

The background features a dark blue gradient with vibrant, multi-colored light trails in shades of blue, purple, and pink. These trails are curved and dynamic, creating a sense of motion and energy.

**Ziff.
Davis**

2023

**ENVIRONMENTAL, SOCIAL
& GOVERNANCE REPORT**

Safe Harbor for Forward-looking Statements

Certain statements in this presentation are “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995. Such forward-looking statements are subject to numerous assumptions, risks and uncertainties that could cause actual results to differ materially from those described in those statements. These forward-looking statements are based on management’s expectations or beliefs as of May 7, 2024 (“Release Date”). Readers should carefully review the risk factors set forth in our most recent Annual Report on Form 10-K filed by us with the Securities and Exchange Commission (“SEC”) and the other reports we file from time to time with the SEC. We undertake no obligation to revise or publicly release any updates to such statements based on future information or actual results. Such forward-looking statements address the following subjects, among others:

- Future operating results
- Ability to acquire businesses on acceptable terms and integrate and recognize synergies from acquired businesses
- Deployment of cash and investment balances to grow the company
- Subscriber growth, retention, usage levels, and average revenue per account
- Digital Media and Cybersecurity and Martech growth
- International growth
- New products, services, features, and technologies
- Corporate spending including stock repurchases
- Intellectual property and related licensing revenues
- Liquidity and ability to repay or refinance indebtedness
- Systems capacity, coverage, reliability, and security
- Regulatory developments and taxes

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Divested Businesses

Unless otherwise specified, all financial data and operating metrics presented herein for Ziff Davis are presented giving effect to the February 2021 divestiture of the Voice assets in the United Kingdom, as well as the September 2021 sale of the Company’s B2B Backup businesses, together, (the “Divested Businesses”), and the separation of Consensus Cloud Solutions, Inc. (“Consensus”) as described in the Form 10 filed by Consensus with the Securities and Exchange Commission, as if they had occurred prior to the periods presented.

Message from our CEO

I am pleased to share our 2023 Environmental, Social, and Governance (ESG) Report detailing Ziff Davis’ progress in fulfilling our Five Pillars of Purpose throughout the past year. These critical ESG issues – Diversity, Equity and Inclusion (DEI); Environmental Sustainability; Community; Data Privacy and Security; and Governance – are areas in which we are proud to have achieved tangible results for our employees, the communities in which we live and work, and for society.

In 2023, we took important steps to reduce Ziff Davis’ environmental footprint, with the validation of our science-based greenhouse gas (GHG) emissions targets from the Science Based Targets initiative (SBTi) and by participating in CDP, widely considered the gold standard of environmental reporting. Over the next several years, we will be working diligently to meet our targets, effectively halving our Scope 1, 2, and 3 emissions by 2030.

Ziff Davis continues to build a diverse and inclusive workforce through programs including our Global Internal Mobility Program, Global Mentorship Program, and our Employee Resource Groups, which actively work to increase employee networking, learning, and development opportunities.

We positively impacted our communities by leveraging our platforms to support charitable organizations and initiatives focused on eradicating racism and discrimination. Our employees worldwide continued to embody our company

mantra, “Doing is Greater than Talking,” taking action through volunteering and participating in our company’s many charitable efforts.

Data privacy and security remain a priority for Ziff Davis’ digital media and internet businesses. We continue to maintain comprehensive corporate governance and risk management practices rooted in the highest principles of ethics and integrity. From a governance perspective, the Ziff Davis Board has never been stronger in its range of expertise and diversity of perspectives, with the appointments of former KPMG Global Audit Sector Leader for the Tech Industry, Jana Barsten, and former GroupM North America CEO, Kirk McDonald in 2023, followed by the appointment of former T-Mobile President of Technology, Neville Ray in early 2024.

We are proud of Ziff Davis’ accomplishments over the past year and look forward to keeping you updated on our continued progress. Thank you to all our stakeholders for joining us in these important efforts.



Vivek Shah, Chief Executive Officer



Diversity, Equity & Inclusion

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

Environmental Sustainability

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

Community

Support our employees world-wide and positively impact the communities around us

Data Privacy & Security

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

Governance

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

2023 Highlights

Environmental

The SBTi validated our GHG emissions reduction targets.



SCIENCE
BASED
TARGETS

Ziff Davis commits to reducing our:

Absolute Scope 1 and 2 GHG emissions

50% by 2030*

Scope 3 GHG emissions from purchased goods & services and capital goods

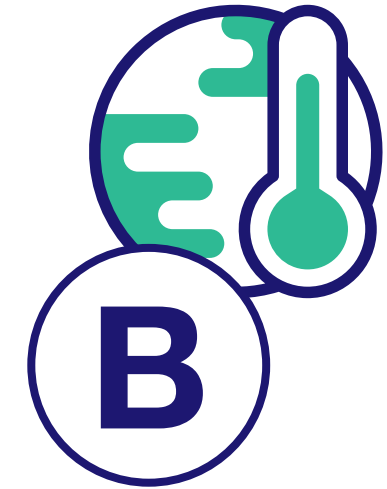
51.6% by 2030*

per USD value added

* from a 2021 baseline year



Ziff Davis responded to the CDP climate change questionnaire for the first time, earning a score of B, which reflects the progress we've made to date.



145+

The Ziff Davis Sustainability Council expanded to include more than 145 employees as members.

2023 Highlights

Human Capital Management

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100+

events

Our ERGs collectively hosted over 100 events for employees throughout the year.



75%

Our third annual Employee Engagement Survey received responses from 75% of global employees, whose feedback inspired the creation of new internal working groups focused on UX, AI, SEO, and fraud prevention.



500+

mentoring relationships

Our Global Mentorship Program created more than 500 mentoring partnerships in 2023 and was awarded as one of Mentorloop's Most Impactful Mentoring Programs for the second year in a row.

2023 Highlights

Community Engagement

\$14.4 million+

raised by Humble for more than 7,500 charities.

2,083 hours

volunteered by employees with organizations supporting our communities.

\$1.3 million

in ad space pledged via our Employee Resource Groups to organizations including The Trevor Project, Stop AAPI Hate, Cxmmunity, and Sandy Hook Promise.



Awards and Recognition



Human Rights Campaign

Named one of the “Best Places to Work” for the 2SLGBTQIA+ community for the third consecutive year



OnCon Icon Award Finalist

Top 100 Human Resources Team



Mentorloop

One of 2023’s Most Impactful Mentoring Programs



Two Anthem Awards

For What to Expect’s #BumpDay campaign



Stevie Award

Bronze for “Best Corporate Social Responsibility Strategy”

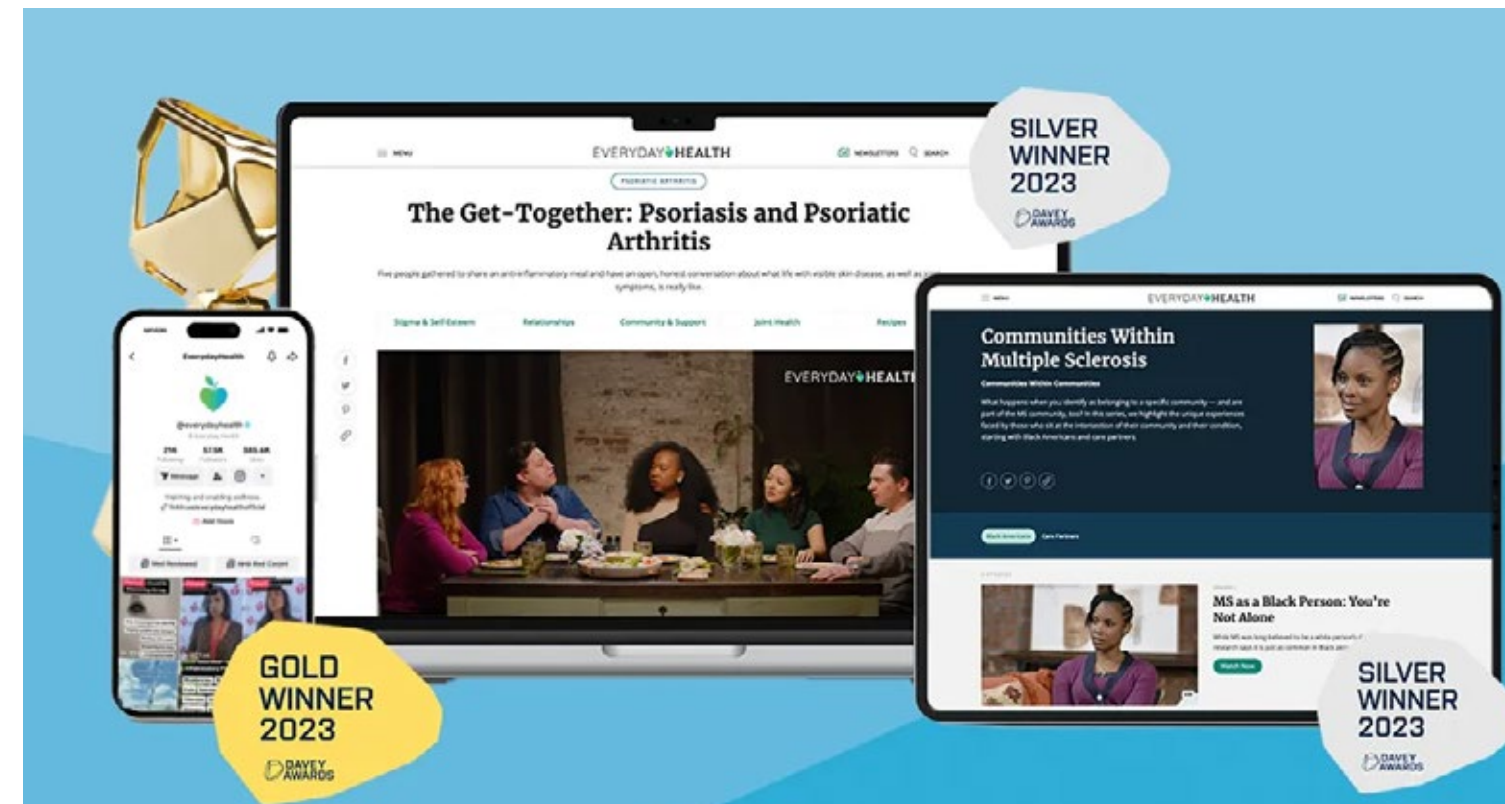
Platinum eHealthcare Leadership Award

Won by Castle Connolly for Best Digital Leadership in Health Equity, Diversity and Inclusion



Three Davey Awards

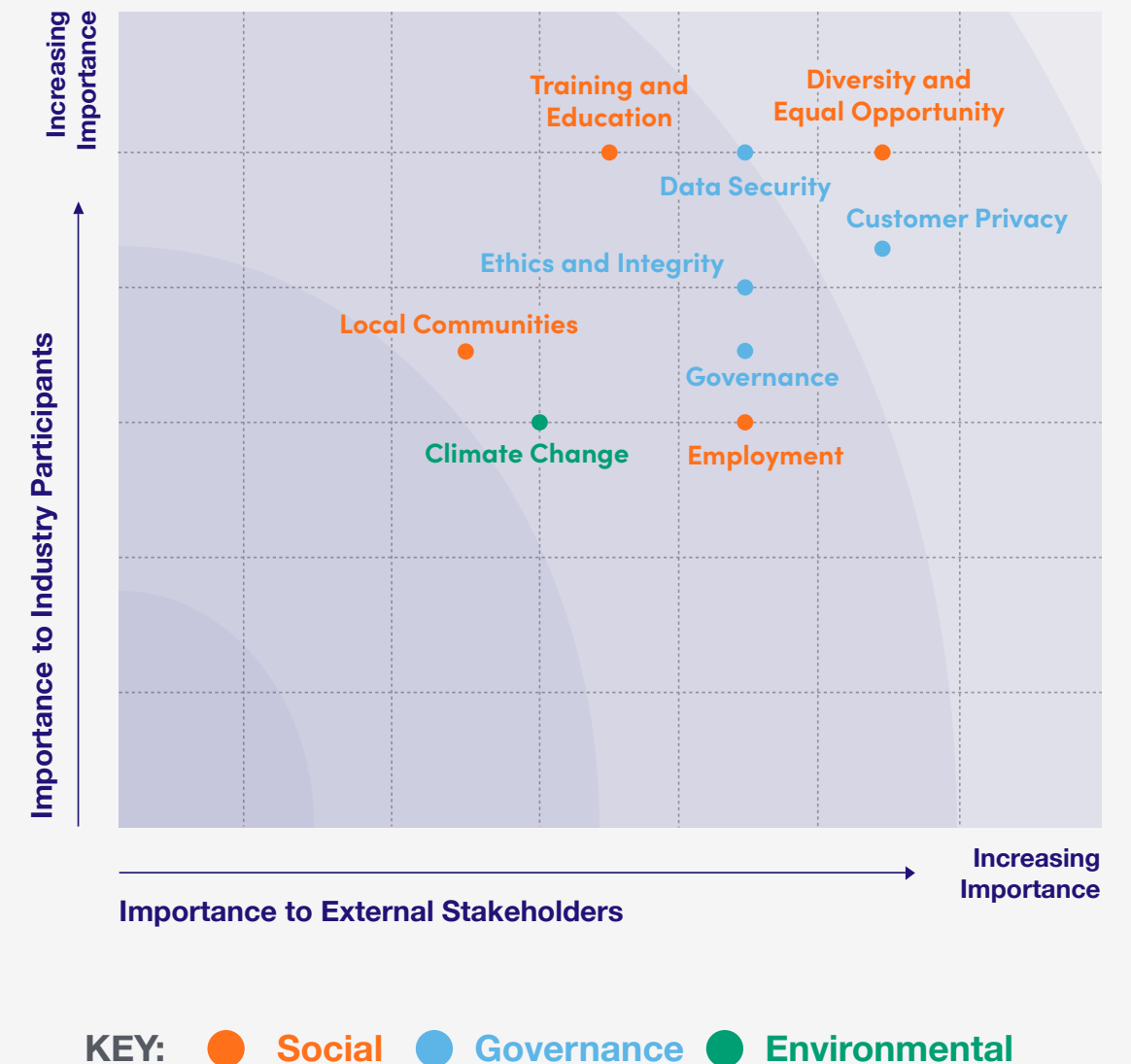
Gold for Everyday Health TikTok and Silver for two series, “The Get-Together: Psoriasis & Psoriatic Arthritis” and “Communities Within Communities: Multiple Sclerosis”



Materiality-based Approach to ESG

In 2021, Ziff Davis completed its first ESG materiality assessment to guide our ESG initiatives. The assessment incorporated the perspectives of a range of key stakeholders and identified an initial list of 38 potential 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 3 of this report. The impacts of these topics and how we manage these topics are discussed throughout this report.



ESG Ratings

Our ratings reflect our ESG work and ongoing commitments.

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² Governance data last updated December 1, 2023. Social data last updated December 1, 2023.



Making A Positive Social Impact

Ziff Davis seeks to capitalize on our position as a leading digital media and internet company to use our platforms and broad reach to combat systemic racism and inequality. We are committed to building a supportive and inclusive workplace environment that provides employees with pathways for growth and helps them achieve their career goals. We work to build a culture of diversity and representation throughout our organization, our supply chain, and our communities. Ziff Davis actively provides support through financial and other contributions, partnerships with local organizations, and employee volunteerism.

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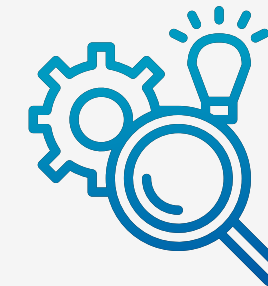
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Chapter 1: Human Capital Management

Ziff Davis embraces the business imperative of providing a supportive and inclusive environment that provides pathways for growth and helps employees achieve their career goals. Our human capital management policies and initiatives, which are overseen by our Board of Directors, demonstrate our commitment to equal opportunity, fair labor practices, competitive compensation and benefits, fostering diversity and inclusion in the workplace, and supporting employees' personal development through training and education.

We recognize the importance of having engaged employees, and in 2023 completed our third annual Global Engagement Survey, with 75% of our worldwide employees participating. In this year's survey, 76% of employees reported feeling engaged as a result of our collaborative environment, culture, and DEI programs. The results of the survey were shared with all employees and were incorporated in several company initiatives. Informed by feedback from the survey, we created new working groups, on subjects including AI, to provide employees with more ways to share knowledge and collaborate with colleagues across the organization.



Ziff Davis completed our third annual global engagement survey in 2023.

76%

of employees reported feeling engaged.

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Employment

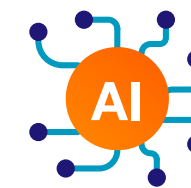
Our **Code of Business Conduct and Ethics** highlights our commitment to providing equal employment opportunities to all qualified persons. Our policies include recruiting, hiring, transferring, promoting and compensating employees based on qualifications, ability, and merit and without regard to any 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.

We prohibit all forms of discrimination and harassment and have an **Anti-Harassment Policy and Complaint Procedure** in compliance with applicable federal, state, and local anti-discrimination and harassment laws and regulations.

Our **Labor Rights Policy** states our commitment to complying with applicable wage, labor, and employment laws and regulations in every aspect of our operations in every location in which we operate. We respect the right to freedom of

association and collective bargaining and approximately 60 of the editorial employees in our Digital Media business have elected to join a union. We chose to voluntarily recognize the union and have negotiated a collective bargaining agreement with the union. None of our other employees are represented by collective bargaining.

Our general employment and workplace safety policies for full-time employees, which are designed to maintain a safe and professional work environment for all employees, are managed at the corporate level. Ziff Davis strictly prohibits any workplace violence, including threatening or abusive conduct by or against employees, and our **Global Workplace Safety Policy** states our compliance with applicable laws and regulations governing workplace safety, including workers' compensation requirements.



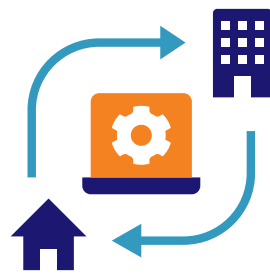
Ziff Davis held two AI Hackathons in 2023 where AI technology was used to solve problems and improve processes.

As part of our employee engagement, Ziff Davis held two AI Hackathons in 2023. At these events employees developed AI technology to solve specific problems and improve processes. The company wide hackathons helped show employees across Ziff Davis businesses how AI can further efficiency and problem-solving.



Compensation and Benefits

Since we operate in the highly competitive digital media and internet sectors, Ziff Davis is focused on designing competitive compensation programs to attract and retain talented employees. The Compensation Committee of the Board of Directors is responsible for evaluating and making recommendations for compensation of executive officers, including equity awards, with compensation programs 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 generally have bonuses based not on individual performance but on company financial performance.



Many Ziff Davis employees have the flexibility to work from anywhere.

Ziff Davis continues to value remote work and flexibility. Many of our positions offer the potential to work entirely remotely or using a hybrid schedule that includes some days working in an office location and some days working remotely.



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Across our businesses, management teams are able to refine compensation plans, working arrangements, and other offerings designed to attract, develop, and retain talented employees for their particular business. Ziff Davis aims to tailor our benefit offerings to meet the needs of our employees around the world, with benefits administered at the corporate level.

We offer comprehensive health insurance coverage with multiple medical plans. Ziff Davis paid 82% of health insurance costs for covered U.S. employees in 2023 and our programs also include matching contributions in our Health Savings Accounts. Our programs also include low copayments or deductibles on both primary and mental health care, 100% free telemedicine services including mental health for employees who participate in select medical plans, and concierge support for questions regarding employee benefits. Ziff Davis also provides travel and lodging reimbursement benefits for U.S. employees who cannot access covered health care services in their area.



Travel and lodging reimbursement benefits are available for U.S. employees who cannot access covered health care services in their area.

We provide U.S. employees with additional company-paid insurance coverage, including short-term and long-term disability and group life and accidental death and dismemberment insurance. Our company-paid short-term disability coverage for U.S. employees provides 100% of base pay for the first four weeks of disability.

