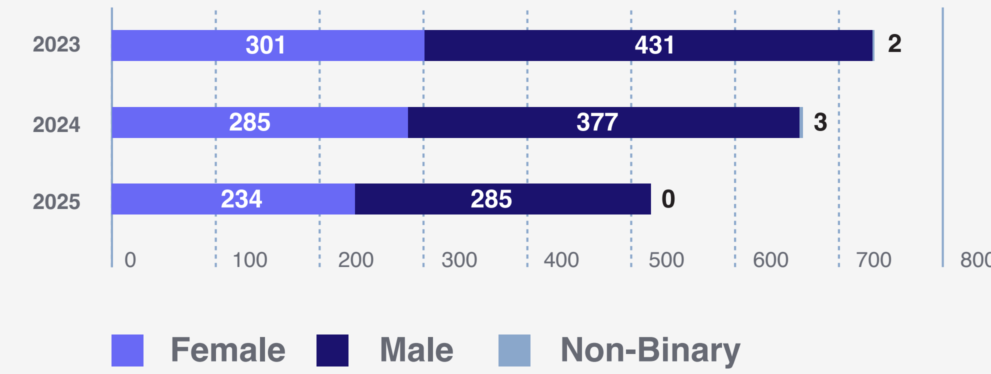


Employee Turnover, by Region

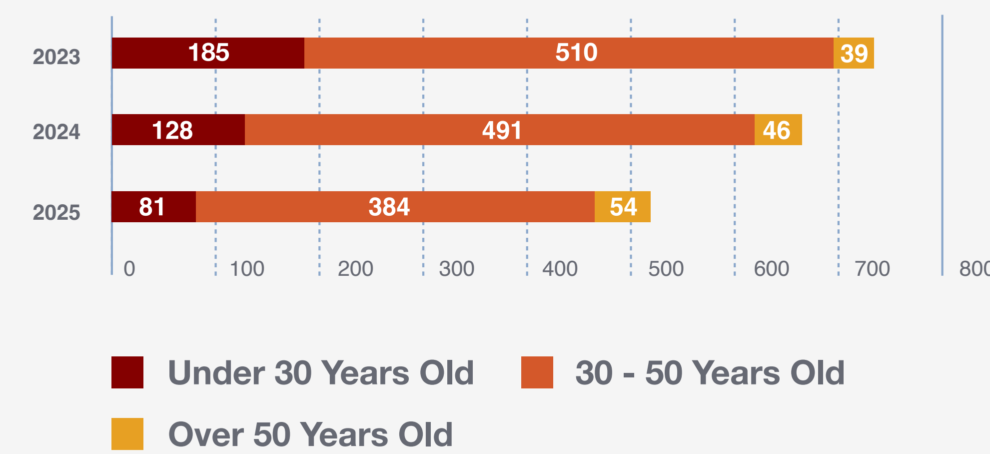


Metric	2023	2024	2025
Promotions			
Employee Promotion Number	734	665	519
Overall Rate of Employee Promotions	17.7%	17.6%	13.4%
Number and Percentage of Promotions, by Gender			
Female	301	285	234
	41.0%	42.9%	45.1%
Male	431	377	285
	58.7%	56.7%	54.9%
Non-Binary	2	3	0
	0.3%	0.5%	0.0%
Number and Percentage of Promotions, by Age			
Under 30 Years Old	185	128	81
	25.2%	19.2%	15.6%
30-50 Years Old	510	491	384
	69.5%	73.8%	74.0%
Over 50 Years Old	39	46	54
	5.3%	6.9%	10.4%
Number and Percentage of Promotions, by Region			
Americas	409	374	376
	55.7%	56.2%	72.4%
Asia-Pacific	247	189	39
	33.7%	28.4%	7.5%
Europe, Middle East, and Africa	78	102	104
	10.6%	15.3%	20.0%

