



Ziff Davis Environmental Policy

(Last revised December 2023)

At Ziff Davis, we have worked extensively to cultivate an organization focused on making a positive social impact through our Five Pillars of Purpose. These pillars are the areas in which we focus our efforts to support Ziff Davis employees, sustainably grow our businesses, care for the planet, and best serve our customers, clients, and shareholders. Our five pillars focus on Diversity, Equity & Inclusion, Community, Data Privacy & Security, Governance, and Environmental Sustainability. Our Environmental Sustainability pillar pledges to reduce our environmental footprint and continue helping customers and users reduce their footprint.

This collective effort to work towards these areas, using our company mantra of “Doing>Talking,” not only allows the organization to make a positive impact, but provides employees with satisfaction and purpose in their work which, in turn, best serves our customers.

At Ziff Davis, we are committed to being an environmentally-focused company through the technology we use and the practices we employ. We monitor the company’s environmental performance and report on environmental issues regularly. We perform an annual Greenhouse Gas (GHG) inventory process to measure our company-wide GHG emissions. Moreover, we received validation from the Science Based Targets initiative of our 2030 emissions reductions targets. While many more details can be found in our annual Environmental, Social & Governance Report, we plan to meet our target and reduce Ziff Davis’ overall environmental impact by focusing on the following areas.

Our operations:

- Reducing the use of resources and greenhouse gas emissions through shrinking our operational square footage, moving the majority of our development and production environments to cloud platforms, offering remote work options, locating our offices close to public transport and/or offering EV charging stations, and leasing office space in energy efficient buildings where possible.
- Sourcing renewable energy directly at our offices where possible, and utilizing renewable energy certificates where necessary.
- Using natural resources and energy more efficiently, by conserving water through our use of high-efficiency dishwashers and water-conserving bathrooms in our LEED-certified buildings.
- Partnering with technology nonprofits to refurbish and donate used devices to reduce e-waste, and working with e-waste recycling partners to responsibly recycle e-waste when we are unable to refurbish used devices.
- Maintaining recycling and composting programs, and using reusable dishware, at our headquarters in New York and other major facilities.
- Providing major facilities with TerraCycle to collect recyclables not collected by the local municipality.



Our employees:

- Encouraging our employees to engage in sustainability efforts by participating in our cross-functional Sustainability Council, with the goal of reducing Ziff Davis' environmental footprint.
- Educating employees on identifying and altering what they can do individually to be more sustainable in their everyday lives.

Our suppliers:

- Working with our largest vendors to encourage them to measure and disclose their own emissions.
- Defining and communicating to vendors our beliefs and commitments to the environment via our Vendor Policy, Code of Conduct, Environmental Policy, and Climate Change Policy Statement.

Our customers & communities:

- Creating environmental awareness by communicating our goals openly and clearly, while educating and supporting our customers about sustainability to ultimately help them reduce their footprint.
- Actively supporting initiatives focused on addressing environmental protection and environmental challenges in our communities, through financial donations, partnerships with local organizations, and employee volunteerism.

Ziff Davis undertakes these commitments across all of its brands and subsidiaries, in connection with the company's business, strategy and financial planning. Ziff Davis' sustainability team and Board of Directors are charged with maintaining these commitments, and assessing and managing climate-related risks in ongoing operations. Ziff Davis also consults regularly on environmental issues with stakeholders, including suppliers, employees, and shareholders.