Ziff Davis paid

82%

of health insurance costs for covered U.S. employees in 2023.

100%

free telemedicine, including mental health services, is available to employees participating in select medical plans.

100%

coverage of base pay is available to employees for their first four weeks of disability leave.

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In 2023, Ziff Davis expanded access to our Employee Assistance Fund (EAF), which was established in 2021 to help employees cope with unexpected financial hardships. The EAF was first launched in India and has now expanded to help employees in the U.S., Canada, UK, Ireland, France, Finland, Australia, Mexico, and the Philippines. The program provides approved applicants with funds to help them recover more quickly from the impact of federally qualified natural disasters and other disasters, as well as personal hardships.

Ziff Davis provides various financial savings programs to support our employees as they plan and save for the future, including an Employee Stock Purchase Plan (ESPP) globally and a 401(k) retirement savings plan for U.S. employees.

The robust 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 the minimum threshold of employees. More than 99% of our employees are eligible to participate in the ESPP, enabling 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. There were 1,020 employees enrolled in the ESPP at the end of 2023.

Ziff Davis offers U.S.-based employees a choice of multiple wellness programs, including free memberships to Calm, Lose It!, and Maven, as well as numerous free wellness activities, webinars, and challenges. Fitness Membership Reimbursement programs are offered in some business segments, providing employees with up to a \$300 reimbursement per calendar year.

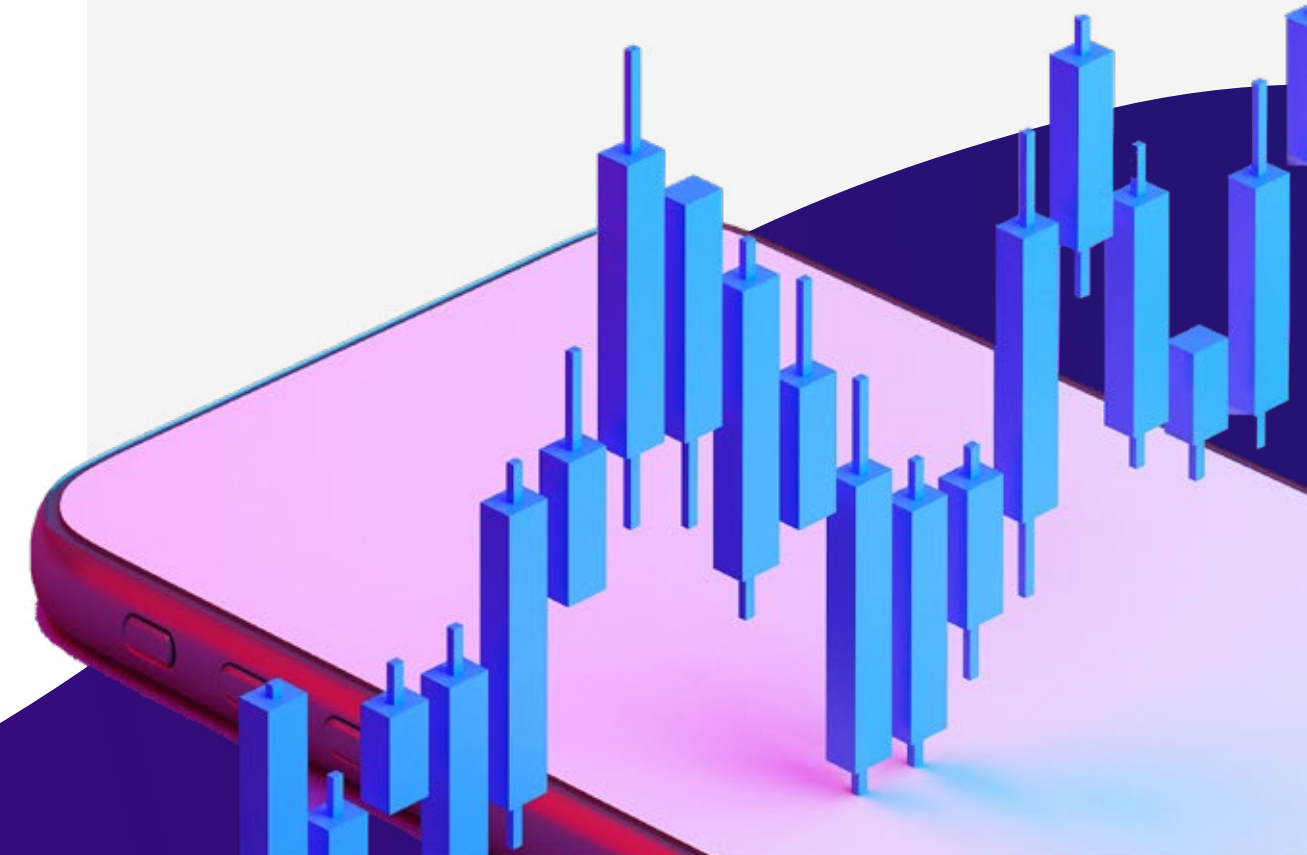
Employee Stock Purchase Plan (ESPP)

99%

of our employees are eligible to participate in the ESPP

1,020

employees enrolled in the ESPP at the end of 2023



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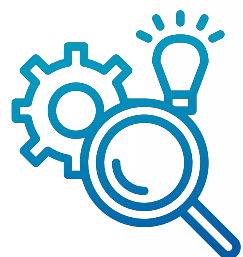
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All full-time employees of Ziff Davis worldwide have access to generous parental leave policies, including 16 weeks of paid parental leave to parents who give birth, and 10 weeks of paid parental leave for all other expecting parents (via birth, adoption, or foster placement). We provide additional support to employees with families, including partnering in the U.S. 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.

Ziff Davis encourages our employees to take time off based on their individual needs, using paid vacation days, personal days, and sick time. Our Flexible Time Off policy, which is available to all full-time employees based in countries where Flexible Time Off is a regional norm, enables employees to take time off based on their individual needs. Ziff Davis also has a Volunteer Time Off policy discussed in [Chapter 2](#).

In 2023, we introduced 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.

16 weeks of paid parental leave to parents who give birth, and 10 weeks of paid parental leave for all other expecting parents



Providing Inclusive Benefits

In 2023, we offered a new enhancement to our benefits that includes coverage for gender-affirming procedures for our transitioning employees.

Training and Education

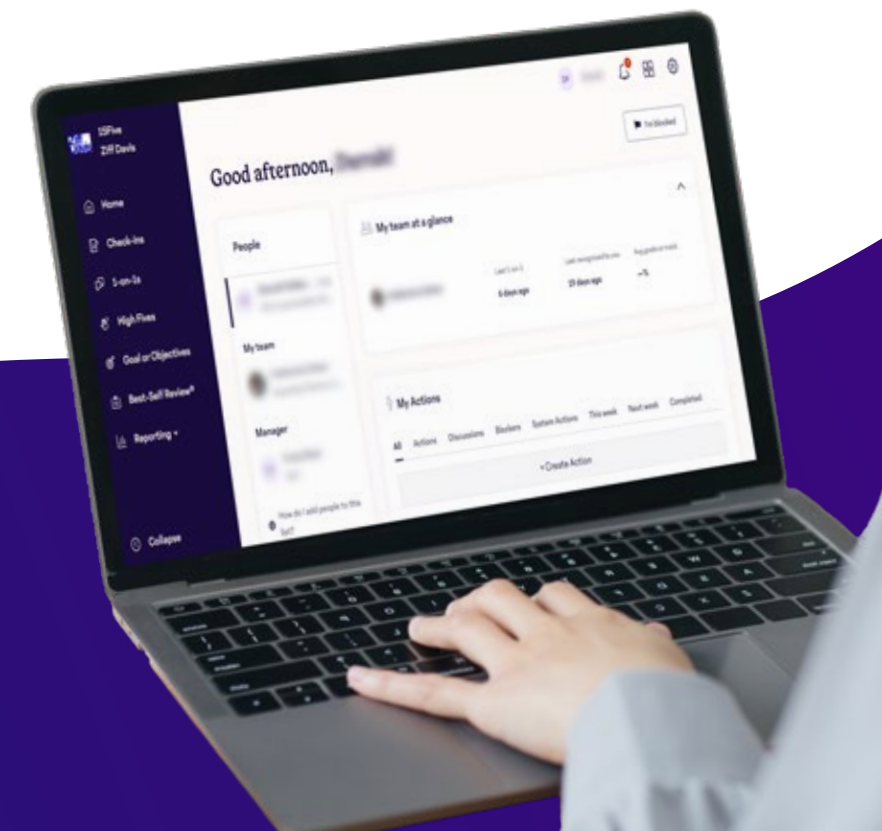
Ziff Davis provides training and educational programs to develop and retain a talented and engaged workforce, which is essential to power future growth and innovation. Our training and educational programs are designed to help employees build their technical and management skills, and leadership abilities, to achieve personal career goals and advance within the company.

To provide greater opportunities for employees to advance within Ziff Davis, our Global Internal Mobility Program enables employees to apply and be considered first for positions across Ziff Davis' full portfolio of businesses. This global program has become an important tool to retain and attract employees, and our hiring managers are trained on the philosophy and process of this initiative, which includes expanding our internal job board and reviewing internal candidates first when roles open anywhere across Ziff Davis.

Ziff Davis launched a new performance management platform via



Currently, our divisions are able to develop performance appraisal processes that meet their varied needs, much like our individual businesses refine compensation and other programs tailored to their employees. In 2023, management estimates indicate that 79% of Ziff Davis employees received annual reviews. Additionally, in Q4 2023, Ziff Davis launched a new performance management platform via 15Five, which in 2024 will enable employees across the company to set clear goals aligned with team and company objectives, give and receive ongoing feedback, and help facilitate conversations between employees and their managers via regular updates and 1-on-1 meetings. This is part of our ongoing effort to grow our impact, manage performance, and support staff development.



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At the corporate level, Ziff Davis provides employees with a variety of training and leadership development programs, with additional programs offered at our individual business units. Our Global Mentorship Program was expanded in 2023 to enable more employees to participate. Each mentor is now able to work with up to five employees as a group, helping them set goals and working with them to help them advance. In 2023, over 638 employees participated in the program and 528 mentoring relationships were created.

Global Mentorship Program Award

Our Global Mentorship Program received the 2023 Most Impactful Mentoring Program award from Mentorloop after winning it in 2022.



638+

employees participated

528+

mentoring relationships were created

Developing Leaders at Ziff Davis

- ✓ **Everyday Health Group** offers Feedback Training for all people managers and Situational Coaching for select managers.
- ✓ **Moz Group** offers New Manager Onboarding Training, Managing Performance and Compensation Training, and Management Essentials Training.
- ✓ **Ookla** offers Performance Management Training for all people managers.
- ✓ **VIPRE Security Group** offers manager training at all levels including New Manager Onboarding, Managing Performance, and Managing Compensation.
- ✓ **Ziff Davis' Technology and Shopping divisions** offer Leadership Principles Training and Effective Team Management Training for identified high potential managers.

Diversity, Equity, and Inclusion

The Diversity, Equity, and Inclusion (DEI) strategies and goals of Ziff Davis are a priority for our senior management and are overseen by our Board of Directors and the Board’s Environmental, Social and Governance Committee. The Board regularly reviews DEI progress against goals and works to ensure DEI accountability by tying certain incentives in the compensation plans of our corporate leadership team to DEI and ESG goals, including achieving targets for hiring, retention, and leadership.

Ziff Davis is committed to transparency and regular reporting on DEI metrics and we publish an annual, standalone DEI Report available on our [website](#). The DEI Report shares diversity and representation statistics of the U.S. employee base and describes DEI programs and initiatives across the organization.



Our DEI Council is made up of a diverse group of employees that develops recommendations for the company.

Our DEI programs are driven by the input and participation of our employees, including a DEI Council made up of a diverse group of 20 employees that develops recommendations for the company across employee recruiting, mentorship, and advancement.

Castle Connolly won a platinum award for “Best Digital Leadership in Health Equity, Diversity and Inclusion” at the eHealthcare Leadership Awards.

eHealthcare
LEADERSHIP
AWARDS 2023



87%

of employees said they can be their authentic self at work in our 2023 Employee Engagement Survey.

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We proactively seek talent from a variety of backgrounds and identity groups. In 2023, our Black@ZD ERG participated in AFROTECH, the largest Black professional conference for the tech and internet sectors. Our DEI programs include referral bonuses paid to employees when we hire a person of color they recommend.

Our recruitment efforts also include posting on job boards with diverse organizations including the National Association of Hispanic Journalists, National Association of Black Journalists, the Asian American Journalists Association, The Native American Journalists Association, the Association of LGBTQ Journalists (NLGJA), the South Asian Journalists Association (SAJA), and Writers of Color.

As part of our commitment to fostering a diverse and inclusive workplace environment, Ziff Davis provides our employees with resources and training to help them champion DEI. In addition to annual mandatory anti-harassment/anti-discrimination training and **Code of Business Conduct and Ethics** training, all employees are required to participate in training on Diversity & Inclusion and Managing Bias. Ziff Davis also centers learning resources around prominent cultural milestones and celebrations, including Black History Month, Hispanic Heritage Month, and 2SLGBTQIA+ Pride Month.

A Leader in Workplace Inclusion

For the third consecutive year, in 2023, Ziff Davis received a score of 100 on the Human Rights Campaign Foundation's 2023-2024 Corporate Equality Index, the foremost benchmarking survey in the United States measuring 2SLGBTQIA+ workplace equality.



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Ziff Davis has six Employee Resource Groups (ERGs) aimed at providing the identity groups they serve with increased opportunities for networking, learning and development, and access to senior leadership. We are also adding a seventh Interfaith ERG focused on creating an inclusive environment that recognizes and respects a wide array of religious affiliations.

The ERGs are led by employee volunteers with oversight and mentoring from executive sponsors and support from our Global DEI and Human Resources Programs team. The ERGs organize observances, event sponsorships, and volunteering opportunities in our communities to increase awareness of DEI among our employees. In 2023, Ziff Davis pledged more than \$1.3 million in pro bono media to charities. Recipient organizations include Stop AAPI Hate, The Trevor Project, Cxmmunity, and Sandy Hook Promise, a nonprofit organization that supports gun violence prevention.

Employee Resource Groups





Chapter 2: Local Communities

Ziff Davis is committed to promoting our DEI values in our local communities where we live and work and the many global communities we serve through our digital media and internet platforms. We act to combat racism and discrimination by partnering with organizations focused on increasing diversity and inclusion in the digital media and internet sector and providing various charities and groups with grants for free advertising on Ziff Davis properties. We also support organizations dedicated to helping our local communities through Ziff Davis' financial contributions, employee volunteerism, and other types of partnership.

Supporting Our Communities in 2023

\$300,000+

donated by employees and matching Ziff Davis donations

2,083

hours volunteered by employees

Promoting our DEI Values

Ziff Davis is committed to standing up against all discrimination, including on the basis of race and sexual orientation, as stated in our [Code of Business Conduct and Ethics](#). We promote our DEI values through our digital media and internet platforms and by utilizing our financial and technological resources in our local communities. To support our commitment to DEI, Ziff Davis conducts an annual Inclusion Pulse Survey to track the effectiveness of our DEI initiatives and hear from our employees about their experiences of diversity, equity, inclusion, and belonging at our company.



Ziff Davis conducts an annual Inclusion Pulse Survey to track the effectiveness of our DEI initiatives.



Among our initiatives in 2023 were:

Ziff Davis joined more than 75 leading businesses to support the 2SLGBTQIA+ community by signing the Human Rights Campaign’s “Count Us In” pledge. The pledge brings businesses together in allyship for the 2SLGBTQIA+ community, while sending a powerful message to extremist lawmakers advancing anti-2SLGBTQIA+ legislation, that equality for all is not negotiable.



As part of its year-long DEI initiative, Castle Connolly launched new Top Doctor lists including Top Black Doctors, Exceptional Women in Medicine, Top 2SLGBTQIA+ Doctors, and Top Hispanic & Latino Doctors.



To celebrate Pride Month, Humble’s featured charity in June was The Trevor Project, a non-profit organization focused on preventing suicide among 2SLGBTQIA+ young people. The campaign raised over \$438,000 to support The Trevor Project’s crisis services, peer support, public education, and advocacy programs. Humble also partners with the It Gets Better Project to raise funds to support their mission to empower and connect 2SLGBTQIA+ youth around the globe.



Humble celebrated year four of the Black Game Developer Fund, a racial equity initiative to elevate diverse voices in the game industry and provide guidance and support to Black game creators. Humble made its fourth annual investment of \$1 million and funded 4 new projects, bringing the total to 42 projects since the launch of the Fund. In 2023, they launched Protodroid DeLTA developed by Adam Kareem, an early-stage Fund participant.

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Community Support Through Philanthropy and Platforms

Ziff Davis and our businesses provide financial support to charitable organizations and non-profits focused on important issues impacting our communities, including education, food insecurity, health and wellbeing, and the environment. We also develop innovative programs using our digital media and internet platforms to provide individuals and organizations with valuable resources and tools to help improve the lives of vulnerable people.

Humble, a digital storefront with game, software, and book content, donates a portion of proceeds from a vast majority of transactions to charitable organizations focused on five key focus areas: climate change and sustainability; equity and opportunities; disaster and crisis relief; health and well-being; and quality education. Since the brand's founding in 2010, Humble has raised over \$250 million, with \$14.4 million raised for 7,500 charities in 2023.

Humble Impacts in 2023

48M+

meals provided

4K+

people received clean water

16,380

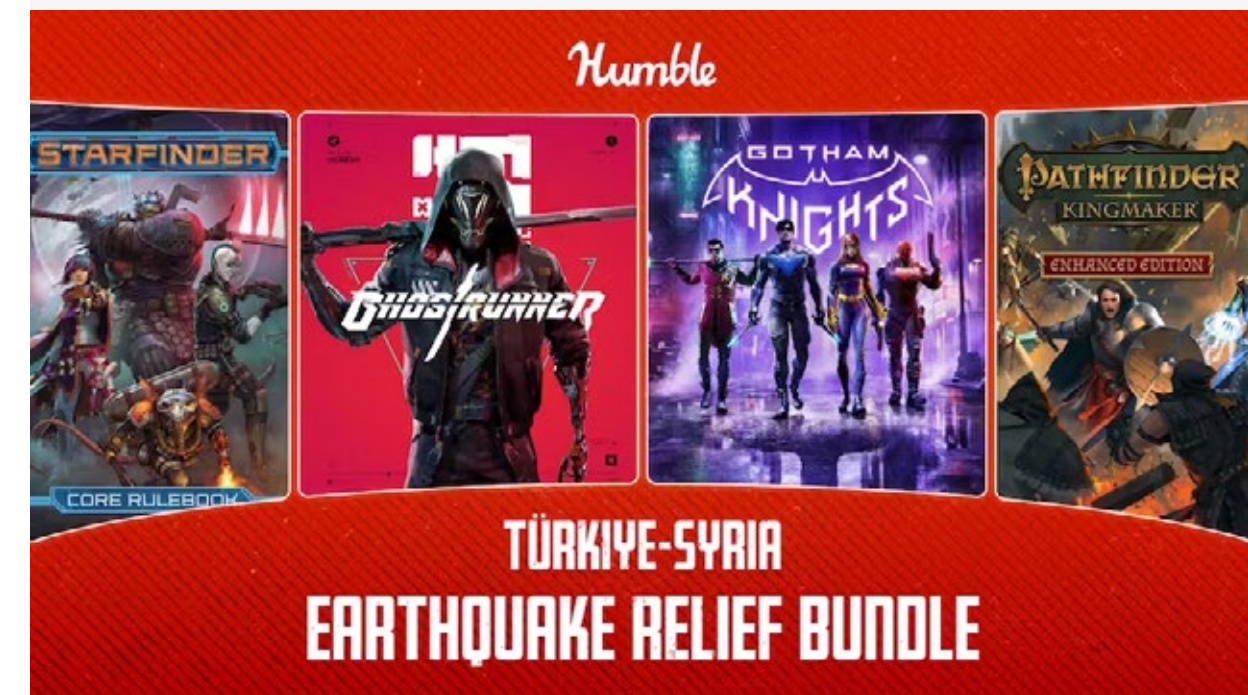
2SLGBTQIA+ crisis center contacts supported

171,515

students assisted with access to educational resources



Humble raised \$373,000 to support girls' education during Women's History Month and International Women's Day, with proceeds going to the Malala Fund, Girls Who Code, and Girls Make Games Scholarship Fund.