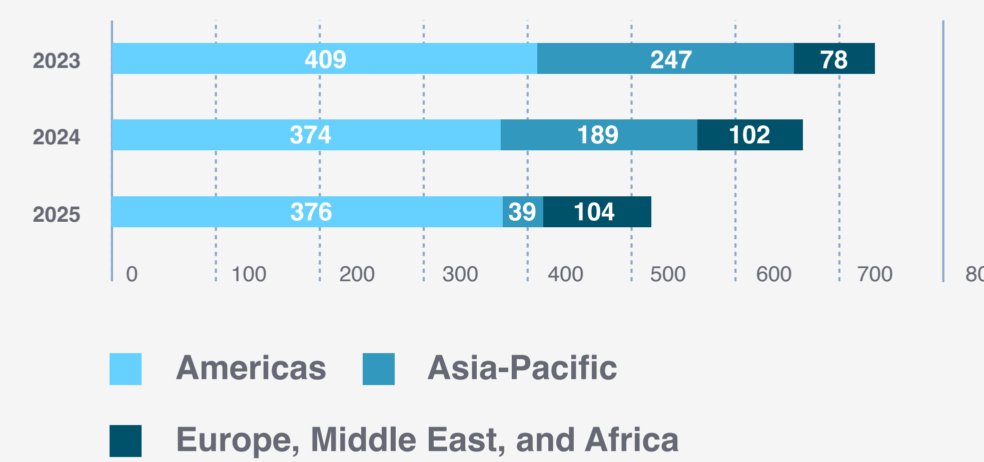
Promotions, by Gender



Promotions, by Age

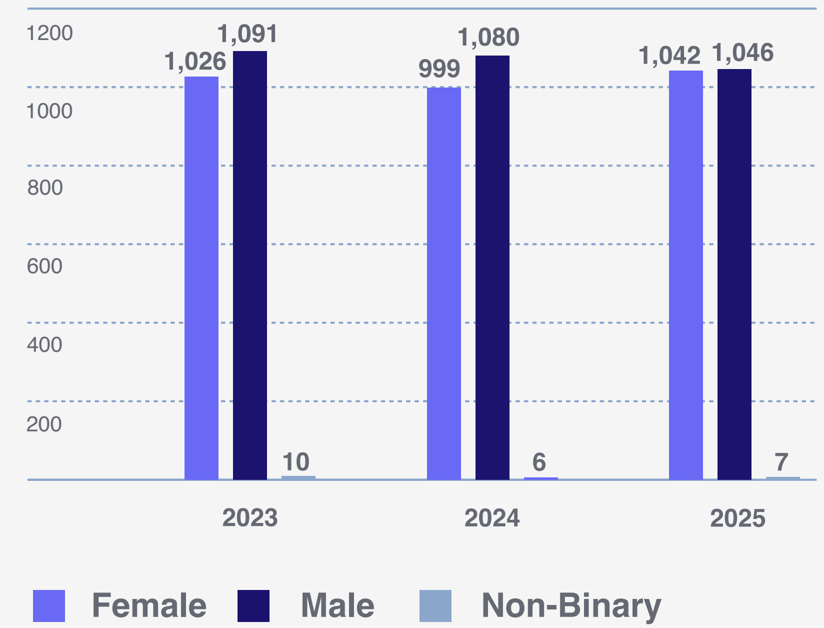


Promotions, by Region

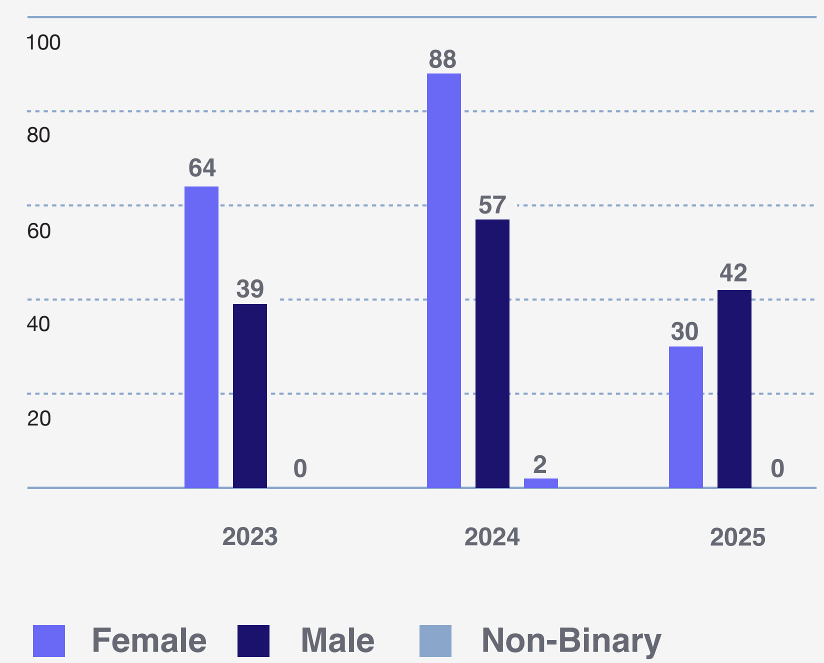


Metric	2023	2024	2025
Parental Leave (U.S. Only)			
Number of Employees That Were Entitled to Parental Leave, by Gender			
Female	1,026	999	1,042
Male	1,091	1,080	1,046
Non-Binary	10	6	7
Number of Employees That Took Parental Leave, by Gender			
Female	64	88	30
Male	39	57	42
Non-Binary	0	2	0
Number of Employees That Returned to Work in the Reporting Period After Parental Leave Ended, by Gender			
Female	66	73	54
Male	43	53	49
Non-Binary	0	2	0
Number of Employees That Returned to Work After Parental Leave Ended That Were Still Employed 12 Months After Their Return to Work, by Gender			
Female	31	69	52
Male	37	47	31
Non-Binary	0	0	0
Global Employee Engagement Survey			
Participation Rate	76%	76%	77%
Training and Education			
Employees Receiving Regular Performance and Career Development Reviews	79%	88%	90%

Employees Entitled to Parental Leave, by Gender



Number of Employees That Took Parental Leave, by Gender



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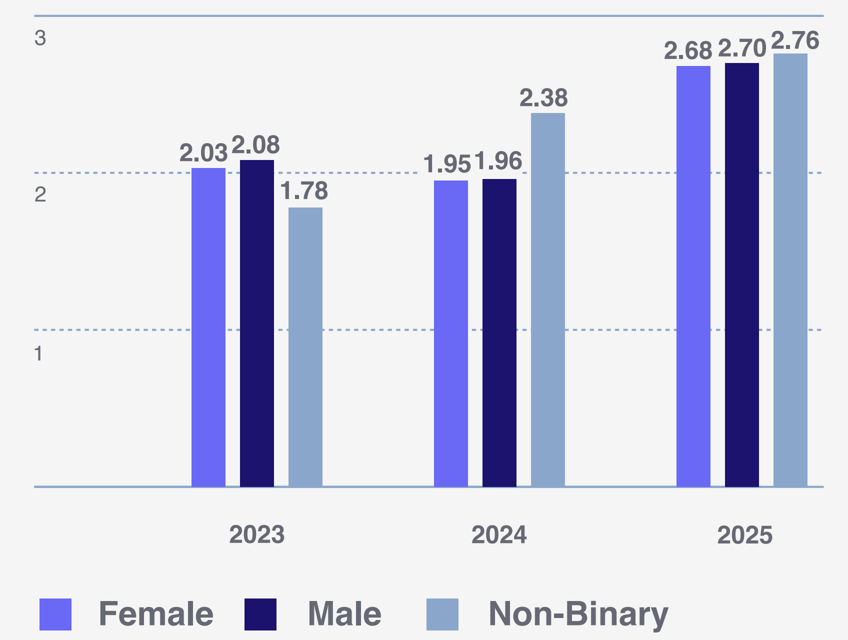
Metric	2023	2024	2025
Average Hours of Training [6]	2.06	2.35	2.69
By Gender			
Female	2.03	1.95	2.68
Male	2.08	1.96	2.70
Non-Binary	1.78	2.38	2.76
By Job Level			
Individual Contributor	2.11	1.98	2.60
Manager	1.85	1.91	2.93
Senior Leader	2.22	1.84	2.99
Total Training Hours [6]	8,567	8,873	10,393
By Gender			
Female	3,419	3,597	4,310
Male	5,132	5,261	6,064
Non-Binary	16	15	19
By Job Level			
Individual Contributor	6,587	6,593	7,367
Manager	1,638	1,870	2,241
Senior Leader	342	410	786
Percentage of Employees Receiving Training [6]	100%	100%	100%
By Gender			
Female	100%	100%	100%
Male	100%	100%	100%
Non-Binary	100%	100%	100%
By Job Level			
Individual Contributor	100%	100%	100%
Manager	100%	100%	100%
Senior Leader	100%	100%	100%

6 - Training data covers courses related to compliance and HR; other types of training are not included. Training hours increased in 2025 following the roll out of more in-depth anti-corruption training courses.