Humble raised \$3.7 million with its Türkiye-Syria Earthquake Relief bundle, with 100% of the proceeds going to support quake relief efforts by three charities: Direct Relief, International Medical Corps, and Save the Children.

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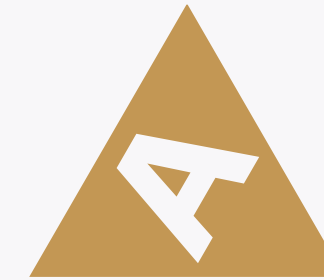
What to Expect held its 7th annual #BumpDay social media campaign celebrating healthy pregnancies and raising awareness about the urgent need for more equitable, accessible maternal healthcare. In the United States, more than 800 women die of pregnancy-related causes annually, with Black, Alaska Native, and Native American moms making up a disproportionate number of them. In 2023, the #BumpDay campaign was selected for two honors at the Anthem Awards, which celebrate purpose and mission driven work.

Ookla is a global leader in connectivity insights, with over 50 billion consumer-initiated tests taken to date. To support their mission of bringing fast, reliable internet access to every person, Ookla provides complimentary data, insights, and expertise through the Ookla for Good initiative to humanitarian organizations, policy makers, academics, and others around the world that share their goals. Among the organizations that Ookla for Good has partnered with are the World Bank, Organisation for Economic Co-operation and Development, Inter-American Development Bank, International Monetary Fund, United Nations Development Programme, University of California at Santa Barbara, European Commission JRC, Notre Dame, and Onja.

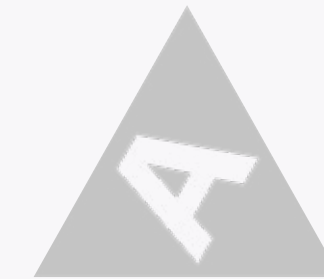
Ookla provides complimentary data, insights, and expertise through the Ookla for Good initiative.



Recipient of Two Anthem Awards



Gold
DEI For Profit
Campaign category



Silver
DEI Social Media
Content, Campaign
or Channel category



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Ziff Davis is also working to help bridge the digital divide by partnering with internet service provider Starry, Inc. and technology non-profit Human-I-T. Through this partnership, Ziff Davis donates gently used devices we no longer use to Human-I-T for refurbishing, which also reduces e-waste as discussed in [Chapter 5](#). After refurbishing, the devices are provided by Starry to subscribers who are public and affordable housing residents and belong to the Starry Connect program, which aims to provide high-quality, ultra-low-cost broadband to residents in New York City, Los Angeles, Washington, D.C., Denver, and Boston.

Ziff Davis continued our strategic partnership with Group Black by funding and providing exposure for Group Black’s collective of Black-owned content creators on Ziff Davis editorial platforms. Ziff Davis also provides advertising inventory to Group Black to help support the deployment of advertising investments from Group Black’s brand and advertising partners.



ERGs Support Our Communities

Ziff Davis provides ad space on our digital media and internet platforms to our Employee Resource Groups (ERGs) to donate to nonprofit organizations aligned with their missions. In 2023, approximately \$1.3 million in ad space was pledged via our ERGs to organizations including Cxmmunity, aligned with our Black@ZD ERG, Stop AAPI Hate, aligned with our Asian ERG, and The Trevor Project, aligned with our Prism ERG.

Our ERGs also organize fundraising and volunteer events for charities they support. In 2023, our Prism ERG raised funds for OutYouth through a live music performance and our Mezcla ERG held a fundraising event in Ottawa for the Hispanic Scholarship Fund.



OVER \$600K IN SCHOLARSHIPS UP FOR GRABS.

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Positive Impact Through Volunteerism

Ziff Davis and our employees recognize the importance of volunteering our time to support local organizations that are making a difference in our communities. We have a Volunteer Time Off policy with full-time employees given 16 hours of paid time off annually and part-time employees given eight hours to volunteer with organizations of their choice.

Ziff Davis Cares is a global platform through which employees can organize their own events – virtual or in-person – and sign up for others. The platform helps promote events and streamline employee sign-ups, either individually or with colleagues. Ziff Davis Cares raises awareness of volunteering opportunities, many of which already exist in our business units, to enable employees to donate their time and talents to organizations in their local communities.

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

In 2023, the Ziff Davis Legal team contributed dozens of hours of its time to both pro bono efforts and volunteer work. As a corporate partner of Davis Wright Tremaine LLP and their Gateway to Good platform, the Ziff Davis Legal team pairs up with organizations nationwide to assist disadvantaged communities. In 2023, Legal team members joined Brooklyn Defenders Services in helping parents whose matters were dismissed in court to get removed from the New York State Central Registry, giving them expanded access to employment opportunities. The Legal team also sent messages to at-risk voters offering information about registration, aided in research projects like mapping restrictive covenants to identify neighborhoods that had been affected by racism, and more.

Our volunteer activities in 2023 included:

Ziff Davis employees organized a book drive powered by our partner, Visit.org, with over 130 books donated to Planting People Growing Justice Leadership Institute.

Castle Connolly team members held their 2023 Volunteer Day which included New York-based team members spending the day at the Afya Foundation, where they sorted vital medical supplies to be shipped to Maui and Ukraine. Our Columbus team spent the day volunteering at a local food bank in Ohio and our remote team members joined the effort by creating heartfelt cards for Project Smile AZ.

Technology, Shopping, and Gaming & Entertainment employees volunteered with the Austin Humane Society to help with shelter improvement tasks including cleaning kennels, assisting with laundry, and preparing supplies for the animals.

Ookla team members volunteered at the Magicians Making Moves Graduate Fair at LeMoyne-Owen College, a Historically Black College in Memphis. Employees shared with the future graduate students what Ookla is, what it does, and offered advice to help them excel in their careers.

IGN employees in Los Angeles volunteered at No Us Without You, helping to package and distribute food to undocumented immigrants. Additionally, San Francisco-based IGN employees volunteered with the Golden Gate National Park Service to remove Cape Ivy, an invasive weed.

VIPRE employees from the Client Success team took advantage of their volunteer time to participate in a beach cleanup in Florida. With buckets, gloves, safety vests, and trash grabbers in hand, they set out to clean the beach with Keep Pinellas Beautiful.



Ensuring a Culture of Ethics

Ziff Davis is focused on creating long-term value for our stakeholders through responsible management of enterprise risks, including operating our business with strong principles of ethics and integrity. We are committed to maintaining a robust corporate governance structure and policies to ensure a culture that promotes accountability and transparency to all stakeholders. Our comprehensive oversight and compliance programs ensure that our leading digital media and internet businesses, including our supply chain, comply with all applicable laws and regulations and maintain high standards of data privacy and security to protect the data of our users and customers.



Each committee oversees enterprise risks as follows:

The **Audit Committee** has oversight of financial risks, including the process by which senior management and the relevant departments assess and manage the company's exposure to, and management of, major financial risk. The Audit Committee also oversees our organization-wide approach to identifying and mitigating data security and privacy risks. These include operational initiatives and procedures the Information Security team has in place to protect against, monitor, and respond to cyberattacks.

The **Compensation Committee** oversees the management of risks relating to executive compensation strategy and incentive plans, including ensuring that our compensation philosophy is aligned with Ziff Davis' long-term goals.

The **Environmental, Social and Governance Committee** is responsible for the management of risks associated with governance issues such as the independence of the Board, potential conflicts of interest, and ESG initiatives. This committee also oversees the company's management of environmental risks including potential impacts from climate change, which is described in detail in [Chapter 5](#).

Chapter 3: Risk Management

The company's Board of Directors oversees our long-term business strategies and enterprise risk management processes, both as a whole and via individual committees. The full Board regularly reviews information regarding business operations, financial performance, and liquidity, including risks associated with each. The Board assigns each committee the responsibility of evaluating certain enterprise risks and overseeing their management. More information on the role of the Board and its committees is available in [Chapter 4](#).

Risk Management Processes

Ziff Davis Corporate Audit Services (CAS) provides risk-based and objective assurance, advice, and insight across all Ziff Davis business units. CAS reports to the Audit Committee of the Board and is responsible for providing independent assessments to the committee, management, and outside parties on the adequacy and effectiveness of governance, risk management, and control processes for Ziff Davis. CAS is staffed by a team of auditors from across the organization with deep experience in information technology, data privacy, finance, and operations.

In addition, our Information Security team performs information risk assessments of our business units to manage cyber risk. The assessment methodology used in the Information Security

Risk Management program is aligned with ISO 31000, NIST SP 800-37 and NIST SP 800-53 Information Security Risk Management.

The Office of the CTO and CISO are responsible and accountable for the execution of the information security risk management program and for ensuring alignment with the organization’s risk appetite and tolerance. The information security risk management program has support from executive and business unit leaders for the overall risk management effort and its outcome. The Audit Committee of the Board has oversight of information security risk. Updates on information security risk are provided to the Audit Committee and to executive leadership every quarter.

CAS risk assessments include:

- ✓ Appropriate identification and management of risks relating to the achievement of the company’s strategic objectives
- ✓ Compliance of actions of the company’s officers, directors, employees, and contractors with Ziff Davis’ policies
- ✓ Effectiveness of the company’s established processes and systems in enabling compliance with Ziff Davis’ policies and procedures
- ✓ Adequate economic acquisition, efficient use, and protection of the company’s resources and assets

Business Continuity

The Disaster Recovery (DRP) and Business Continuity Plans (BCP) are spearheaded at the corporate level in conjunction with individual business units. In 2023, we revamped the Ziff Davis Corporate BCP program, updating both the corporate BCP process and individual application disaster recovery plans.

Disaster Recovery and Business Continuity Plans are required to undergo thorough annual reviews and updates. Additionally, Ziff Davis businesses are required to conduct annual tests of their DRP and BCP Plans. These exercises play a crucial role in the Ziff Davis BCP process, fostering awareness among our business units and team members on how to effectively respond to, address, and swiftly resolve business disruptions.

Ziff Davis is committed to maintaining business continuity and all business units are required to comply with our comprehensive internal Information Security Policy, which details company-wide requirements such as backup and recovery of information systems and data. Due to the diverse nature of our businesses and the products they offer, the policy identifies the necessary components of business continuity measures but does not specify how each company should fulfill this requirement. Specific business continuity measures are developed at the business unit level.



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

The majority of product infrastructure at our business units is supported by cloud platforms like AWS and Google Cloud, which ensure compliance with business continuity measures with regular backups, snapshots of environment images, and multi-region hosting. More traditional methods, such as tape backups and offsite storage, are utilized in physical environments. Compliance with the Information Security Policy is verified through regular reviews by CAS and our Information Security team.



Customer Privacy

Ziff Davis recognizes the critical importance of protecting the privacy and security of customer data to maintain the trust of our readers, subscribers, clients, suppliers, and employees. Through our comprehensive governance measures, policies, and operating procedures, we implement leading data privacy and security standards and practices. Oversight of customer privacy matters and programs is provided by the Board’s Audit Committee.



Our policies and practices are based on the core principles of “privacy by default” and “privacy by design.”

All relevant Ziff Davis business lines and subsidiaries maintain data protection policies. We have a corporate **Privacy Policy** and each business unit has a **separate privacy policy** stating clear terms regarding data collection, use, retention, and sharing. All of our data protection policies and practices are based on the core principles of “privacy by default” and “privacy by design.” Our Legal and Information Security teams conduct privacy impact assessments for major new products, services, and other offerings as needed prior to public launch. All business units have privacy policies tailored to meet their specific needs and to cover their specific data protection requirements.

Customer Access Rights



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In instances when we rely on user consent as the legal basis for data collection, our privacy policies ensure that this consent is affirmative, specific, informed, and freely given. User consent can be withdrawn at any time and our policies provide all users, regardless of location, with subject access rights and controls to allow them to manage their data and exercise their subject access rights. To help manage the subject access rights to our data, we utilize organization-wide tools to document our data flows. These tools are also used to regularly review our data collection and processing activities to ensure data is collected lawfully and transparently. We also use access controls to protect personal and sensitive data.

In cases of data sharing, we notify data subjects as legally required and we are committed to notifying data subjects in a timely manner 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. We seek to avoid the processing of personal data of minors including prohibiting purchases by minors under the age of 18.

Our [Code of Business Conduct and Ethics](#) and privacy policies are designed to ensure compliance with all applicable laws and regulations concerning the use and protection of customer information, including the European Union's General Data Protection Regulation and the California Consumer Privacy Act.

From time to time, Ziff Davis and our businesses receive requests for information on users. We evaluate these requests and respond to valid requests when the user has consented, or we are legally required to do so. We are not aware of any countries where our available core products or services are subject to government-required monitoring, blocking, content filtering, or censoring. We are also not aware of any government requests to remove content. In 2023, we had no substantiated complaints regarding breaches of customer privacy that resulted in material loss to the company, and we 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 surrounding user data privacy. We received an estimated 300 law enforcement requests for user information in 2023.

We comply with the European Union's General Data Protection Regulation and the California Consumer Privacy Act.



Data Security

Ziff Davis recognizes the risks to our business from increased data security and cybersecurity threats, phishing attacks, and other targeted attacks on information technology (IT) systems. Our Board is briefed regularly on cybersecurity risks, and under our Board’s oversight, we implement cybersecurity risk management measures, including the use of outside vendors. Our comprehensive **Information and Data Security Practices**, which applies to the entire organization, details our information security program including security management practices and controls.

Data security and cybersecurity programs at Ziff Davis are implemented by our external Data Protection Officer, in conjunction with the Chief Technology Officer, Chief Information Security Officer, Chief Auditor, General Counsel, Chief Financial Officer, Chief Accounting Officer, and senior management. The Audit Committee of the Board provides oversight, and regular updates on information security are presented to the Committee. Our Legal team and Information Security team regularly update business executives on new privacy regulations and policies, as well as changes to procedures.

Ziff Davis’ information security program is aligned with the National Institute of Standards and Technology (NIST) framework and standards as well as applicable industry regulatory requirements. The hosting facilities used by our businesses are SSAE16 SOC 2 certified.

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Our Information Security Policy is authored and implemented by our Information Security Team, which conducts tabletop exercises, random “phishing tests,” and other organization-wide measures to regularly monitor core systems, sites, and applications for potential vulnerabilities. Internal and external audits of information security standards are performed at least annually. We continuously review policies and programs to ensure responsiveness to, and protection against, actual and emerging threats. In 2023, we did not experience performance issues, service disruptions, or customer downtime in our IT systems that materially impacted our business as a whole.

As part of our information security policies and practices, we actively encourage responsible reporting of vulnerabilities that may be found in our sites or our applications. We review such reports and respond as appropriate, and if a data security incident does arise, we implement 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. In 2023, we did not have any material data breaches.

As a precaution, Ziff Davis carries cybersecurity insurance, but in the past three years we have not had a cybersecurity incident material to the company as a whole, nor have we incurred any expenses material to the company as a whole 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.

As part of our commitment to data security and privacy, we conduct mandatory annual training on data protection, global privacy, and security awareness for employees and contractors, who must acknowledge compliance with the Information Security Policy and Information Security Response Plan every year. We also conduct vendor security reviews and require key vendors to implement data security standards that meet or exceed our own.

Certain business units comply with Payment Card Industry (PCI) data security standards to enhance payment account data security, and certain business units and sites are also TrustArc certified.

3 years

without a cybersecurity incident material to the company as a whole.

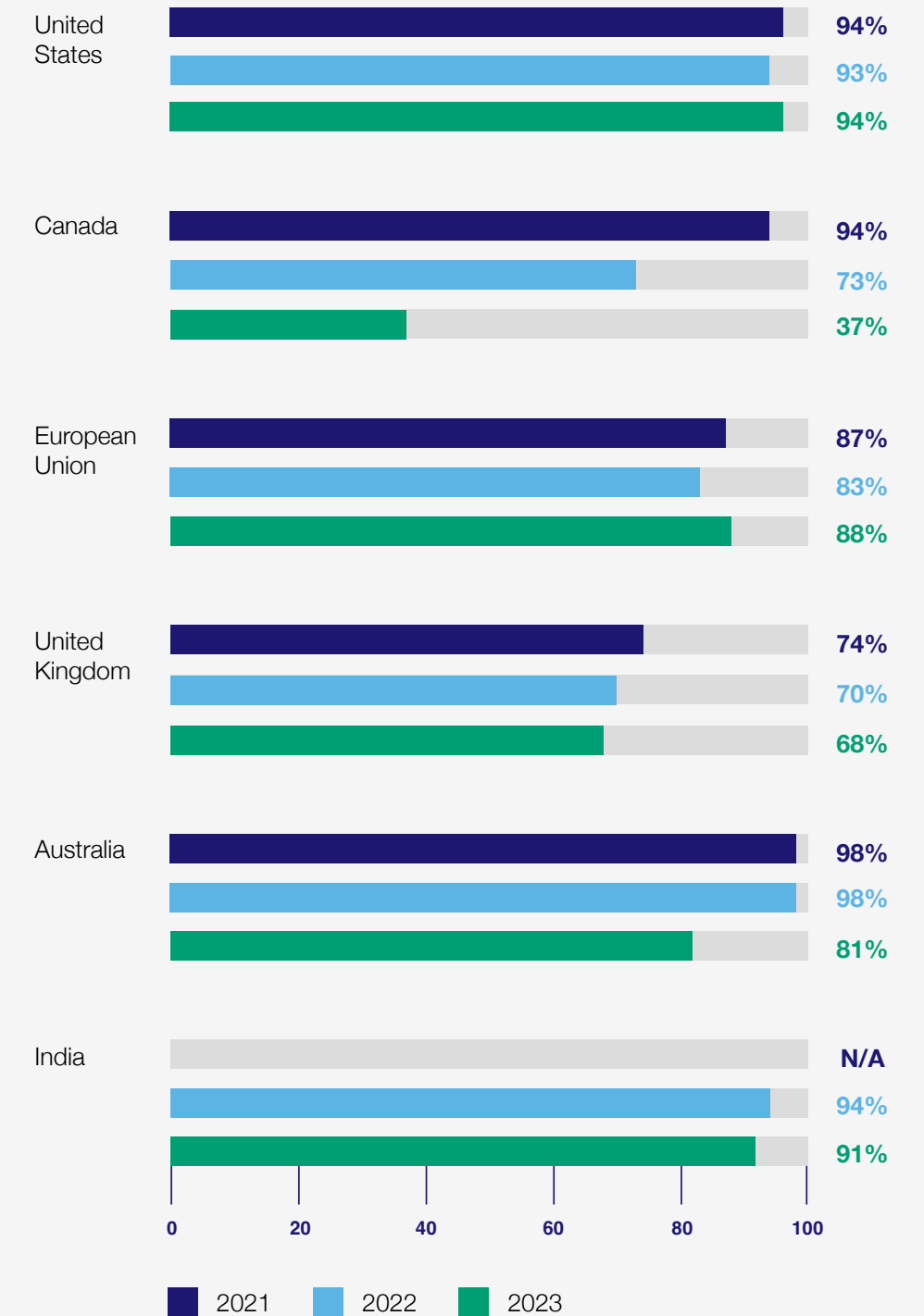
Responsible Supply Chains

We are committed to working with supply chain partners who support our values and maintain our high standards of ethical and sustainable business practices. To identify appropriate partners, vendors, and suppliers, we take a proactive approach to vendor selection and onboarding. In 2023, we transitioned all business units to use a company-wide procurement software platform to make the onboarding process more efficient. We also work to ensure responsible supply chains by using analytics to track vendor spend, including by diversity categories, and implementing processes to assess supply chain risks and mitigate any potential supply chain disruptions.

Ziff Davis asks partners, vendors, and suppliers that we do business with to comply with our [Vendor Policy](#) and [Code of Business Conduct and Ethics](#) when feasible. 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. We also recently rolled out a vendor portal to standardize our vendor onboarding practices company wide. Our policies also require vendors to comply with all applicable laws and regulations where we do business, including laws and regulations related to data security and customer privacy.

In the U.S., we seek to work with minority-owned vendors and suppliers where possible. Globally, we are committed to procuring products and services from local companies in the communities where we operate whenever possible.

Proportion of Spend on Local Suppliers, by Region*



* Estimates based on vendor data. Excludes countries with less than \$1 million in overall supplier spend. 2022-2023 data includes all supplier spend while 2021 data only included tech spend, which is a majority of our overall supply chain spend. Data for India was added in 2022 and 2021 data is not available. The proportion of local spend in Canada for 2023 declined due to switching to a U.S.-based cloud vendor.

Chapter 4: Corporate Governance

Ziff Davis has corporate governance policies and structures in place for our Board of Directors and management team to promote accountability and provide transparency for our stakeholders. We are committed to operating with the highest standards of ethics and integrity throughout all our business operations, including our supply chain, which is discussed in [Chapter 3](#). To meet this commitment, Ziff Davis complies with all applicable laws and regulations in the countries where we operate, including those covering anti-corruption, anti-bribery, antitrust, and human rights.

Continued strong ratings in 2023:



¹ The use by Ziff Davis, Inc. of any MSCI ESG Research LLC or its affiliates ("MSCI") data, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement, recommendation, or promotion of Ziff Davis, Inc. by MSCI. MSCI services and data are the property of MSCI or its information providers, and are provided 'as-is' and without warranty. MSCI names and logos are trademarks or service marks of MSCI. The Score is as of June 14, 2023.

² Governance data last updated December 1, 2023. Social data last updated December 1, 2023.



Governance Oversight

Our [Corporate Governance Principles](#), adopted by Ziff Davis' Board of Directors, provide guidelines governing the qualifications, conduct, and oversight roles of our Board and its committees. These principles, which are consistent with the governance and oversight requirements of Nasdaq and the U.S. Securities and Exchange Commission, include:

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

The company's corporate governance policies and practices include annual election and majority voting for directors; limits for our directors in serving on other public company boards; annual self-assessments of the Board and its committees; stock ownership guidelines for all directors and named executive officers; and only independent directors serving on all standing Board committees. The annual self-assessment covers sustainability matters in addition to other corporate governance matters.



To promote accountability, Ziff Davis separates the roles of Board Chair and CEO to align the Board Chair role with our independent directors and in recognition of the different responsibilities fulfilled by the Board Chair and the CEO. The Board Chair is responsible for providing guidance to the CEO and sets agendas and presides over Board meetings. The CEO is responsible for establishing strategic direction and for the company's day-to-day leadership and performance.

Our Board of Directors includes three standing committees:

The Audit Committee is responsible for assisting the Board in its oversight of the company's cybersecurity practices and the integrity of the company's financial statements. This oversight includes evaluating the internal audit function and the independence of the company's outside auditors, as well as reviewing significant cybersecurity, legal, compliance, and regulatory requirements with the Chief Information Security Officer and General Counsel, as applicable. The Committee is also responsible for reviewing risk management policies and processes, including assessing enterprise risks such as major financial risk exposures and reviewing actions management has taken to monitor and control these risks.

The Compensation Committee is responsible for setting compensation philosophy and strategy. The Committee engages with stockholders and third-party compensation advisors to ensure that our compensation philosophy is consistent with the company's strategic goals and is properly implemented.

The Committee oversees compensation programs for executive officers and directors, including incentive compensation and equity-based plans. In 2023, the Committee approved a change in the bonus plan for certain senior executives tied to meeting the company's objectives on diversity, equity, and inclusion (DEI) to further include meeting the company's objectives related to ESG. These ESG objectives include targets for environmental management, which are discussed in [Chapter 5](#). These changes better align executive compensation with Ziff Davis' environmental and social objectives.

The Environmental, Social and Governance Committee develops and recommends the [Corporate Governance Principles](#) adopted by the Board and reviews these principles at least annually. The Committee also has direct oversight of policies, procedures, reporting, and disclosure supporting the company's ESG initiatives, including our commitments to DEI and sustainability more generally. This 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 SVP of Sustainability & Responsibility. Environmental and social programs are also managed by a cross-functional Ziff Davis Sustainability Council with oversight by the SVP of Sustainability & Responsibility.

The Committee is responsible for identifying and making recommendations to the Board regarding individuals qualified to become Board members and concerning members of the standing committees. For potential Board members, the Committee takes into consideration numerous factors including diversity, skill, educational background, 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.

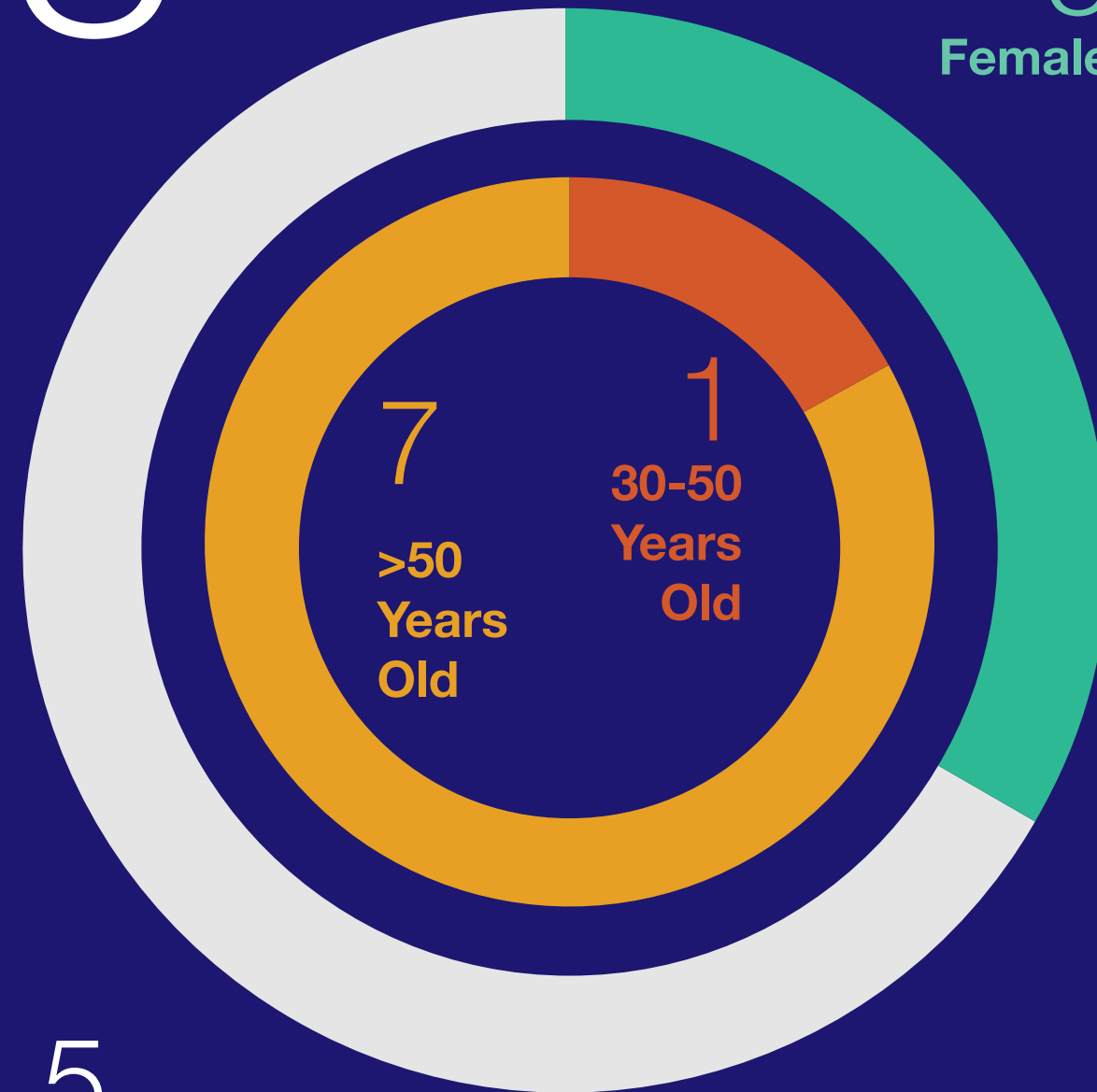
Board Diversity

8

Board Members

3

Female



5

Male

The company's [Corporate Governance Principles](#) highlight our commitment to having a diverse Board of Directors, taking into consideration numerous factors including gender, race, age, knowledge, experience, and geography. Our current Board of Directors has eight members, including three women and three who identify as people of color. Our directors bring diversity of thought and experience to their roles, based on their extensive backgrounds in media, corporate strategy, executive leadership, finance, venture capital, and technology. This includes two directors with significant experience in sustainability issues.



Our current Board of Directors has eight members, including three women and three who identify as people of color.

Stakeholder Engagement

As a critical part of our commitment to transparency and accountability, Ziff Davis is committed to gathering input and feedback on our ESG strategies and initiatives from our key stakeholders on a regular basis. In 2023 and 2024, the company reached out to shareholders (exclusive of current or former directors and officers) representing more than 80% of its shares, and offered the opportunity to engage with us. More details are available in our [Proxy Statement](#).

In addition to our annual Employee Engagement survey, which is discussed in [Chapter 1](#), the company engages regularly with investors and other stakeholders.

Ethics and Integrity

Ziff Davis' [Code of Business Conduct and Ethics](#) demonstrates the company's commitment to operating our business with high ethical standards. The guidelines in the Code, along with other comprehensive policies and procedures, include maintaining compliance with all applicable laws, rules, and regulations.

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

Ziff Davis requires that all board members and executives complete and sign a Conflict of Interest Policy Statement and Acknowledgement on at least an annual basis. This procedure is designed to ensure that conflicts of interest are identified, avoided, and managed, 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 Ziff Davis CAS. More information about how Ziff handles conflicts of interest can be found in our [Proxy Statement](#).



The company's Ethics Officers – our President and Chief Executive Officer, Chief Financial Officer, General Counsel, Chief Accounting Officer, and Chief Auditor – lead Ziff Davis' compliance activities. The Ethics Officers are charged with developing, operating, and monitoring the company's ethics compliance.

Ziff Davis' ethics compliance practices include mandatory annual training for all full-time and part-time employees regarding the **Code of Business Conduct and Ethics** and its application to daily activities, and their legal and ethical obligations under applicable laws, regulations, and policies.

As part of the annual training on the Code of Business Conduct and Ethics, employees and directors are made aware of the company's policies and procedures for reporting ethical concerns. The Code requires any employee or director who becomes aware of any existing or potential violation of the Code to promptly notify an appropriate Ethics Officer.

The Audit Committee has established additional procedures to promote a culture of ethics and integrity and to quickly identify potential ethics and compliance issues. These procedures include a confidential 24/7 toll free line and website, managed by an independent third party, to report potential compliance and ethics issues, which includes local phone numbers and language support in six countries outside the U.S. The toll-free line and website are not limited to our employees and are open to all stakeholders, including suppliers, customers, and other third parties.

In 2023, we had five matters reported through the toll free line and website. Of those matters, we opened two investigations and found that zero were sustained.



The Company 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 complaints or concerns or cooperate in an investigation. All reports are investigated and anyone found to have violated the Code of Business Conduct and Ethics is subject to disciplinary action, which may include demotion or termination of employment. The procedures and structures to investigate reports are laid out in the Whistleblower Policy. The Whistleblower Policy is also proactively communicated to employees and directors.

A confidential 24/7 toll-free line and website, managed by an independent third party, are available to report potential compliance and ethics issues.

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

Ziff Davis is committed to succeeding through honest business competition and our policies and procedures demonstrate our deep commitment to ethics and integrity throughout our operations. Our policies and procedures meet or exceed all applicable anti-corruption, anti-bribery, and antitrust laws and regulations, along with laws and regulations that protect human rights in the workplace.

Our [Code of Business Conduct and Ethics](#) and our Foreign Corrupt Practices Act and U.K. Bribery Policy state that employees, directors, consultants, representatives, and agents, including non-U.S. employees, 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.K. employees, must comply with the U.K. Bribery Act prohibiting the giving or receiving of bribes, facilitation payments, or kickbacks to foreign officials.

Our Code of Business Conduct and Ethics prohibits seeking competitive advantages through illegal or unethical business practices related to antitrust issues, including manipulation or concealment, misrepresentation of material facts, or abuse of privileged information. In 2023, Ziff Davis did not have any monetary losses as a result of penalties associated with alleged violations of anticompetitive behavior regulations.

Ziff Davis is committed to upholding the principles of human rights in the workplace by ensuring worker safety and fair labor practices both in our organization and throughout our supply chain. In our [Human Rights Policy](#), the company states our aim to conform with the UN Declaration on Human Rights, OECD Guidelines for Multinational Enterprises, and UN Guiding Principles on Human Rights.



Ziff Davis is committed to upholding the principles of human rights in the workplace by ensuring worker safety and fair labor practices.

We comply 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. These policies are reviewed with employees in the onboarding process and regular training to raise awareness and ensure employee compliance with our human rights policies.

Protecting the Environment

Ziff Davis is committed to reducing the environmental footprint of our operations, including our supply chain, and to helping our customers and users reduce their footprint. While our direct operations as a digital media and internet company do not produce substantial greenhouse gas (GHG) emissions, we continued in 2023 to make progress on initiatives to limit any damaging effects our operations may have on climate change, including receiving validation of our science-based GHG emissions reduction targets. We also achieved continued reductions in company-wide energy usage from consolidation of our office locations and reducing the square footage of remaining offices.



Chapter 5: Environmental Management

Our commitment to sustainably operating our business and complying with all applicable environmental laws and regulations is highlighted in Ziff Davis' [Environmental Policy](#). The policy communicates our environmental goals openly and clearly, including our emissions, energy usage, and waste reduction targets, and our plans to regularly track and report our progress. We are focused on continuous improvement of our environmental performance through implementation of best practices and innovative technology.

In addition to our own operations, our Environmental Policy pledges to include our supply chain in our environmental management goals and initiatives. We seek to work with vendors who share our beliefs and desire to adhere to best practices. When feasible, our vendors are required to abide by our [Vendor Policy](#) and [Code of Business Conduct and Ethics](#), which requires them to comply with our Environmental Policy or adopt substantially similar policies.

Climate Change

In addition to our Environmental Policy, Ziff Davis has adopted a [Climate Change and Biodiversity Policy Statement](#) to demonstrate our commitment to operate sustainably and reduce our carbon footprint. We also provide transparency on our climate change efforts by responding to CDP. This includes many of the actions detailed in our Environmental Policy, such as reducing energy usage in our operations and supply chain, as well as emissions generated relative to the size of our company.

Our policies affirm our commitment to using alternative or renewable energy sources where practical and to proactively evaluating new opportunities in our business model and operations to reduce climate change risks. Evaluation criteria for environmental risks, including climate change, are integrated into the due diligence process for mergers and acquisitions.

Oversight

Ziff Davis’ Board of Directors and the Board’s Environmental, Social and Governance Committee are responsible for oversight of environmental commitments and initiatives across all of the company’s brands and subsidiaries. These initiatives, which are implemented by senior management, include assessment and management of climate-related risks to our operations, such as physical risks to our offices from extreme weather events or transition risks from regulatory changes. The Environmental, Social and Governance Committee receives updates and information at least quarterly on climate risks and other environmental issues from the Senior Vice President, Sustainability & Responsibility.



The Environmental, Social and Governance Committee receives updates and information at least quarterly on climate risks and other environmental issues.

At the management level, initiatives aimed at reducing our environmental footprint are developed by the cross-functional Ziff Davis Sustainability Council, with oversight by the Senior Vice President, Sustainability & Responsibility. The Sustainability Council includes over 145 members, including our facilities managers, who meet monthly to collaborate and share best practices on improving our systems and processes to become more sustainable. The Sustainability Council is also responsible for programs aimed at raising awareness among our staff regarding environmental initiatives related to energy, waste, and water.



Ziff Davis Sustainability Council

145+ members

responsible for programs aimed at raising awareness related to:



Energy



Waste



Water

Emissions

Ziff Davis is committed to measuring the company’s GHG emissions and to reducing GHG emissions using science-based targets. In 2021, we initiated an annual GHG inventory process using an independent third-party expert, Agendi, to measure our company-wide energy usage (including energy derived from renewable sources) and GHG emissions. In 2023, Ziff Davis obtained external assurance on the GHG inventory for Scopes 1 and 2 as well as Scope 3 category 1. Through this process, we identified the primary sources of Scope 1 (direct emissions from owned or controlled sources) and Scope 2 (indirect emissions associated with the purchase of electricity) GHG emissions as the energy usage from owned and co-located data centers, as well as our leased office locations.

The primary sources of our Scope 3 emissions are our purchased goods and services and capital goods. Our Scope 3

emissions declined by 38% from 2022 to 2023 due to increased sourcing from CDP and SBTi aligned suppliers, as well as updating the sources of emissions factors for these categories and overall lower vendor spend.

In 2023, Ziff Davis received validation of our science-based targets for GHG emissions reduction from the Science Based Targets initiative (SBTi), a partnership between CDP, the United Nations Global Compact, World Resources Institute, and the World Wide Fund for Nature. The SBTi is the lead partner of the Business Ambition for 1.5°C campaign, an urgent call to action from a global coalition of UN agencies, business, and industry leaders who are mobilizing companies to set net-zero-based emissions targets in line with the 2015 Paris Agreement. We also seek to eliminate emissions of ozone-depleting substances and have not emitted any of these substances in 2023.