Average Training Hours, by Gender



Average Training Hours, by Job Level

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Metric	2023	2024	2025
Global Demographics			
Employees by Gender			
Female	40.5%	40.9%	41.6%
	1,681	1,544	1,607
Male	59.3%	59.0%	58.2%
	2,465	2,228	2,247
Non-Binary	0.2%	0.2%	0.2%
	9	6	7
Individual Contributors by Gender [7]			
Female	40.7%	41.6%	41.9%
	1,268	1,163	1,187
Male	59.1%	58.3%	57.9%
	1,842	1,630	1,640
Non-Binary	0.2%	0.1%	0.2%
	7	4	5

Metric	2023	2024	2025
Managers by Gender [8]			
Female	41.0%	39.9%	43.5%
	362	317	333
Male	58.8%	59.9%	56.3%
	520	476	431
Non-Binary	0.2%	0.3%	0.3%
	2	2	2
Senior Leaders by Gender [9]			
Female	32.5%	34.4%	33.1%
	50	64	87
Male	67.5%	65.6%	66.9%
	104	122	176
Non-Binary	0.0%	0.0%	0.0%
	0	0	0

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

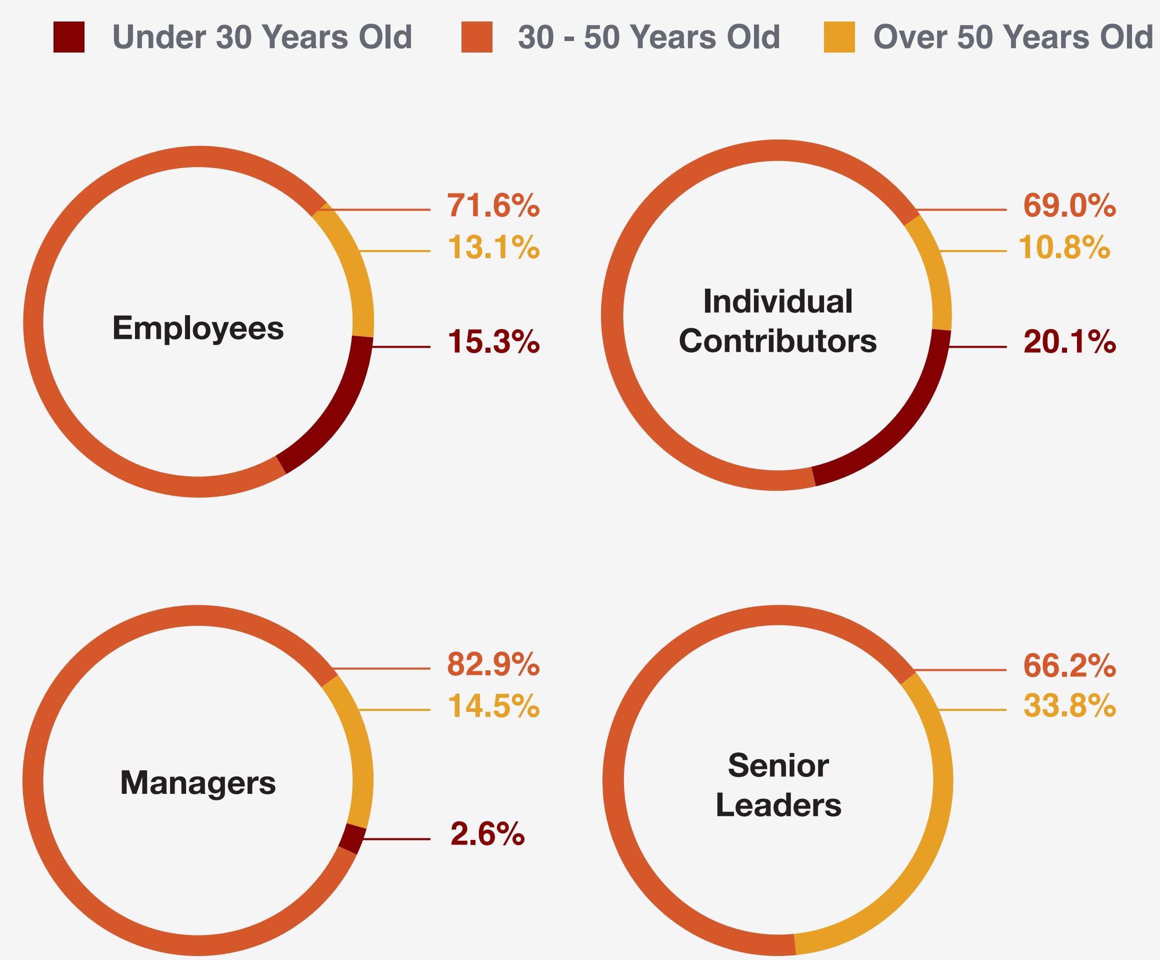
8 - A Manager is defined as an employee having one or more direct reports.

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

Metric		2023	2024	2025
Employees by Age				
	Under 30 Years Old	21.9%	17.0%	15.3%
		909	644	590
	30-50 Years Old	68.1%	71.0%	71.6%
		2,828	2,684	2,764
	Over 50 Years Old	10.1%	11.9%	13.1%
		418	450	507
Individual Contributors by Age				
	Under 30 Years Old	27.5%	22.0%	20.1%
		856	615	570
	30-50 Years Old	64.5%	68.1%	69.0%
		2,012	1,904	1,955
	Over 50 Years Old	8.0%	9.9%	10.8%
		249	278	307
Managers by Age				
	Under 30 Years Old	6.0%	3.6%	2.6%
		53	29	20
	30-50 Years Old	80.1%	82.0%	82.9%
		708	652	635
	Over 50 Years Old	13.9%	14.3%	14.5%
		123	114	111

Metric		2023	2024	2025
Senior Leaders by Age				
	Under 30 Years Old	0.0%	0.0%	0.0%
		0	0	0
	30-50 Years Old	70.1%	68.8%	66.2%
		108	128	174
	Over 50 Years Old	29.9%	31.2%	33.8%
		46	58	89

2025 Demographics by Age



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Metric		2023	2024	2025
U.S. Demographics				
U.S. Workforce		2,163	2,123	2,134
	Individual Contributor	1,467	1,452	1,425
	Manager	555	515	497
	Senior Leader	141	156	212
Employees by Gender				
	Female	48.8%	48.5%	50.2%
		1,055	1,030	1,072
	Male	50.8%	51.2%	49.4%
		1,099	1,087	1,055
	Non-Binary	0.4%	0.3%	0.3%
		9	6	7
Individual Contributors by Gender				
	Female	50.6%	50.0%	51.2%
		742	726	730
	Male	48.9%	49.7%	48.4%
		718	722	690
	Non-Binary	0.5%	0.3%	0.4%
		7	4	5