Our science-based targets include:

* from a 2021 baseline year

Reduce absolute Scope 1 and Scope 2 GHG emissions

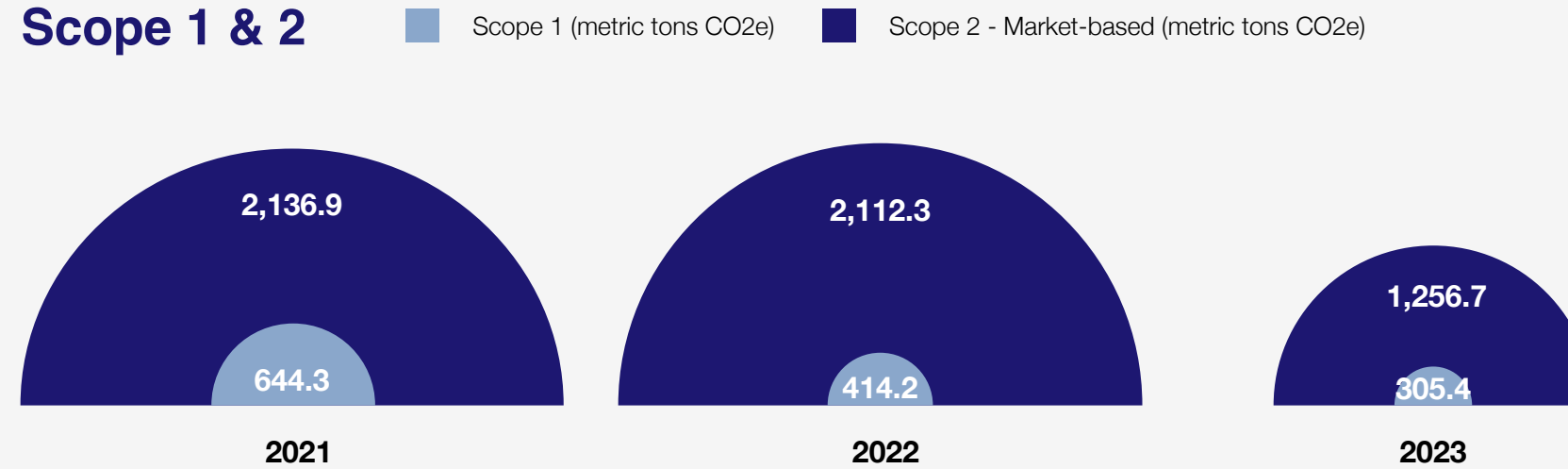
50% by **2030***

Reduce Scope 3 emissions

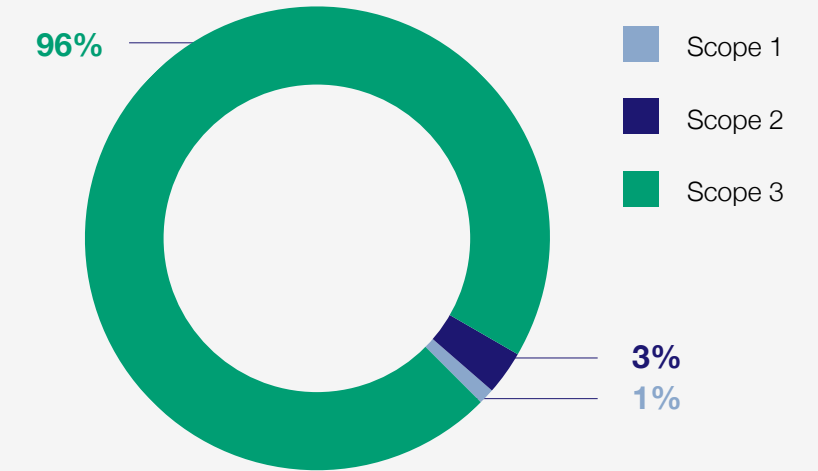
51.6% per USD value added by **2030***

Scope 1, 2, and 3 GHG Emissions

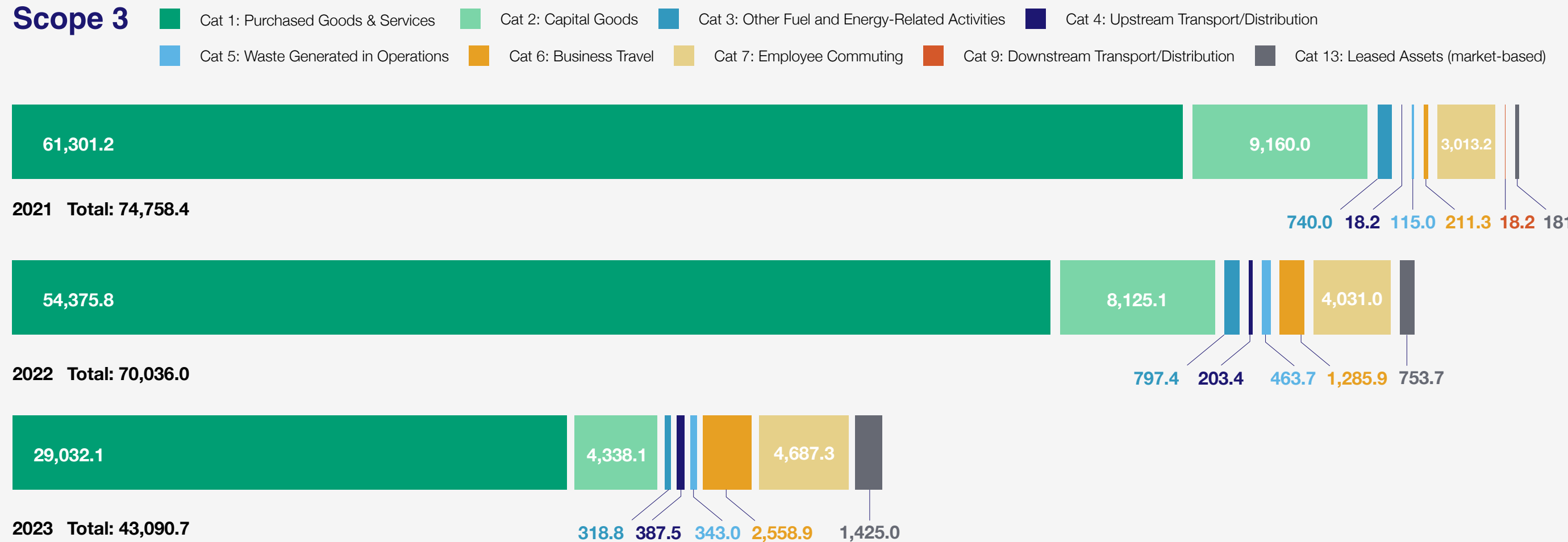
Scope 1 & 2



2023 Breakdown by Scope



Scope 3



Energy

As part of our commitment to limiting GHG emissions, we are focused on reducing the energy used in our operations relative to the size of our company. We are taking action to reduce our office space, locate our offices in energy efficient buildings where possible, and use alternative or renewable energy technologies and sources where practical.

Ziff Davis is reducing the amount of office space we use by continuing to offer more flexibility to both current employees and new hires. This shift to remote and hybrid work has enabled us to close some offices and strategically downsize others. As a result, in 2023 our total operational square footage was reduced by 26% over 2022.



Ziff Davis leases office space in several buildings certified through the LEED program.

To improve our overall energy efficiency, Ziff Davis leases office space in several 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. Our headquarters in New York, along with two of our other largest offices in Los Angeles and Austin, are in LEED-certified buildings. To provide sustainable commuting options for our employees, our New York headquarters building is located near significant public transportation and our Los Angeles and Austin locations have electric vehicle charging stations.

In 2023, our total operational square footage was reduced by

26%

Waste and Water

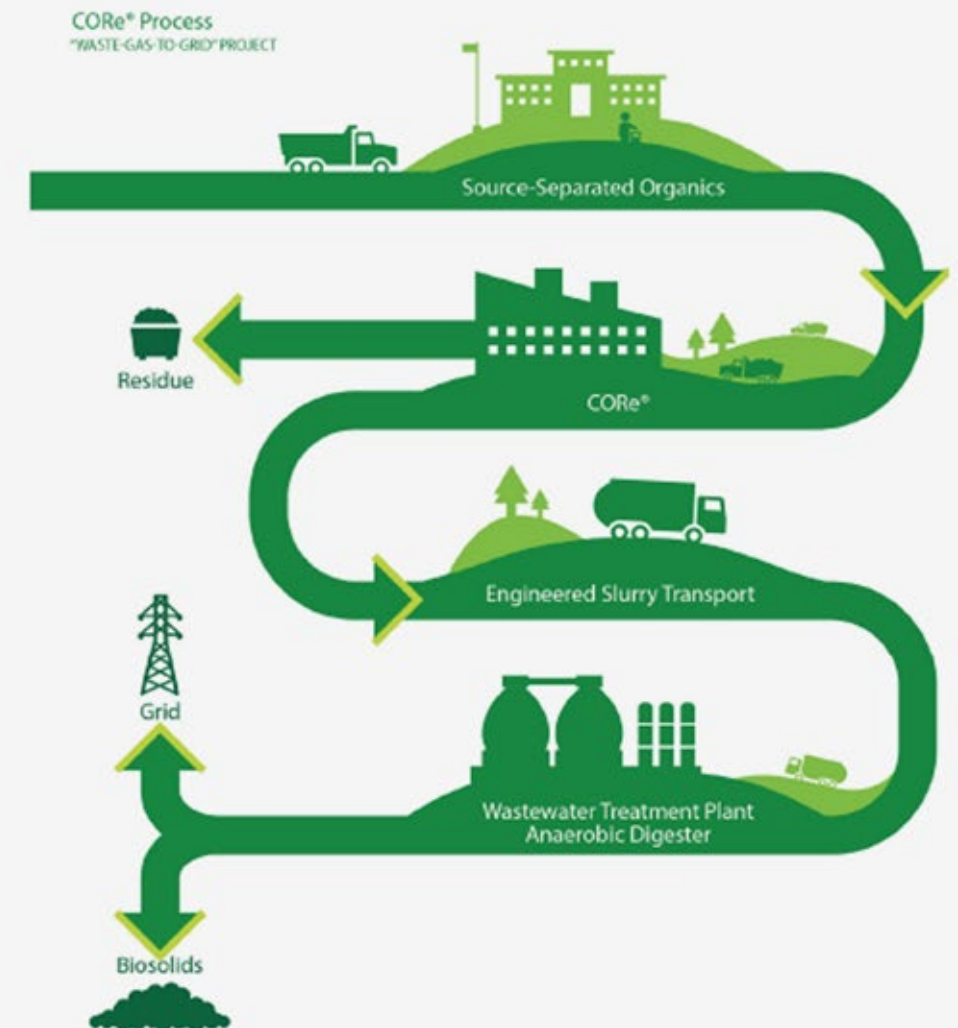
Our [Environmental Policy](#) details our commitment to protecting the environment by reducing the amount of waste sent to landfills and complying with all applicable laws and regulations on disposal or recycling of e-waste and hazardous materials. The policy also highlights our support of the fundamental human right of access to water, which we recognize is a scarce resource, and we conserve water through our use of high-efficiency dishwashers and water-conserving bathrooms in our LEED-certified buildings.



We use high-efficiency dishwashers and water conserving bathrooms.

We implement recycling and composting programs in our offices where possible and educate our employees about recycling and composting through awareness programs using posters, signage, and clearly marked disposal containers. Our New York and Los Angeles offices work with recycling company TerraCycle to provide Zero Waste Boxes to collect and recycle items not collected by the local municipality such as potato chip bags and candy bar wrappers. In our Los Angeles office, we work with TerraCycle to separate plastic waste and recycle coffee machine packets. To reduce plastic waste, we replaced plastic bottled water with boxed water, eliminated single-use cups, use straws made of vegetable fibers, and greatly reduced single-use cutlery. We also work with a recycling company, Athens Services, to collect organic food waste for use in composting.

Waste reduction signage examples

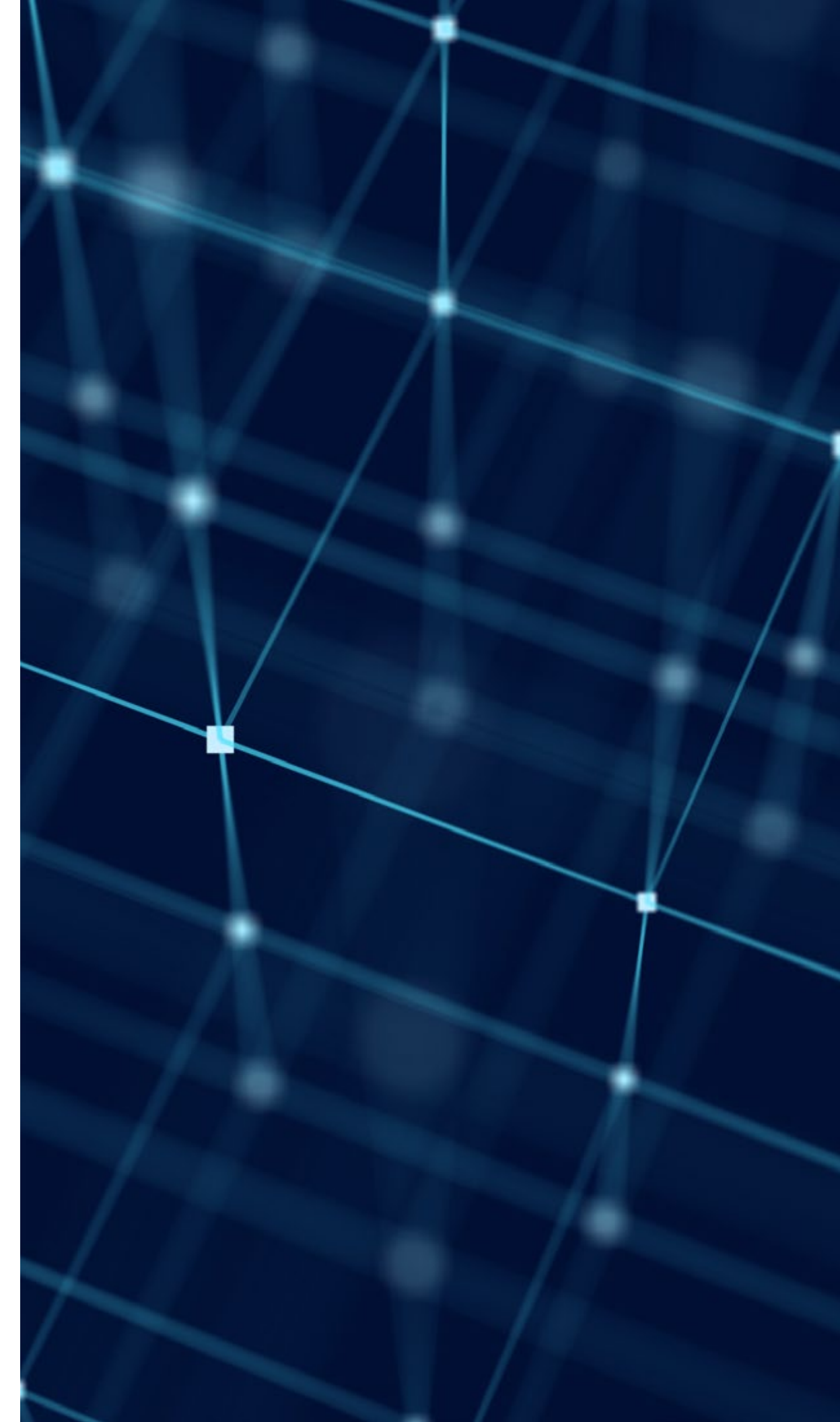


Ziff Davis is committed to reducing e-waste sent to landfills and recycling toner cartridges and electronic equipment when feasible. We partner on a program to refurbish used devices with internet service provider Starry, Inc. and technology non-profit, Human-I-T. Through this partnership, discussed in [Chapter 2](#), in 2023 Ziff Davis donated more than 150 gently used computers to Human-I-T for refurbishing and redistribution to those in need. Starry provides these devices to subscribers signed up through their Starry Connect program, working to provide ultra-low-cost, high-quality broadband for public and affordable housing residents in New York City, Los Angeles, Washington, D.C., Denver, and Boston.

When we are unable to refurbish used devices, we work with e-waste recycling partners to responsibly recycle our e-waste with environmental sustainability in mind, including partners such as IT Asset Management Group in New York, FITS Computer Recycling in Texas, and 3R Technology in the Pacific Northwest.

150+

**laptops and computers
donated across all locations**



Appendix

About this Report

Data Tables

GRI Content Index

SASB Index

TCFD Index

About this Report

Our 2023 ESG Report primarily covers data and metrics from January 1 to December 31, 2023, 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 2018 Standard and the Internet Media & Services 2018 Standard. The report also aligns with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations. Content indexes are available from page 73.

Ziff Davis is committed to transparency, engagement, and consistent communication of our ESG strategies and programs to all stakeholders. In this report we are restating workforce gender data covering total numbers, individual contributors, and managers for 2021 and 2022 due to refinements in how our HR system tracks employee gender identity. We are also restating the number of training hours and count of employees who received general and anti-corruption training in 2022 due to a resolved issue of double counting in our HR system. Following a third-party assurance process, our 2022 Scope 1 and 2 emissions calculations were verified within the 5% materiality threshold. However, minor adjustments (0.5% location-based, 4% market-based) were made to reflect the assurance findings. These adjustments to our 2022 Scope 2 data have been incorporated into this year's report.

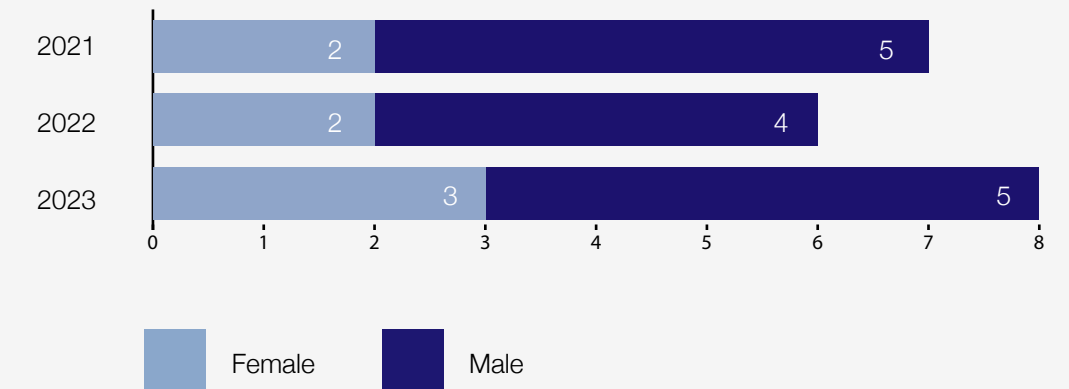
Data Tables

Global Governance Data

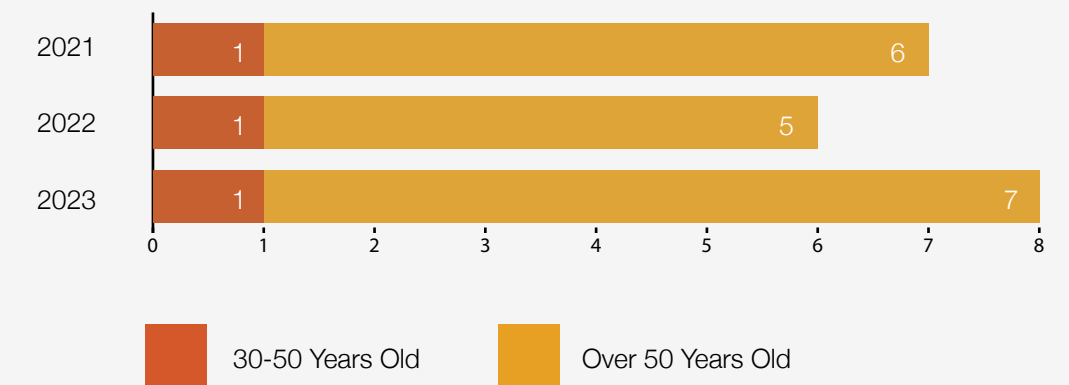
Metric	2021	2022	2023
Board Members			
Number of Board Members	7	6	8
Board Diversity ¹			
Gender			
Female	28.6%	33.3%	37.5%
Male	71.4%	66.7%	62.5%
Non-Binary	0%	0%	0%
Age Group			
Under 30 Years Old	0.0%	0.0%	0.0%
30-50 Years Old	14.3%	16.7%	12.5%
Over 50 Years Old	85.7%	83.3%	87.5%
Ethnicity			
People of Color	28.6%	33.3%	37.5%
White	71.4%	66.7%	62.5%
Board Independence			
Number of Independent Directors	6	5	7

¹ - 2023 and 2022 data aligns with our Proxy Statement while 2021 was updated to reflect the Consensus spinoff that occurred that year.

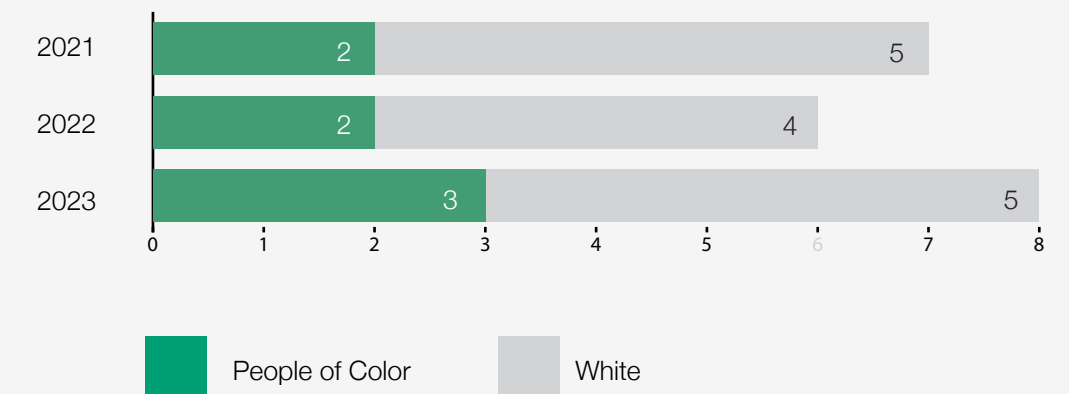
Board Gender Breakdown



Board Age Breakdown



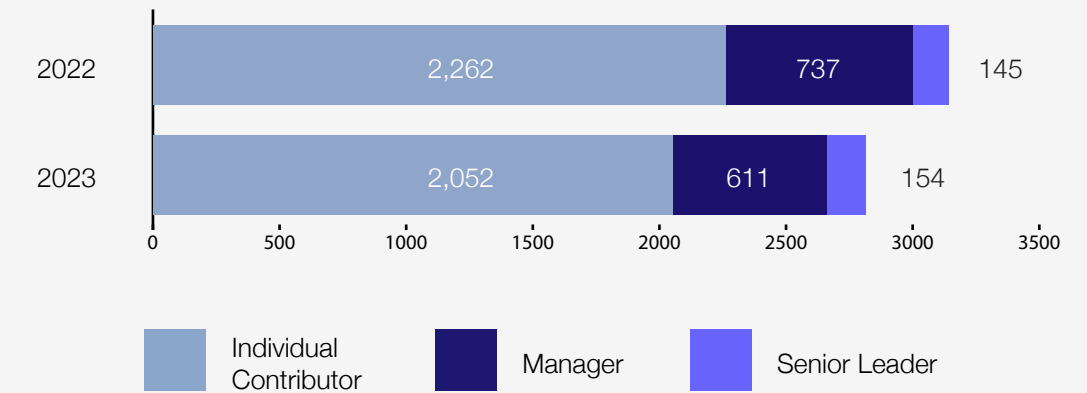
Board Ethnicity Breakdown



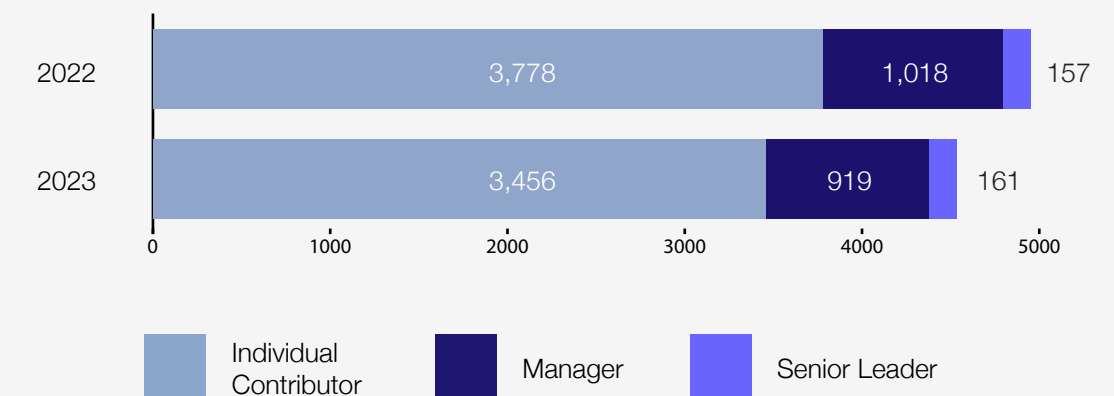
Data Tables

Metric	2022	2023
Anti-corruption Training, by Employee Category ²		
Number of Training Hours	3,144	2,816
Individual Contributor ³	2,262	2,052
Manager ⁴	737	611
Senior Leader ⁵	145	154
Number of Employees	4,953	4,536
Individual Contributor	3,778	3,456
Manager	1,018	919
Senior Leader	157	161
Percentage of Employees		
Individual Contributor	100%	100%
Manager	100%	100%
Senior Leader	100%	100%
Ethics Helpline		
Number of Matters Reported to Helpline		5
Number of Investigations Opened Based on Those Matters		2
Number of Which Were Sustained		0
Data Privacy & Information Security		
Number of Material Data Breaches		0
Amount of Payment of Fines for Breach of any Protective Measures Surrounding User Data Privacy		\$0
Number of Government Requests to Remove Content		0
Number of Material, Substantiated Complaints About Customer Privacy		0
Number of Law Enforcement Requests for User Information ⁶		300

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. The number of employees who received training is higher than the total number of employees due to hiring and turnover throughout the year.

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

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

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

6 - Number is approximate.

Appendix

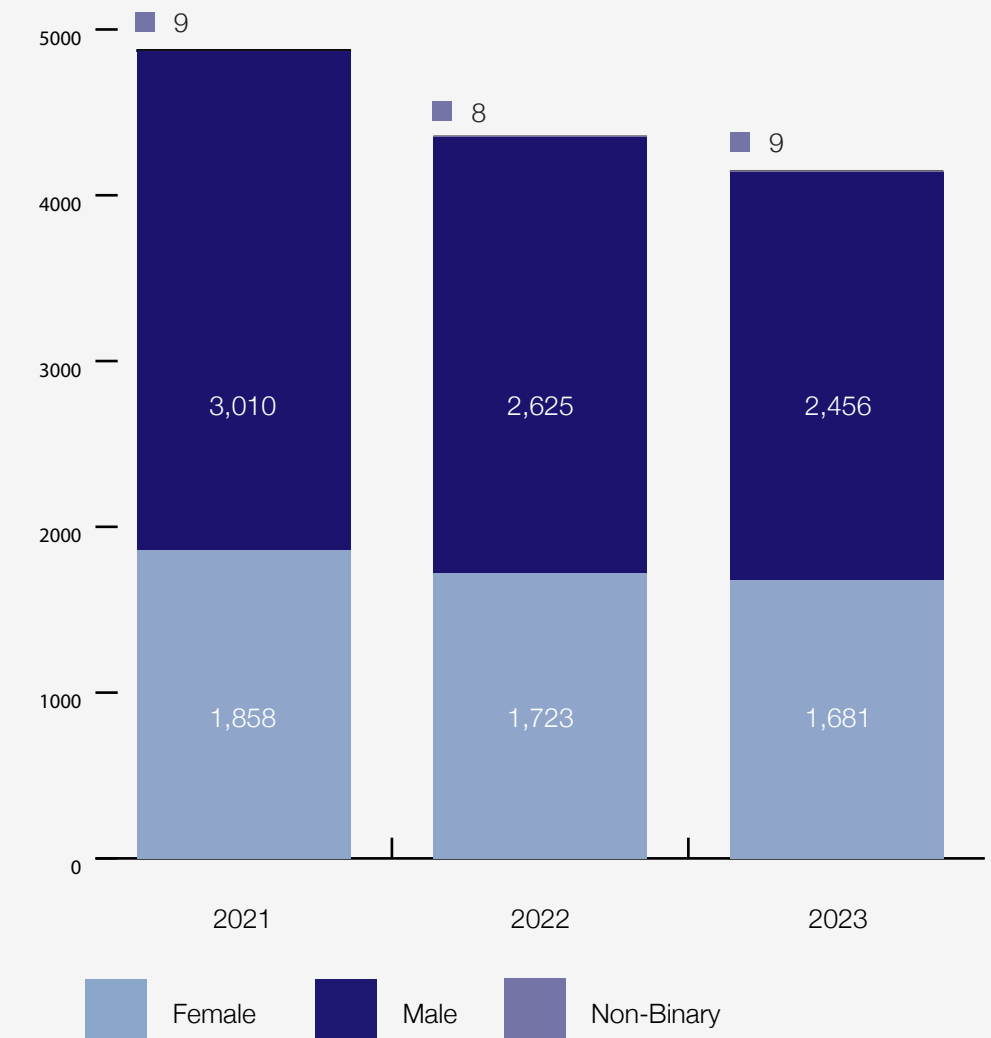
Global Social Data ⁷

Metric	2021	2022	2023
Workforce			
Employee Headcount ⁸	4,877	4,356	4,155
Percent of Employees Located Outside the U.S.	50.7%	51.1%	47.9%
Workforce by Gender			
Female	1,858	1,723	1,681
Male	3,010	2,625	2,465
Non-Binary	9	8	9
Workforce by Employee Category			
Individual Contributor	3,912	3,384	3,117
Manager	833	833	884
Senior Leader	132	139	154

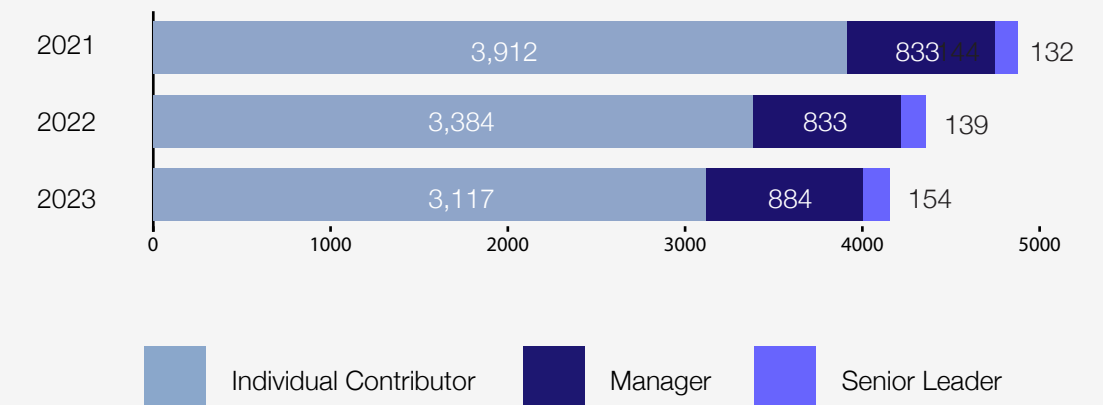
7 - Global social data does not include contractors and all information in this section is as of year end. Workforce, hiring and turnover numbers do not equal out. In 2021 six employees moved from regular employment to contractors, dropping off our headcount. 2022 and 2023 do not equal out due to employees being terminated and rehired in the same year. 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.

8 - 2021 employee headcount data excludes those employees who were part of the Consensus spinoff, but does include employees up through the date of divestiture for other divested businesses.

Workforce, by Gender



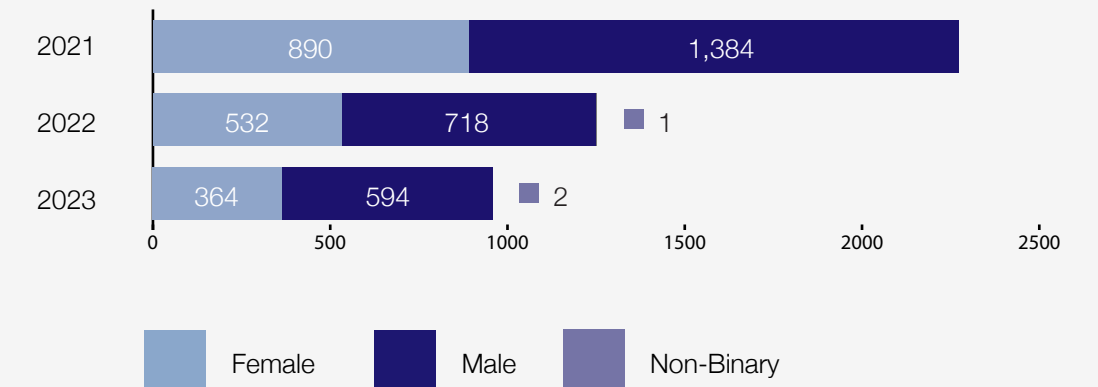
Workforce, by Employee Category



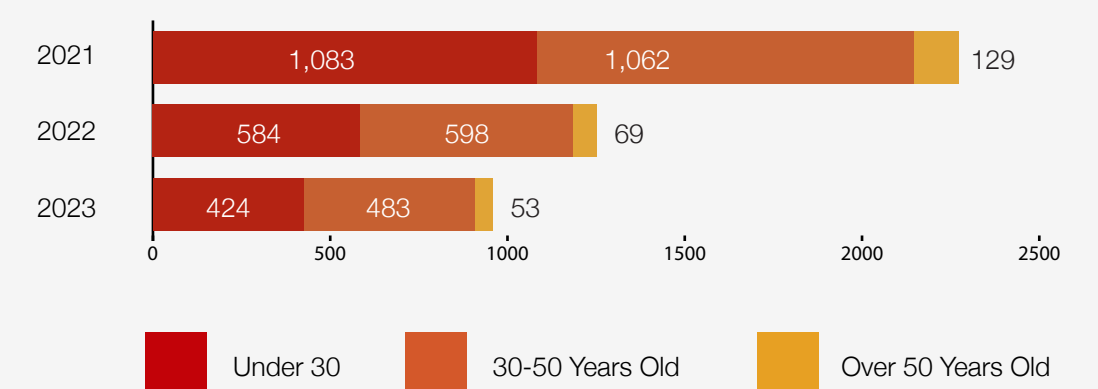
Appendix

Metric	2021	2022	2023
Hiring			
Number of New Employee Hires	2,274	1,251	960
Overall Rate of New Employee Hires	46.6%	28.7%	23.1%
Number and Percentage of Employee Hires, by Gender			
Female	890	532	364
	39.1%	42.5%	37.9%
Male	1,384	718	594
	60.9%	57.4%	61.9%
Non-Binary	0	1	2
	0.0%	0.1%	0.2%
Number and Percentage of Employee Hires, by Age			
Under 30 Years Old	1,083	584	424
	47.6%	46.7%	44.2%
30-50 Years Old	1,062	598	483
	46.7%	47.8%	50.3%
Over 50 Years Old	129	69	53
	5.7%	5.5%	5.5%
Number and Percentage of Employee Hires, by Region			
Americas	1,017	553	432
	44.7%	44.2%	45.0%
Asia	1,050	511	424
	46.2%	40.8%	44.2%
Europe, Middle East, and Africa	207	187	104
	9.1%	14.9%	10.8%

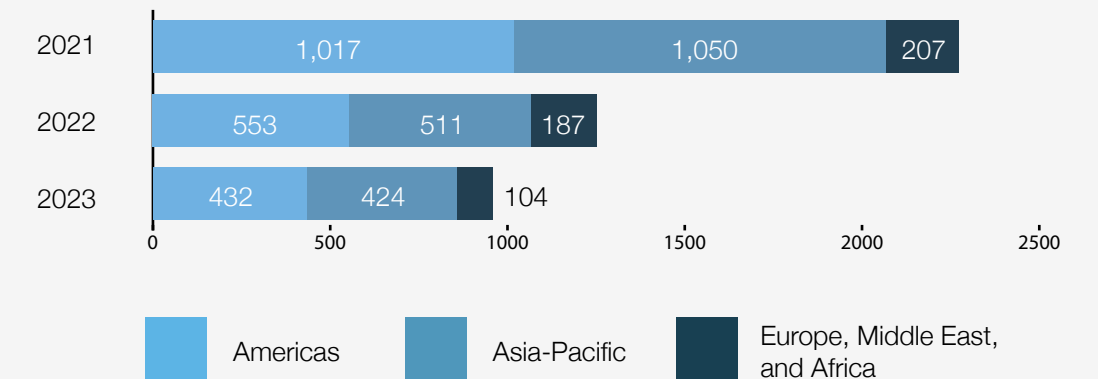
New Employee Hires, by Gender



New Employee Hires, by Age



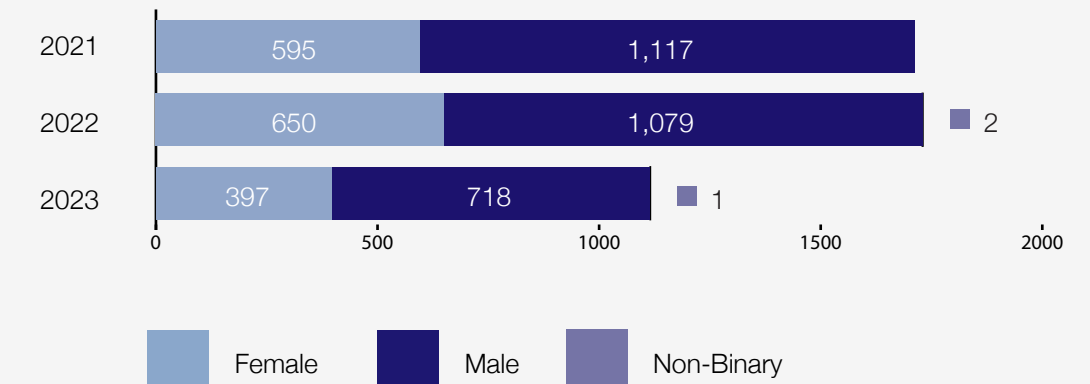
New Employee Hires, by Region



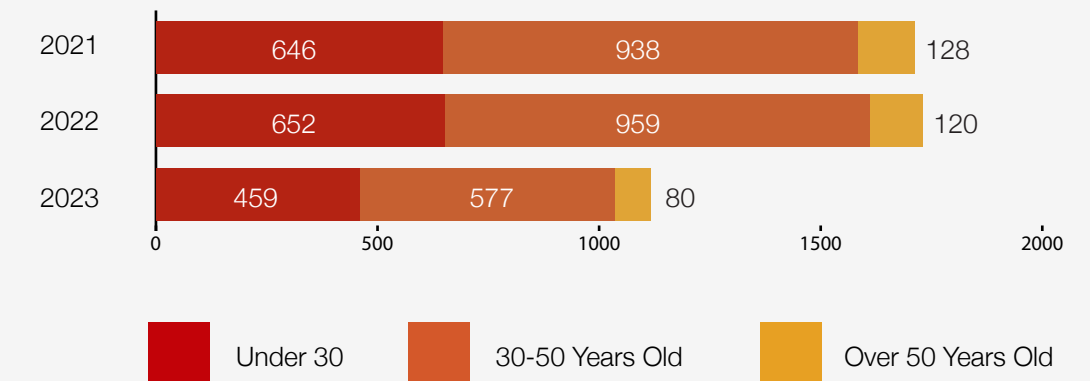
Appendix

Metric	2021	2022	2023
Turnover ⁹			
Employee Turnover Number	1,712	1,731	1,116
Overall Rate of Employee Turnover	35.1%	39.7%	26.9%
Number and Percentage of Employee Turnover, by Gender			
Female	595	650	397
	34.8%	37.6%	35.6%
Male	1,117	1,079	718
	65.2%	62.3%	64.3%
Non-Binary	0	2	1
	0.0%	0.1%	0.1%
Number and Percentage of Employee Turnover, by Age			
Under 30 Years Old	646	652	459
	37.7%	37.7%	41.1%
30-50 Years Old	938	959	577
	54.8%	55.4%	51.7%
Over 50 Years Old	128	120	80
	7.5%	6.9%	7.2%
Number and Percentage of Employee Turnover, by Region			
Americas	754	812	360
	44.0%	46.9%	32.3%
Asia	727	764	649
	42.5%	44.1%	58.1%
Europe, Middle East, and Africa	231	155	107
	13.5%	9.0%	9.6%

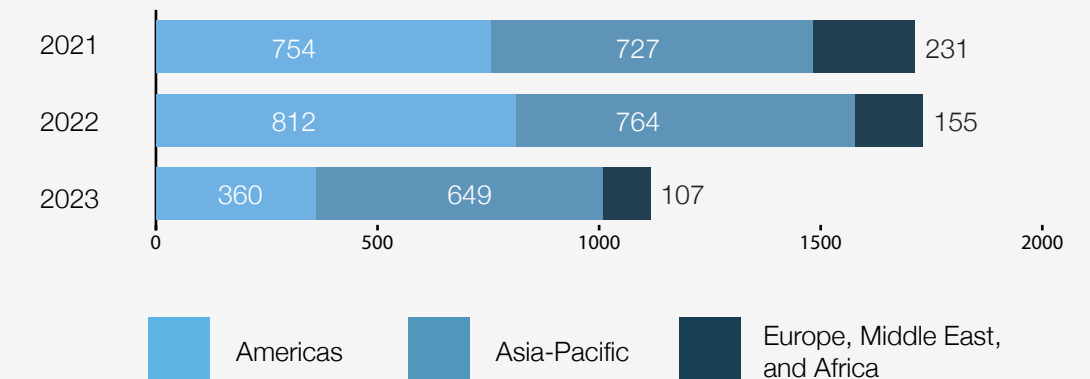
Employee Turnover, by Gender



Employee Turnover, by Age



Employee Turnover, by Region



⁹ - Turnover data includes both voluntary and involuntary departures, as well as departures due to divestitures. 2021 turnover included several significant divestitures. 2022 turnover included a sizable reduction in force.