Metric		2023	2024	2025
Managers by Gender				
	Female	48.1%	47.6%	53.1%
		267	245	264
	Male	51.5%	52.0%	46.5%
		286	268	231
	Non-Binary	0.4%	0.4%	0.4%
		2	2	2
Senior Leaders by Gender				
	Female	33.3%	37.8%	36.8%
		47	59	78
	Male	66.7%	62.2%	63.2%
		94	97	134
	Non-Binary	0.0%	0.0%	0.0%
		0	0	0

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Metric		2023	2024	2025
Employees by Age				
	Under 30 Years Old	14.4%	13.1%	11.6%
		311	279	247
	30-50 Years Old	70.6%	70.6%	70.9%
		1,527	1,499	1,513
	Over 50 Years Old	15.0%	16.3%	17.5%
		325	345	374
Individual Contributors by Age				
	Under 30 Years Old	19.7%	18.0%	16.6%
		289	261	236
	30-50 Years Old	67.7%	68.1%	68.5%
		993	989	976
	Over 50 Years Old	12.6%	13.9%	14.9%
		185	202	213
Managers by Age				
	Under 30 Years Old	4.0%	3.5%	2.2%
		22	18	11
	30-50 Years Old	78.7%	78.4%	80.3%
		437	404	399
	Over 50 Years Old	17.3%	18.1%	17.5%
		96	93	87

Metric		2023	2024	2025
Senior Leaders by Age				
	Under 30 Years Old	0.0%	0.0%	0.0%
		0	0	0
	30-50 Years Old	68.8%	67.9%	65.1%
		97	106	138
	Over 50 Years Old	31.2%	32.1%	34.9%
		44	50	74
Employees by Race				
	Asian	13.8%	13.9%	14.0%
		299	296	299
	Black or African American	6.0%	5.7%	5.5%
		130	122	117
	Hispanic or Latiné	9.8%	8.9%	9.2%
		212	188	196
	Native Hawaiian or Other Pacific Islander	0.3%	0.3%	0.4%
		7	6	8
	American Indian or Alaska Native	0.1%	0.2%	0.2%
		3	4	4
	White	67.2%	68.1%	68.0%
		1,453	1,446	1,451
	Two or More Races	2.7%	2.9%	2.8%
		59	61	59

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Metric		2023	2024	2025
Individual Contributors by Race				
	Asian	14.7%	15.1%	14.7%
		215	219	209
	Black or African American	7.0%	6.5%	6.5%
		103	95	93
	Hispanic or Latiné	10.4%	9.2%	10.0%
		152	133	142
	Native Hawaiian or Other Pacific Islander	0.3%	0.3%	0.4%
		5	4	5
	American Indian or Alaska Native	0.1%	0.2%	0.2%
		2	3	3
	White	64.4%	65.6%	65.2%
		945	953	929
	Two or More Races	3.1%	3.1%	3.1%
		45	45	44
Managers by Race				
	Asian	11.0%	10.7%	12.9%
		61	55	64
	Black or African American	4.0%	4.1%	3.6%
		22	21	18
	Hispanic or Latiné	10.5%	9.9%	8.0%
		58	51	40

Metric		2023	2024	2025
	Native Hawaiian or Other Pacific Islander	0.4%	0.4%	0.6%
		2	2	3
	American Indian or Alaska Native	0.2%	0.2%	0.2%
		1	1	1
	White	71.9%	72.2%	72.4%
		399	372	360
	Two or More Races	2.2%	2.5%	2.2%
		12	13	11
Senior Leaders by Race				
	Asian	16.3%	14.1%	12.3%
		23	22	26
	Black or African American	3.5%	3.8%	2.8%
		5	6	6
	Hispanic or Latiné	1.4%	2.6%	6.6%
		2	4	14
	Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%
		0	0	0
	American Indian or Alaska Native	0.0%	0.0%	0.0%
		0	0	0
	White	77.3%	77.6%	76.4%
		109	121	162
	Two or More Races	1.4%	1.9%	1.9%
		2	3	4

Global Economic Data

Metric	2023	2024	2025
SASB Activity Metrics[10]			
Subscriptions			
Average Quarterly Subscribers (in millions)	3.24	3.48	3.66
Percentage That Are Cloud-Based	100%	100%	100%
Data Storage			
Total Amount (petabytes)	27	25	39
Percentage Outsourced	84%	92%	91%

10 - Data storage figures exclude encrypted customer data that the Company is not able to access. In 2025, Ziff Davis began reporting average subscribers on a quarterly basis to align with financial presentations. Prior years are reported as monthly averages and are not directly comparable.

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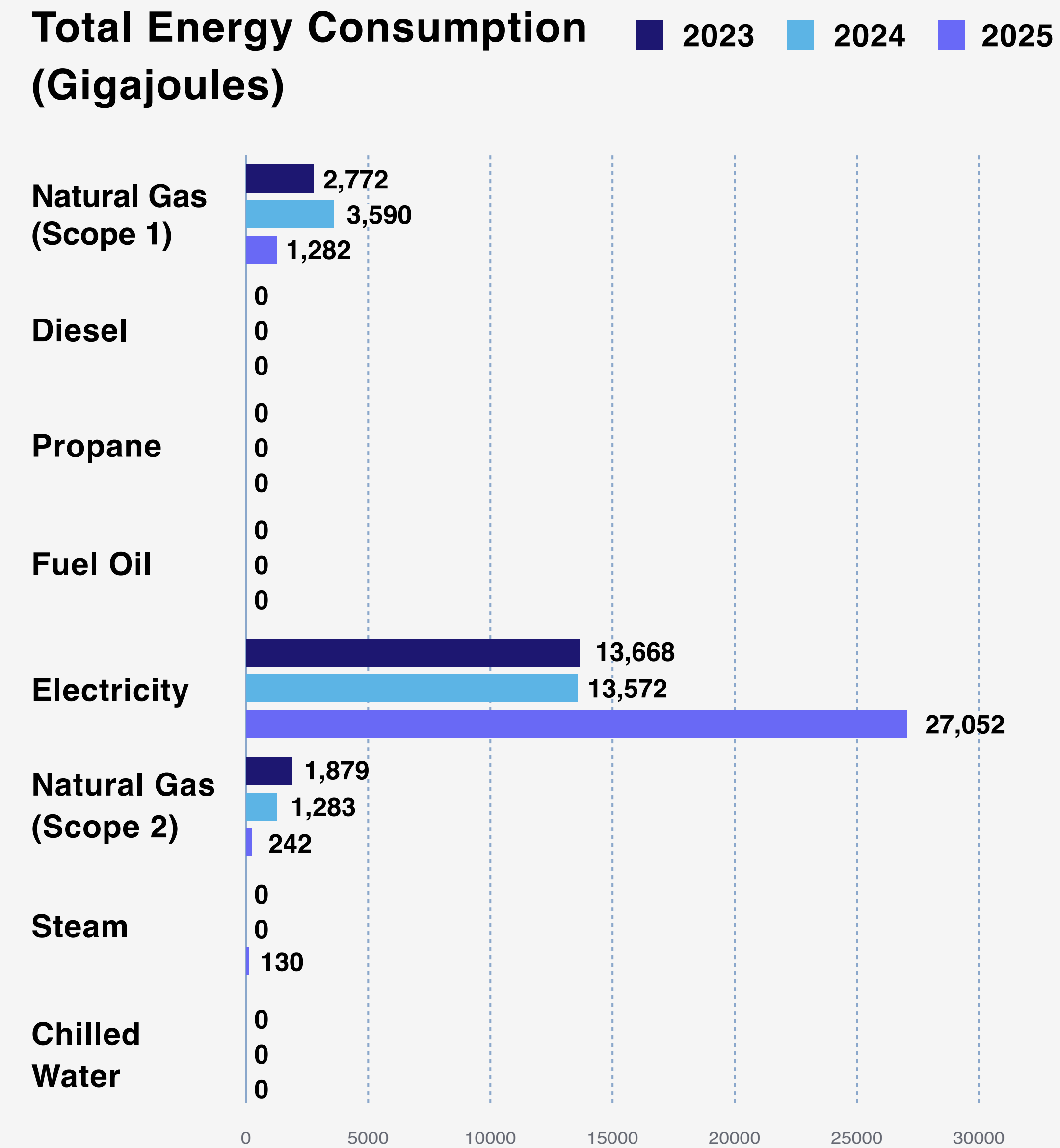
Global Environmental Data [11]

Metric	2023	2024	2025
Energy			
Total Energy Consumption (Gigajoules)	18,319	18,445	28,706
Natural Gas (Scope 1) [12]	2,772	3,590	1,282
Diesel	0	0	0
Propane	0	0	0
Fuel Oil	0	0	0
Electricity [13]	13,668	13,572	27,052
Natural Gas (Scope 2) [12]	1,879	1,283	242
Steam	0	0	130
Chilled Water	0	0	0
Percentage Grid Electricity	75%	74%	75%
Percentage Renewable	15%	8%	25%
Energy Intensity (GJ / $1,000 Revenue)	0.01343	0.01316	0.01978
Revenue (in Thousands)	$1,364,028	$1,401,700	$1,451,268



11 - We engaged third-party sustainability consultant Agendi to conduct our GHG inventory. Our baseline year is 2021 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 (Year 2024 factors, IEA Emission Factors 2025), the U.S. Environmental Protection Agency's Emissions & Generation Resource Integrated Database (eGRID2023: Year 2023, released in December 6, 2026) publication, and the Government of Canada (National Inventory Report 1990 –2023: Greenhouse Gas Sources and Sinks in Canada, Part 3, Annex 13 (Release 2025). Additional electricity emissions factors are sourced for CO2 from AIB, European Residual Mixes 2024, Table 2 and for CH_4 & N_2O from Year 2024 factors, IEA Emission Factors 2024, and 2025 Green-e® Residual Mix Emissions Rates (2023 Data). Fuel emissions factors are obtained from the EPA (2025), Emissions Factors for Greenhouse Gas Inventories, 15 January 2025. All energy sources are included in intensity calculations. 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. In the reporting period we did not sell any energy. Emissions calculations are based on a combination of actual, estimated, and extrapolated data. GHG Scope 1 and 2 include four of the seven greenhouse gases covered by the GHG Protocol: carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), and hydrofluorocarbons (HFCs). Perfluorocarbons (PFCs), sulfur hexafluoride (SF_6), and nitrogen trifluoride (NF_3) are not relevant sources of greenhouse gases for Ziff Davis. We do not combust biogenic emissions sources. GHG Scope 3 includes all gases covered under the GHG Protocol: CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, and NF_3. As our emissions methodology is refined in future years, our emissions numbers are subject to change.

12 - Where site surveys confirmed that the landlord or building manager control the boiler or source of heating, natural gas emissions were allocated to Scope 2. In all other instances, natural gas emissions were allocated to Scope 1, per recommended practice from the GHG Protocol.

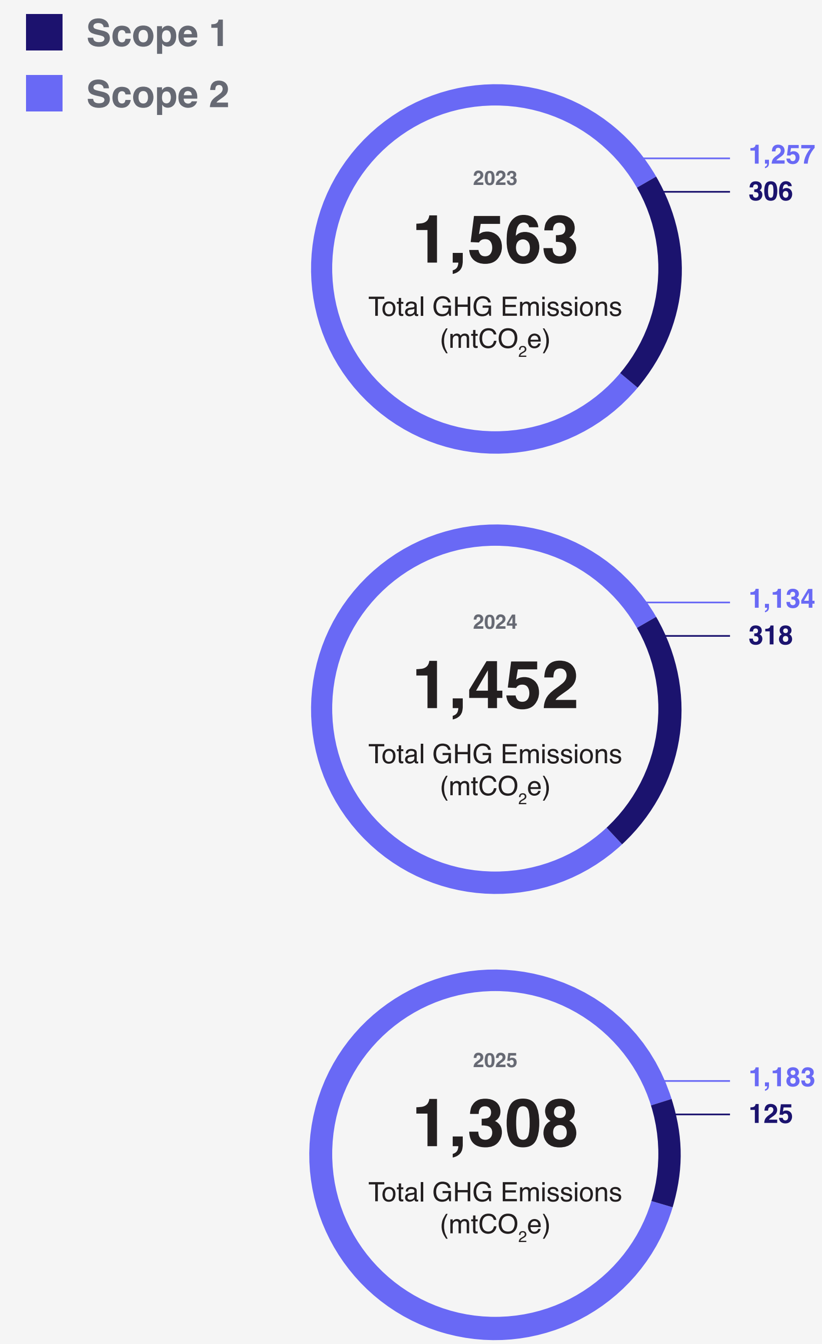
13 - As part of our ongoing efforts to refine our emissions methodology, Ziff Davis updated the treatment of emissions associated with co-working spaces and data center electricity consumption.