[About this Report](#)

[Data Tables](#)

[GRI Content Index](#)

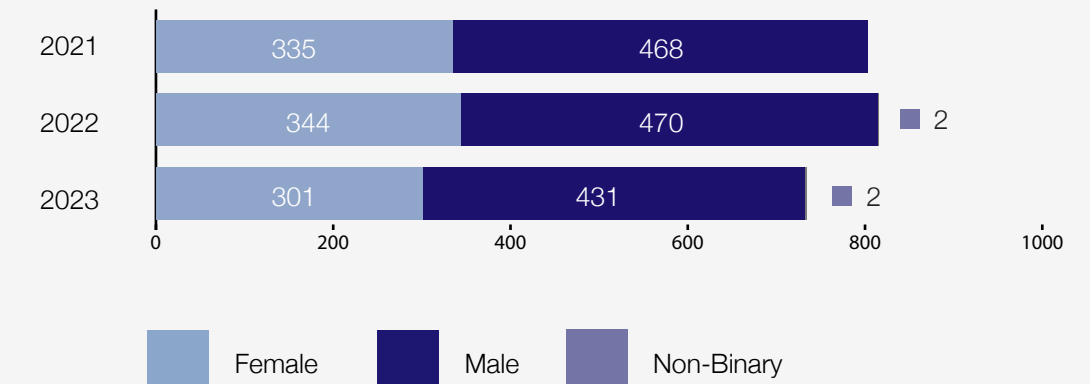
[SASB Index](#)

[TCFD Index](#)

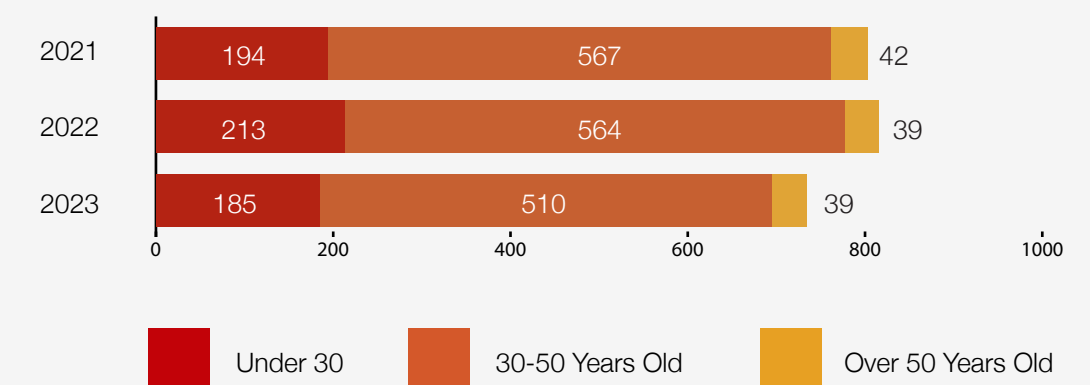
Appendix

Metric	2021	2022	2023
Promotions			
Employee Promotion Number	803	816	734
Overall Rate of Employee Promotions	16.5%	18.7%	17.7%
Number and Percentage of Promotions, by Gender			
Female	335	344	301
	41.7%	42.2%	41.0%
Male	468	470	431
	58.3%	57.6%	58.7%
Non-Binary	0	2	2
	0.0%	0.2%	0.3%
Number and Percentage of Promotions, by Age			
Under 30 Years Old	194	213	185
	24.2%	26.1%	25.2%
30-50 Years Old	567	564	510
	70.6%	69.1%	69.5%
Over 50 Years Old	42	39	39
	5.2%	4.8%	5.3%
Number and Percentage of Promotions, by Region			
Americas	494	521	409
	61.5%	63.9%	55.7%
Asia	235	192	247
	29.3%	23.5%	33.7%
Europe, Middle East, and Africa	74	103	78
	9.2%	12.6%	10.6%

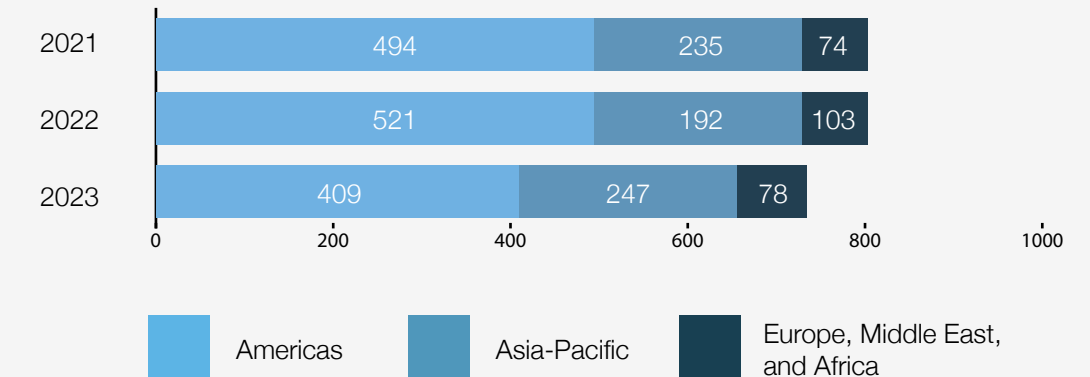
Promotions, by Gender



Promotions, by Age



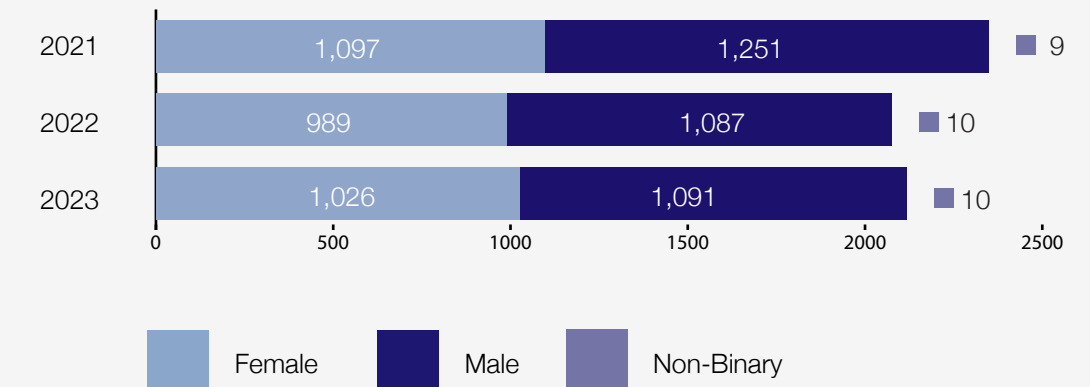
Promotions, by Region



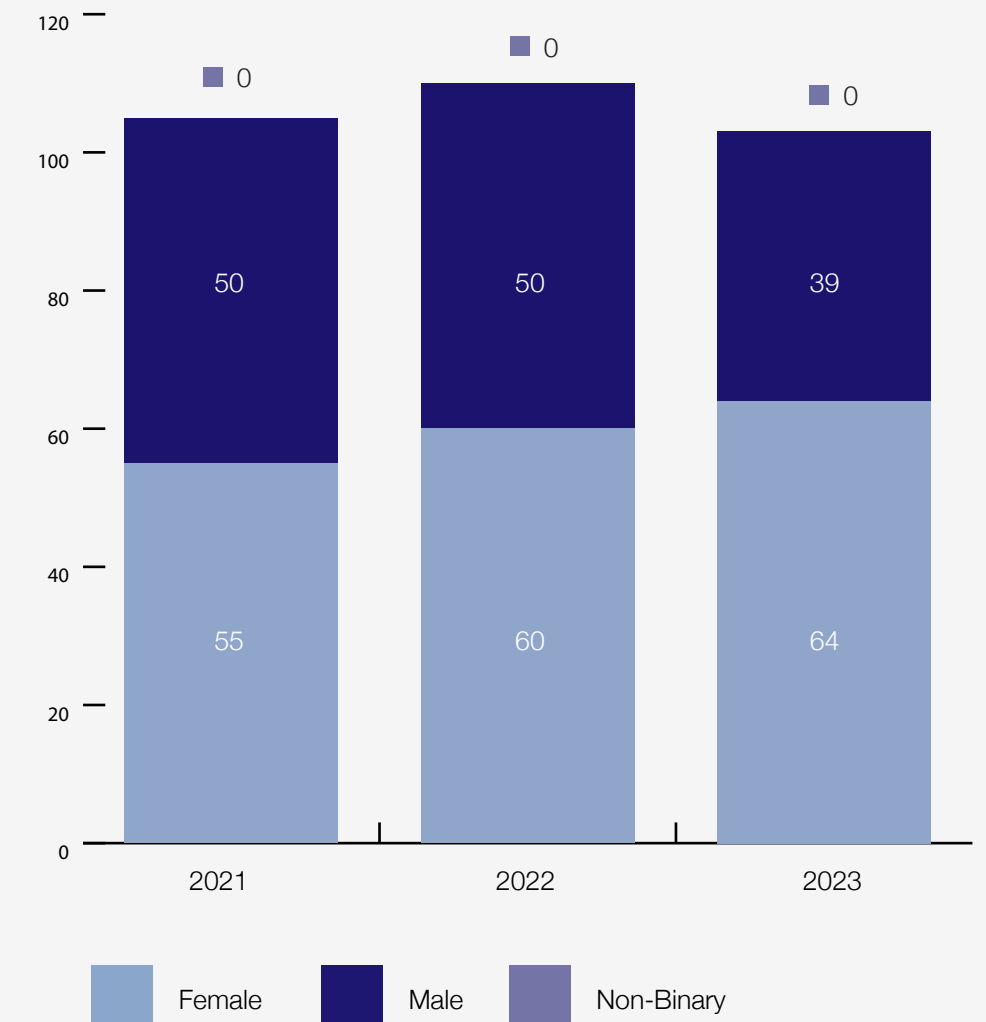
Appendix

Metric	2021	2022	2023
Parental Leave (U.S. Only)			
Number of Employees That Were Entitled to Parental Leave, by Gender			
Female	1,097	989	1,026
Male	1,251	1,087	1,091
Non-Binary	9	10	10
Number of Employees That Took Parental Leave, by Gender			
Female	55	60	64
Male	50	50	39
Non-Binary	0	0	0
Number of Employees That Returned to Work in the Reporting Period After Parental Leave Ended, by Gender			
Female	57	51	66
Male	49	49	43
Non-Binary	0	0	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	30	36	31
Male	40	30	37
Non-Binary	0	0	0
Employee Engagement ¹⁰			
Percentage of Employees Who Feel Engaged	81%	72%	76%
Training and Education			
Employees Receiving Regular Performance and Career Development Reviews	82%	77%	79%

Employees Entitled to Parental Leave, by Gender



Number of Employees That Took Parental Leave, by Gender

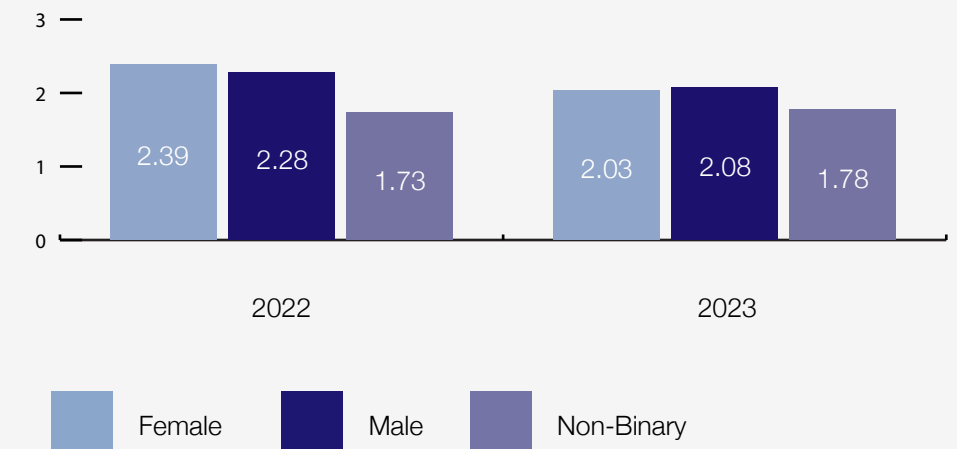


10 - Employee engagement survey conducted for the first time in 2021 and included the Consensus business.

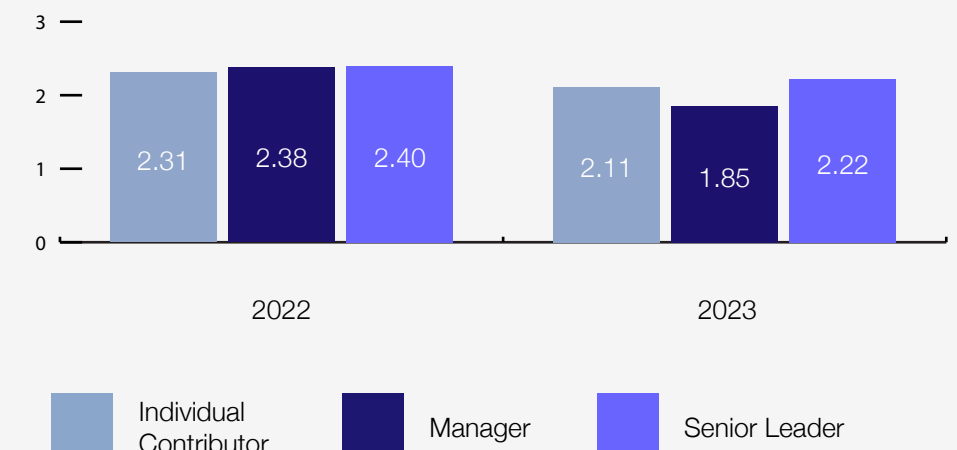
Appendix

Metric	2021	2022	2023
Average Hours of Training ¹¹		2.32	2.06
By Gender			
Female		2.39	2.03
Male		2.28	2.08
Non-Binary		1.73	1.78
By Job Level			
Individual Contributor		2.31	2.11
Manager		2.38	1.85
Senior Leader		2.40	2.22
Total Training Hours ^{11, 12}		10,125	8,567
By Gender			
Female		4,126	3,419
Male		5,985	5,132
Non-Binary		14	16
By Job Level			
Individual Contributor		7,805	6,587
Manager		1,986	1,638
Senior Leader		334	342
Percentage of Employees Receiving Training ¹¹		100%	100%
By Gender			
Female		100%	100%
Male		100%	100%
Non-Binary		100%	100%
By Job Level			
Individual Contributor		100%	100%
Manager		100%	100%
Senior Leader		100%	100%

Average Training Hours, by Gender



Average Training Hours, by Job Level



11 - Training data covers courses related to compliance and HR, and is inclusive of the anti-corruption training disclosed on page 57; other types of training are not included.

12 - Change in training hours due to reduction in hiring and associated training during onboarding.

Appendix

Metric	2021	2022	2023
Global Diversity			
Employees by Gender			
Female	38.1%	39.5%	40.5%
	1,858	1,723	1,681
Male	61.7%	60.3%	59.3%
	3,010	2,625	2,465
Non-Binary	0.2%	0.2%	0.2%
	9	8	9
Individual Contributors by Gender			
Female	37.4%	39.5%	40.7%
	1,472	1,336	1,268
Male	62.4%	60.4%	59.1%
	2,450	2,043	1,842
Non-Binary	0.2%	0.1%	0.2%
	9	5	7

Metric	2021	2022	2023
Managers by Gender			
Female	41.8%	41.6%	41.0%
	348	346	362
Male	58.2%	58.3%	58.8%
	485	486	520
Non-Binary	0.0%	0.1%	0.2%
	0	1	2
Senior Leaders by Gender			
Female	33.3%	29.5%	32.5%
	44	41	50
Male	66.7%	70.5%	67.5%
	88	98	104
Non-Binary	0.0%	0.0%	0.0%
	0	0	0

Appendix

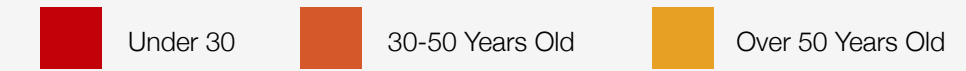
Metric	2021	2022	2023
Employees by Age			
Under 30 Years Old	30.9%	27.1%	21.9%
	1,506	1,181	909
30-50 Years Old	61.8%	64.2%	68.0%
	3,016	2,798	2,828
Over 50 Years Old	7.3%	8.7%	10.1%
	355	377	418

Metric	2021	2022	2023
Individual Contributors by Age			
Under 30 Years Old	36.9%	33.3%	27.5%
	1,445	1,128	856
30-50 Years Old	56.9%	59.5%	64.5%
	2,225	2,013	2,012
Over 50 Years Old	6.2%	7.2%	8.0%
	242	243	249

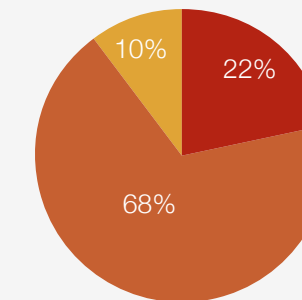
Metric	2021	2022	2023
Managers by Age			
Under 30 Years Old	7.3%	6.2%	6.0%
	61	52	53
30-50 Years Old	83.4%	82.0%	80.1%
	695	683	708
Over 50 Years Old	9.3%	11.8%	13.9%
	77	98	123

Metric	2021	2022	2023
Senior Leaders by Age			
Under 30 Years Old	0.0%	0.7%	0.0%
	0	1	0
30-50 Years Old	72.7%	73.4%	70.1%
	96	102	108
Over 50 Years Old	27.3%	25.9%	29.9%
	36	36	46

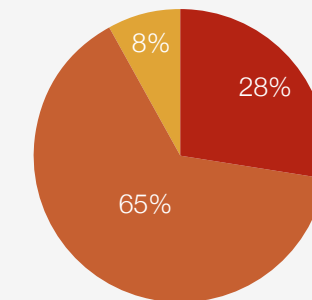
2023 Diversity by Age ¹³



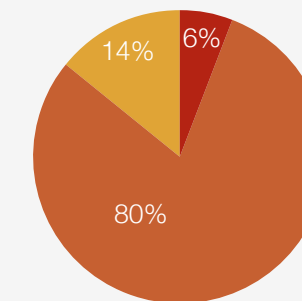
Employees



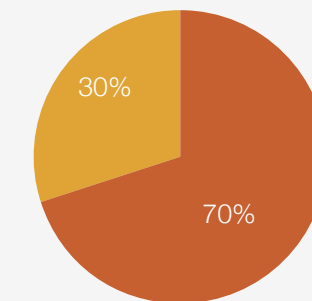
Individual Contributors



Manager



Senior Leaders



13 - Percentages in the graphs may not equal 100% due to rounding.