In prior years, data center consumption was estimated using a square footage approach, and in 2025, it was updated to improve accuracy and alignment with primary data, which results in a more complete estimate of emissions for both IT and cooling loads. Where primary data is unavailable, electricity use is now estimated using facility-specific operational parameters, including the number of racks, rack power capacity, load utilization rates, and Power Usage Effectiveness (PUE) factors.

In addition, emissions associated with co-working spaces have been shifted from Scopes 1 and 2 to Scope 3, Category 1, as Ziff Davis does not have operational control over co-working locations. In 2025, we achieved an operational square footage decrease of 52% year-over-year, primarily driven by consolidating locations and closing others. Ziff Davis will continue to prioritize accurate and transparent disclosures as our methodology evolves.

Metric	2023	2024	2025
Emissions [13]			
Scope 1 Direct GHG Emissions ($mtCO_2e$)	306	318	125
Natural Gas [12]	140	188	65
Diesel	0	0	0
Propane	0	0	0
Fuel Oil	0	0	0
Steam [14]	-	-	0
Refrigerant Loss	166	130	60
Scope 2 Indirect GHG Emissions ($mtCO_2e$, Market-based)	1,257	1,134	1,183
Electricity [13]	1,162	1,076	1,163
Natural Gas [12]	95	59	12
Steam	0	0	8
Chilled Water	0	0	0
Scope 2 Indirect GHG Emissions ($mtCO_2e$, Location-based)	1,340	1,059	1,623
Electricity [13]	1,245	1,000	1,603
Natural Gas [12]	95	59	12
Steam	0	0	8
Chilled Water	0	0	0
Scope 1 and 2 Market-based Emissions ($mtCO_2e$)	1,563	1,452	1,308

Annual Scope 1 + 2 Market-based Emissions ($mtCO_2e$)



14 - Data not available for 2023 and 2024.

Ziff Davis

2025 ESG Report

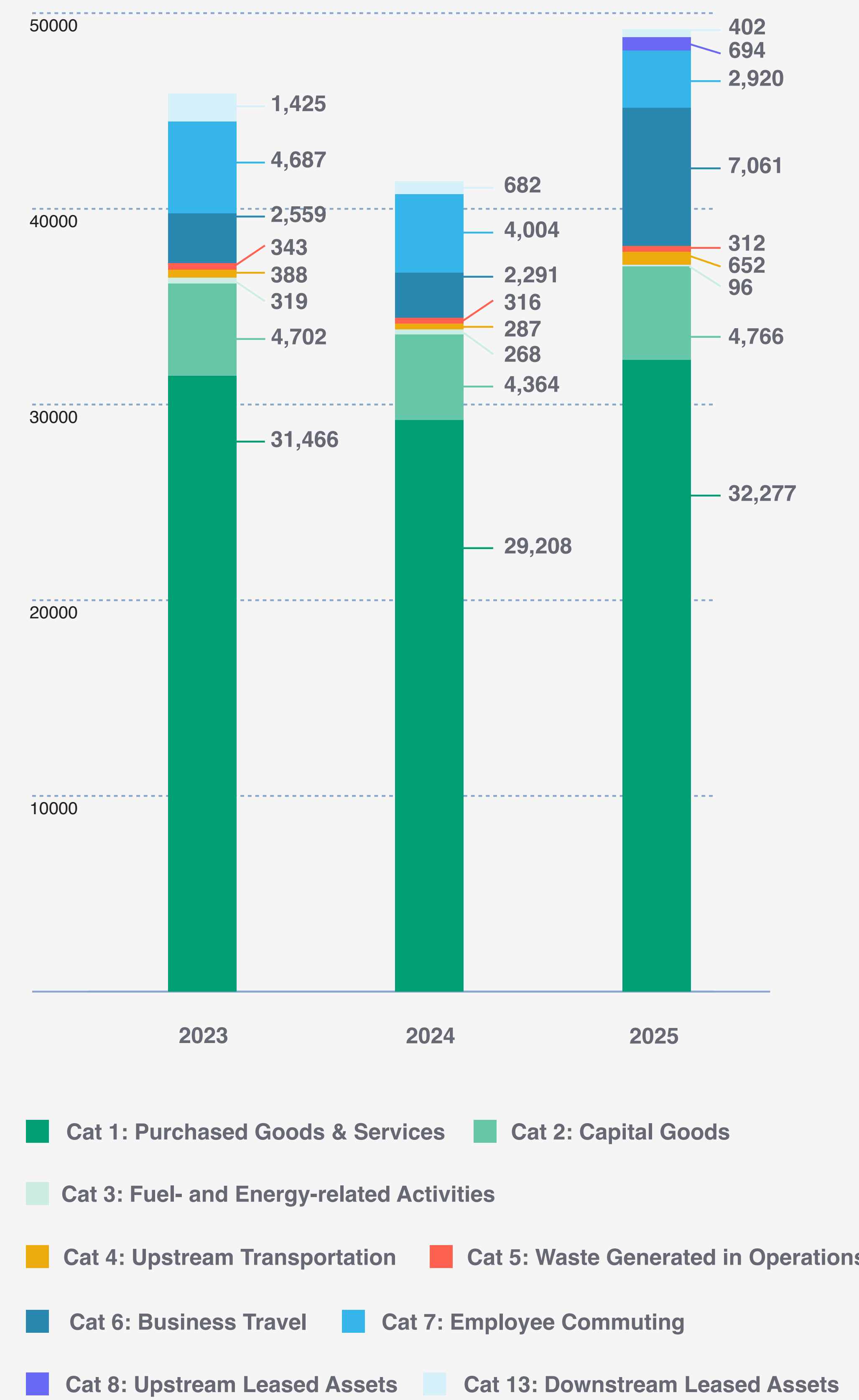
Metric	2023	2024	2025
Scope 3 Value Chain GHG Emissions ($mtCO_2e$) [15]	45,888	41,420	49,180
Category 1: Purchased Goods and Services	31,466	29,208	32,277
Category 2: Capital Goods	4,702	4,364	4,766
Category 3: Fuel- and Energy-related Activities	319	268	96
Category 4: Upstream Transportation	388	287	652
Category 5: Waste Generated in Operations	343	316	312
Category 6: Business Travel [16]	2,559	2,291	7,061
Category 7: Employee Commuting (Including Teleworking)	4,687	4,004	2,920
Category 8: Upstream Leased Assets [17]	-	-	694
Category 13: Downstream Leased Assets	1,425	682	402
Scopes 1, 2 Market-based, and 3 GHG Emissions Intensity ($mtCO_2e$ / $1,000 Revenue)	0.03479	0.03058	0.03479

15 - All relevant Scope 3 categories are included. In 2025, Scope 3 emissions increased primarily due to continued growth at Ziff Davis, leading to higher levels of purchased goods and services, as well as improvements in the completeness and accuracy of business travel data.

16 - The increase in business travel in 2025 is partially due to improvements in the completeness and accuracy of business travel data as we introduced a new platform exclusively for this use.

17 - In 2025, as part of the methodology change to increase the accuracy of our leased co-located data center emissions, we introduced Scope 3 Category 8, where we include emissions associated with the operation of data center facilities, including cooling and lighting.

Scope 3 Value Chain GHG Emissions ($mtCO_2e$)



GRI Content Index

Statement of Use: Ziff Davis has reported the information cited in this GRI content index for the period January 2025 - December 2025 with reference to the GRI Standards.

GRI Standard Used: GRI 1: Foundation 2021

Disclosure	Report Location or External Reference
GRI 2: General Disclosures 2021	
General Disclosures	
2-1 Organizational details	Ziff Davis, Inc. New York, NY 2025 Annual Report: Properties, page 40 2025 Annual Report: Market for Registrant's Common Equity, Related Stockholder Matters and Issuer Purchases of Equity Securities, pages 41-43
2-2 Entities included in the organization's sustainability reporting	2025 Annual Report: Business, pages 3-12
2-3 Reporting period, frequency and contact point	About This Report, page 60
2-4 Restatements of information	About This Report, page 60
2-5 External assurance	Ziff Davis received external assurance on our 2025 Scope 1, Scope 2, and Scope 3 (Category 1) emissions
2-6 Activities, value chain and other business relationships	2025 Annual Report: Business, pages 3-12 2025 Annual Report: Properties, page 40 2025 Annual Report: Financial Statements and Supplementary Data, pages 63-115 Chapter 4: Risk Management, page 40 There were no significant changes in the reporting period
2-7 Employees	2025 Annual Report: Business, pages 3-12 Chapter 1: Human Capital Management, page 11 Data Tables, page 63

Disclosure	Report Location or External Reference
2-9 Governance structure and composition	**2026 Proxy Statement**: Our Board and Corporate Matters, pages 15-30 Chapter 3: Corporate Governance, page 31 **Board & ESG Webpage** **Committee Composition Webpage**
2-10 Nomination and selection of the highest governance body	**Corporate Governance Principles**: Size of Board and Selection Process, page 2
2-11 Chair of the highest governance body	**2026 Proxy Statement**: Qualifications, page 3
2-12 Role of the highest governance body in overseeing the management of impacts	**2026 Proxy Statement**: Risk Management, page 28 Chapter 3: Corporate Governance, page 31 Chapter 4: Risk Management, page 40 **Corporate Governance Principles**: Functions of the Board, page 1 **Environmental, Social and Corporate Governance Committee Charter**: Role, page 1 **Human Rights Policy** **Climate Change and Biodiversity Policy Statement** **Environmental Policy**
2-13 Delegation of responsibility for managing impacts	Chapter 3: Corporate Governance, page 31
2-14 Role of the highest governance body in sustainability reporting	Chapter 3: Corporate Governance, page 31
2-15 Conflicts of interest	**2026 Proxy Statement**: Related-Party Transactions, page 75 **Corporate Governance Principles**: Ethics and Conflicts of Interest, page 4
2-16 Communication of critical concerns	Chapter 3: Corporate Governance, page 31
2-17 Collective knowledge of the highest governance body	**2026 Proxy Statement**: Qualifications, page 3

Disclosure	Report Location or External Reference
2-18 Evaluation of the performance of the highest governance body	Chapter 3: Corporate Governance, page 31 **Environmental, Social and Corporate Governance Committee Charter**: Performance Evaluations, page 4
2-19 Remuneration policies	**2026 Proxy Statement**: Director Compensation, pages 20-21 **2026 Proxy Statement**: Executive Compensation, pages 31-67 **Compensation Committee Charter**
2-20 Process to determine remuneration	**2026 Proxy Statement**: Director Compensation, pages 20-21 **2026 Proxy Statement**: Executive Compensation, pages 31-67 **Compensation Committee Charter**: Duties and Responsibilities, pages 1-2
2-21 Annual total compensation ratio	**2026 Proxy Statement**: Pay Ratio Disclosure, page 65
2-22 Statement on sustainable development	CEO Letter, page 3
2-23 Policy commitments	Chapter 3: Corporate Governance, page 31 Chapter 5: Environmental Management, page 51 **Code of Business Conduct and Ethics**
2-24 Embedding policy commitments	Chapter 3: Corporate Governance, page 31 **Code of Business Conduct and Ethics**
2-26 Mechanisms for seeking advice and raising concerns	Chapter 3: Corporate Governance, page 31 **Code of Business Conduct and Ethics** **EthicsPoint Reporting Webpage**
2-28 Membership associations	Chapter 1: Human Capital Management, page 11
2-29 Approach to stakeholder engagement	Materiality-based Approach to ESG, page 9
2-30 Collective bargaining agreements	**2025 Annual Report**: Human Capital Resources, page 10

Disclosure	Report Location or External Reference
Material Topics	
GRI 3: Material Topics	
3-1 Process to determine material topics	Materiality-based Approach to ESG, page 9
3-2 List of material topics	Materiality-based Approach to ESG, page 9
3-3 Management of material topics	Chapter 1: Human Capital Management, page 11 Chapter 2: Local Communities, page 21 Chapter 3: Corporate Governance, page 31 Chapter 4: Risk Management, page 40 Chapter 5: Environmental Management, page 51
Economic topics	
Anti-corruption (GRI 205: Anti-corruption 2016)	
205-2 Communication and training about anti-corruption policies and procedures	Chapter 3: Corporate Governance, page 31 Data Tables, page 62 **Code of Business Conduct and Ethics**
Anti-competitive Behavior (GRI 206: Anti-competitive Behavior 2016)	
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Chapter 3: Corporate Governance, page 31
Environmental Topics	
Energy (GRI 302: Energy 2016)	
302-1 Energy consumption within the organization	Data Tables, page 75
302-3 Energy intensity	Data Tables, page 75

Disclosure	Report Location or External Reference
Water and Effluents (GRI 303: Water and Effluents 2018)	
303-1 Interactions with water as a shared resource	Chapter 5: Environmental Management, page 51
Emissions (GRI 305: Emissions 2016)	
305-1 Direct (Scope 1) GHG emissions	Chapter 5: Environmental Management, page 51 Data Tables, page 76
305-2 Energy indirect (Scope 2) GHG emissions	Chapter 5: Environmental Management, page 51 Data Tables, page 76
305-3 Other indirect (Scope 3) GHG emissions	Chapter 5: Environmental Management, page 51 Data Tables, page 76
305-4 GHG emissions intensity	Chapter 5: Environmental Management, page 51 Data Tables, page 76
Social Topics	
Employment (GRI 401: Employment 2016)	
401-1 New employee hires and employee turnover	Data Tables, pages 64-66
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Chapter 1: Human Capital Management, page 11 **Employee Benefits Webpage**
401-3 Parental leave	Data Tables, page 67

Disclosure	Report Location or External Reference
Training and Education (GRI 404: Training and Education 2016)	
404-1 Average hours of training per year per employee	Chapter 1: Human Capital Management, page 11 Data Tables, page 68
404-2 Programs for upgrading employee skills and transition assistance programs	Chapter 1: Human Capital Management, page 11
404-3 Percentage of employees receiving regular performance and career development reviews	Chapter 1: Human Capital Management, page 11 Data Tables, page 67
Diversity and Equal Opportunity (GRI 405: Diversity and Equal Opportunity 2016)	
405-1 Diversity of governance bodies and employees	Chapter 3: Corporate Governance, page 31 Data Tables, pages 61, 69-73
Local Communities (GRI 413: Local Communities 2016)	
413-1 Operations with local community engagement, impact assessments, and development programs	Chapter 2: Local Communities, page 21
Customer Privacy (GRI 418: Customer Privacy 2016)	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Chapter 4: Risk Management, page 40 Data Tables, page 62

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
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed, (2) percentage grid electricity, and (3) percentage renewable	TC-SI-130a.1, TC-IM-130a.1	Chapter 5: Environmental Management, page 51 Data Tables, page 75
	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	TC-SI-130a.2, TC-IM-130a.2	Data not available
	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 51
Data Privacy & Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1, TC-IM-220a.1	Chapter 4: Risk Management, page 40
	Number of users whose information is used for secondary purposes	TC-SI-220a.2, TC-IM-220a.2	Please refer to the Ziff Davis Privacy Policy for a description of how information may be used.
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3, TC-IM-220a.3	Chapter 4: Risk Management, page 40
	(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	(1) Data Tables, page 62 (2) Data not available (3) Data not available
	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 4: Risk Management, page 40
Data Security	(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	Any material data breaches are reported in our Form 10K.
	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 4: Risk Management, page 40

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SASB Topic	Accounting Metric	Code	Section Reference
Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of employees that require a work visa	TC-SI-330a.1, TC-IM-330a.1	Data not available
	Employee engagement as a percentage	TC-SI-330a.2, TC-IM-330a.2	Chapter 1: Human Capital Management, page 11
	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees	TC-SI-330a.3, TC-IM-330a.3	Data Tables, pages 69-73
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	TC-SI-520a.1, TC-IM-520a.1	Chapter 3: Corporate Governance, page 31
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	TC-SI-550a.1	Chapter 4: Risk Management, page 40
	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	2025 Annual Report, Risk Factors, pages 13-39
Activity Metrics	Entity-defined measure of user activity	TC-IM-000.A	Data Tables, page 74
	(1) Number of licenses or subscriptions, (2) percentage cloud-based	TC-SI-000.A	Data Tables, page 74
	(1) Data processing capacity, (2) percentage outsourced	TC-SI-000.B, TC-IM-000.B	Data not available
	(1) Amount of data storage, (2) percentage outsourced	TC-SI-000.C, TC-IM-000.C	Data Tables, page 74

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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	Reference
Governance	a) Describe the board's oversight of climate-related risks and opportunities.	Chapter 3: Corporate Governance, page 31 Chapter 5: Environmental Management, page 51 **2025 TCFD Report**, Governance, page 3
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	Chapter 5: Environmental Management, page 51 **2025 TCFD Report**, Governance, page 3
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Chapter 5: Environmental Management, page 51 **2025 TCFD Report**, Strategy, page 4
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	**2025 TCFD Report**, Strategy, page 4
	c) Describe the resilience of the organization's strategy, taking into consideration different climate related scenarios, including a 2°C or lower scenario.	**2025 TCFD Report**, Strategy, page 4
Risk Management	a) Describe the organization's processes for identifying and assessing climate-related risks.	Chapter 5: Environmental Management, page 51 **2025 TCFD Report**, Risk Management, page 13
	b) Describe the organization's processes for managing climate-related risks.	Chapter 5: Environmental Management, page 51 **2025 TCFD Report**, Risk Management, page 13
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Chapter 5: Environmental Management, page 51 **2025 TCFD Report**, Risk Management, page 13
Metrics and Targets	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, pages 75-77 **2025 TCFD Report**, Metrics and Targets, page 13
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Data Tables, pages 75-77 **2025 TCFD Report**, Metrics and Targets, page 13
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Chapter 5: Environmental Management, page 51 **2025 TCFD Report**, Metrics and Targets, page 13

About Ziff Davis

Ziff Davis (NASDAQ: ZD) is a vertically focused digital media and internet company whose portfolio includes leading brands in technology, shopping, gaming and entertainment, health and wellness, connectivity, cybersecurity, and martech. For more information, visit: **www.ziffdavis.com**.

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Report developed with assistance of Governance & Accountability Institute, Inc.

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