Appendix

Metric	2021	2022	2023
U.S. Diversity			
U.S. Workforce	2,404	2,130	2,163
Individual Contributor	1,739	1,493	1,467
Manager	537	509	555
Senior Leader	128	128	141
Employees by Gender			
Female	47.2%	48.3%	48.8%
	1,136	1,029	1,055
Male	52.4%	51.3%	50.8%
	1,263	1,093	1,099
Non-Binary	0.4%	0.4%	0.4%
	9	8	9
Individual Contributors by Gender			
Female	47.8%	49.5%	50.6%
	831	740	742
Male	51.7%	50.0%	48.9%
	899	746	718
Non-Binary	0.5%	0.5%	0.5%
	9	7	7

Metric	2021	2022	2023
Managers by Gender			
Female	48.5%	49.3%	48.1%
	261	251	267
Male	51.5%	50.5%	51.5%
	277	257	286
Non-Binary	0.0%	0.2%	0.4%
	0	1	2
Senior Leaders by Gender			
Female	33.6%	29.7%	33.3%
	43	38	47
Male	66.4%	70.3%	66.7%
	85	90	94
Non-Binary	0.0%	0.0%	0.0%
	0	0	0

Appendix

Metric	2021	2022	2023
Employees by Age			
Under 30 Years Old	19.2%	16.6%	14.4%
	462	354	311
30-50 Years Old	69.1%	69.4%	70.6%
	1,660	1,478	1,527
Over 50 Years Old	11.7%	14.0%	15.0%
	282	298	325
Individual Contributors by Age			
Under 30 Years Old	24.9%	22.1%	19.7%
	432	330	289
30-50 Years Old	64.6%	65.8%	67.7%
	1,124	983	993
Over 50 Years Old	10.5%	12.1%	12.6%
	183	180	185
Managers by Age			
Under 30 Years Old	5.6%	4.5%	4.0%
	30	23	22
30-50 Years Old	82.5%	79.2%	78.7%
	443	403	437
Over 50 Years Old	11.9%	16.3%	17.3%
	64	83	96

Metric	2021	2022	2023
Senior Leaders by Age			
Under 30 Years Old	0.0%	0.8%	0.0%
	0	1	0
30-50 Years Old	72.7%	71.9%	68.8%
	93	92	97
Over 50 Years Old	27.3%	27.3%	31.2%
	35	35	44
Employees by Race			
Asian	14.6%	13.5%	13.8%
	352	287	299
Black or African American	5.1%	6.1%	6.0%
	123	129	130
Hispanic or Latiné	9.8%	9.9%	9.8%
	235	210	212
Native Hawaiian or Other Pacific Islander	0.5%	0.3%	0.3%
	11	7	7
American Indian or Alaska Native	0.2%	0.1%	0.2%
	4	3	3
White	67.2%	67.7%	67.2%
	1,616	1,443	1,453
Two or More Races	2.6%	2.4%	2.7%
	63	51	59

Appendix

Metric	2021	2022	2023
Individual Contributors by Race			
Asian	15.5%	14.6%	14.7%
	270	218	215
Black or African American	6.1%	7.2%	7.0%
	107	108	103
Hispanic or Latiné	11.2%	10.9%	10.4%
	194	162	152
Native Hawaiian or Other Pacific Islander	0.4%	0.4%	0.3%
	7	6	5
American Indian or Alaska Native	0.1%	0.1%	0.1%
	2	1	2
White	63.7%	64.3%	64.4%
	1,107	960	945
Two or More Races	3.0%	2.5%	3.1%
	52	38	45

Managers by Race			
Asian	11.2%	10.0%	11.0%
	60	51	61
Black or African American	2.2%	3.4%	4.0%
	12	17	22
Hispanic or Latiné	7.3%	8.8%	10.4%
	39	45	58

Metric	2021	2022	2023
Native Hawaiian or Other Pacific Islander	0.7%	0.2%	0.4%
	4	1	2
American Indian or Alaska Native	0.4%	0.4%	0.2%
	2	2	1
White	76.2%	75.0%	71.9%
	409	382	399
Two or More Races	2.0%	2.2%	2.1%
	11	11	12

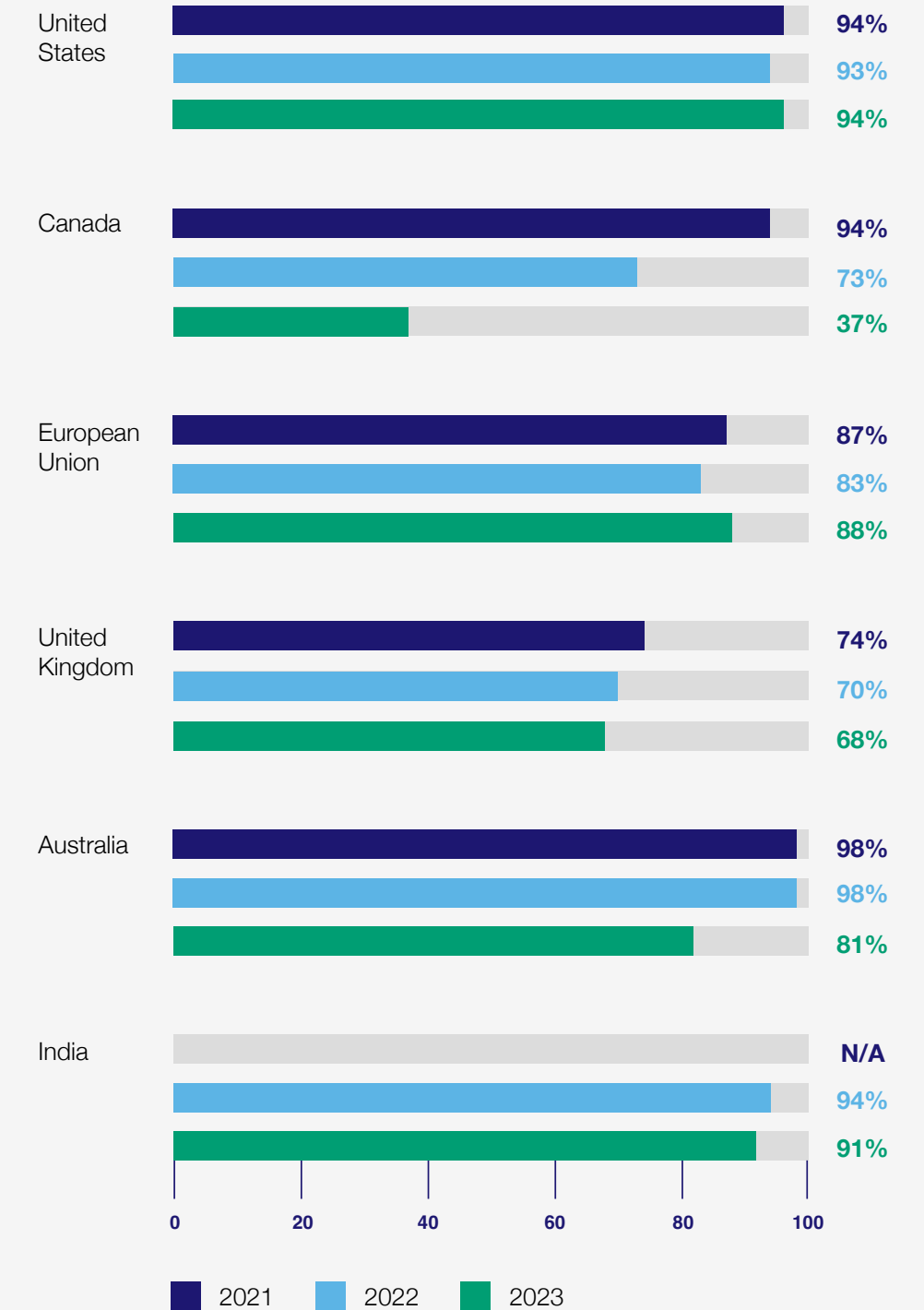
Senior Leaders by Race			
Asian	17.2%	14.1%	16.4%
	22	18	23
Black or African American	3.1%	3.1%	3.5%
	4	4	5
Hispanic or Latiné	1.6%	2.3%	1.4%
	2	3	2
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%
	0	0	0
American Indian or Alaska Native	0.0%	0.0%	0.0%
	0	0	0
White	78.1%	78.9%	77.3%
	100	101	109
Two or More Races	0.0%	1.6%	1.4%
	0	2	2

Appendix

Global Economic Data

Metric	2021	2022	2023
Local Procurement ¹⁴			
Percentage of Local Spend, by Region			
United States	94%	93%	94%
Canada	94%	73%	37%
European Union	87%	83%	88%
United Kingdom	74%	70%	68%
Australia	98%	98%	81%
India	N/A	94%	91%
SASB Activity Metrics			
Subscriptions			
Average Monthly Subscribers (in millions)	2.35	2.65	3.24
Percentage That Are Cloud-Based	100%	100%	100%
Monthly Average Revenue per Subscriber	\$18.10	\$18.20	\$14.80
Data Storage ¹⁵			
Total Amount	N/A	18 PB	27 PB
Percentage Outsourced	60%	85%	84%

Proportion of Spend on Local Suppliers, by Region ¹⁴



14 - Estimates based on vendor data. Excludes countries with less than \$1 million in overall supplier spend. 2022 and 2023 data includes all supplier spend while prior year data only included tech spend, which is a majority of our overall supply chain spend. Data for India was added in 2022 and 2021 data is not available. The proportion of local spend in Canada for 2023 declined due to switching to a U.S.-based cloud vendor.

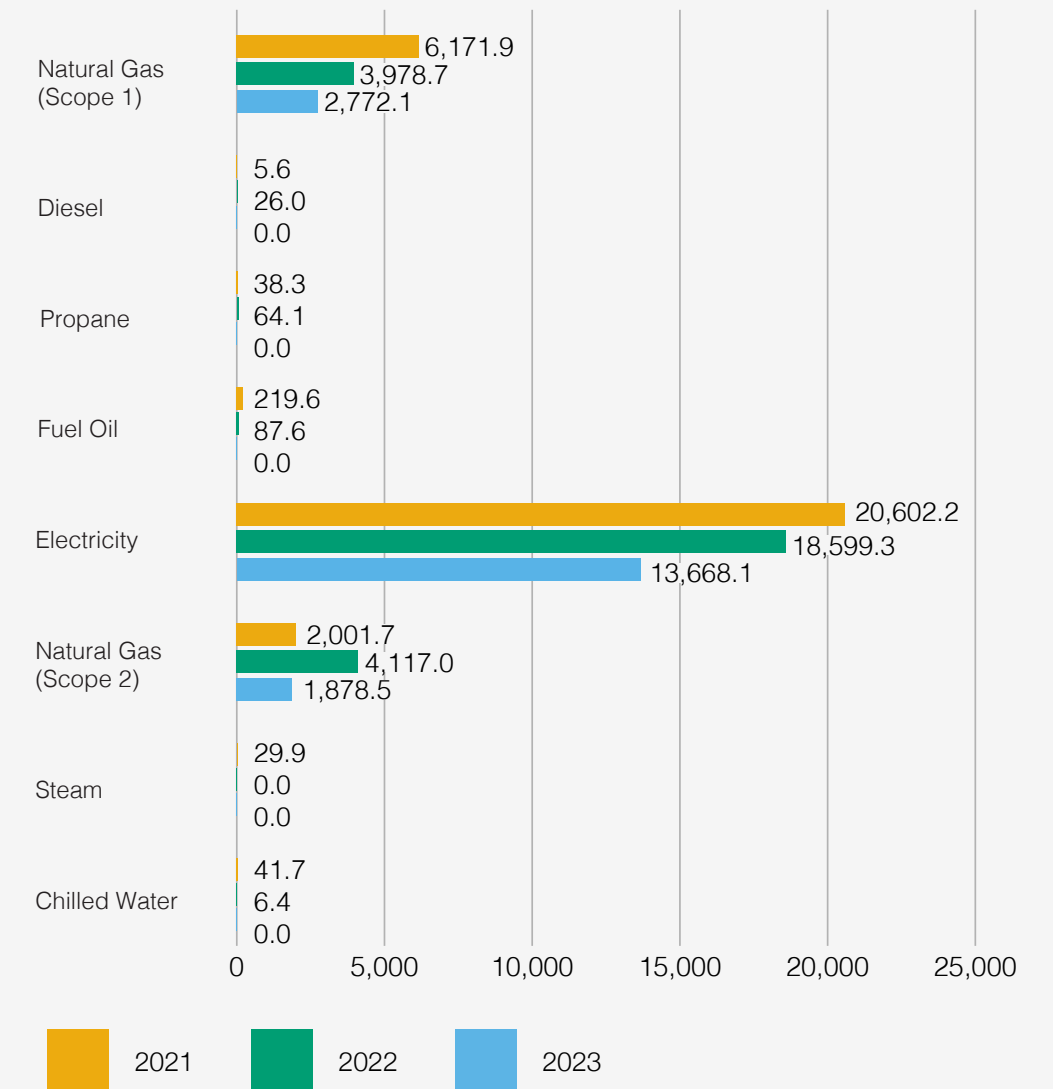
15 - In 2022, Ziff Davis developed a more robust calculation methodology that means the new figure is not comparable to prior year data. For that reason the prior year data has not been included. The new more robust method will be used going forward. Data storage figures exclude encrypted customer data that the Company is not able to access.

Appendix

Global Environmental Data ¹⁶

Metric	2021	2022	2023
Energy			
Total Energy Consumption (Gigajoules)	29,110.9	26,879.1	18,318.7
Natural Gas (Scope 1) ¹⁷	6,171.9	3,978.7	2,772.1
Diesel	5.6	26.0	0.0 ¹⁸
Propane	38.3	64.1	0.0 ¹⁸
Fuel Oil	219.6	87.6	0.0 ¹⁸
Electricity	20,602.2	18,599.3	13,668.1
Natural Gas (Scope 2) ¹⁷	2,001.7	4,117.0	1,878.5
Steam	29.9	0.0	0.0
Chilled Water	41.7	6.4	0.0
Percentage Grid Electricity	70.8%	69.2%	74.6%
Percentage Renewable	1.1%	6.8%	15.3%
Energy Intensity (GJ / \$1,000 Revenue)	0.02055	0.01932	0.01343
Revenue (in Thousands)	\$1,416,722	\$1,390,997	\$1,364,028

Total Energy Consumption (Gigajoules)



16 - We engaged third-party sustainability consultant Agendi to conduct our GHG audit. 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' CO2 Emissions from Fuel Combustion 2020 report and the U.S. Environmental Protection Agency's Emissions & Generation Resource Integrated Database (eGRID) publication. Additional emissions factors are the Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-6, released by the U.S. Environmental Protection Agency. 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 (CO2), methane (CH4), nitrous oxide (N2O), and hydrofluorocarbons (HFCs). Perfluorocarbons (PFCs), sulfur hexafluoride (SF6), and nitrogen trifluoride (NF3) 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: CO2, CH4, N2O, HFCs, PFCs, SF6, and NF3.

As our emissions methodology is refined in future years, our emissions numbers are subject to change. In 2022, our 2021 GHG emissions were retroactively recalculated due to improved access to vendor spend data and refinements in our calculation methodology. These recalculated prior year emissions reflect those submitted to the Science Based Targets initiative (SBTi) to inform our climate targets. Following a third-party assurance process, our 2022 Scope 1 and 2 emissions calculations were verified within the 5% materiality threshold. However, minor adjustments (0.5% location-based, 4% market-based) were made to reflect the assurance findings. These adjustments to our 2022 Scope 2 data have been incorporated into this year's report.

17 - 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.

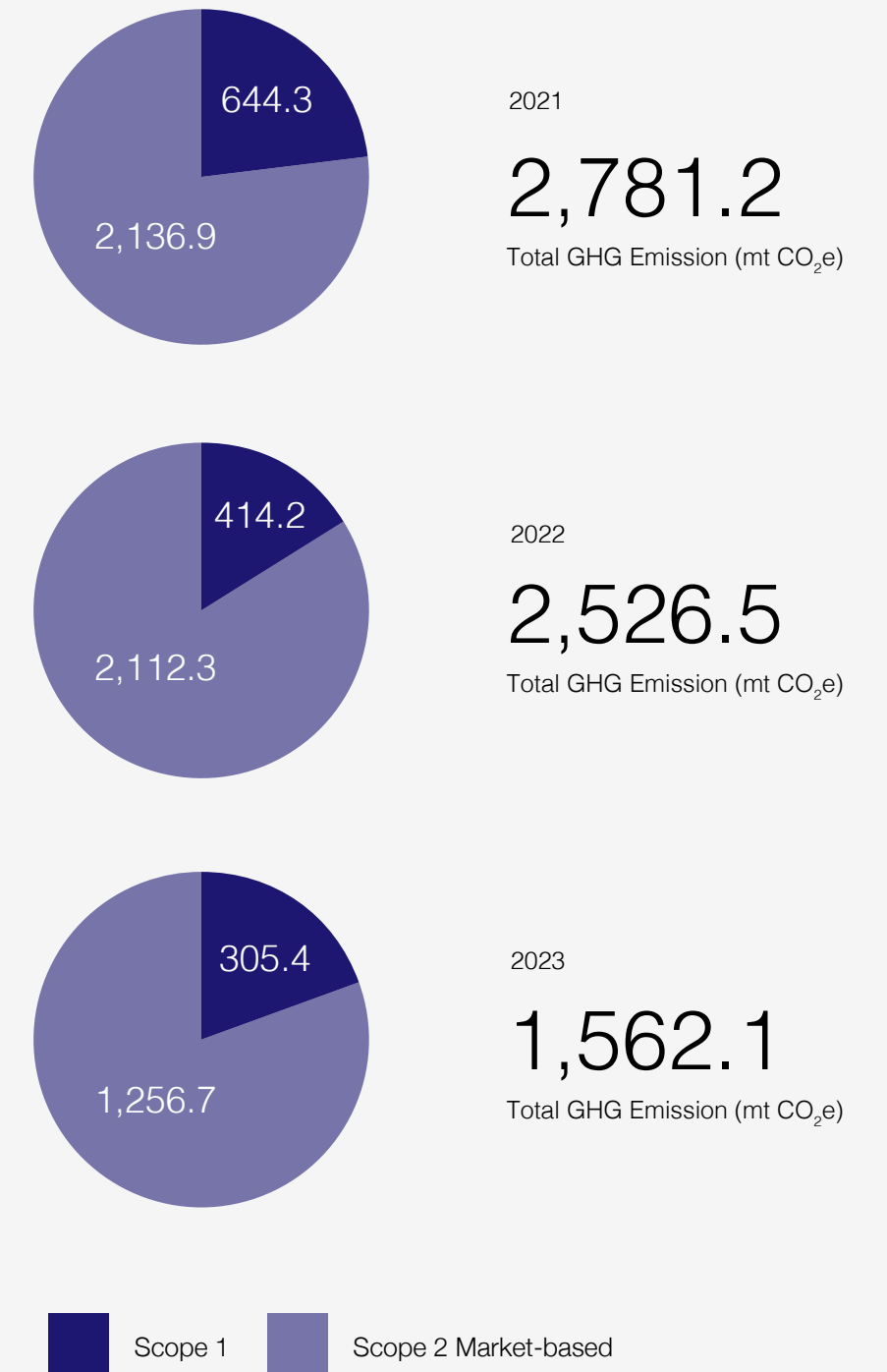
18 - Last year's inventory included small amounts of diesel, propane, and fuel oil used for building heating. Due to the more rigorous calculation methodology used this year through CBECS (the U.S. EIA Commercial Buildings Energy Consumption Survey), and because the use of other fuels has historically proven to be non-material, these emission sources are excluded from our 2023 inventory. Natural gas was assumed as the primary heating source for 2023.

Appendix

Metric	2021	2022	2023
Emissions			
Scope 1 Direct GHG Emissions (mtCO₂e)	644.3	414.2	305.4
Natural Gas ¹⁷	310.7	198.8	139.6
Diesel	0.4	1.8	0.0
Propane	2.2	3.7	0.0
Fuel Oil	18.0	7.2	0.0
Refrigerant Loss	313.0	202.7	165.8
Scope 2 Indirect GHG Emissions (mtCO₂e, Market-based)	2,136.9	2,112.3	1,256.7
Electricity	2,031.6	1,904.3	1,162.1
Natural Gas ¹⁷	100.8	207.3	94.6
Steam	3.0	0.0	0.0
Chilled Water	1.5	0.7	0.0
Scope 2 Indirect GHG Emissions (mtCO₂e, Location-based)	2,055.9	1,983.8	1,339.6
Electricity	1,950.1	1,776.1	1,245.0
Natural Gas ¹⁷	100.8	207.3	94.6
Steam	3.0	0.0	0.0
Chilled Water	2.0	0.4	0.0
Scope 1 and 2 Market-based Emissions (mtCO₂e)	2,781.2	2,526.5	1,562.1

17 - 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.

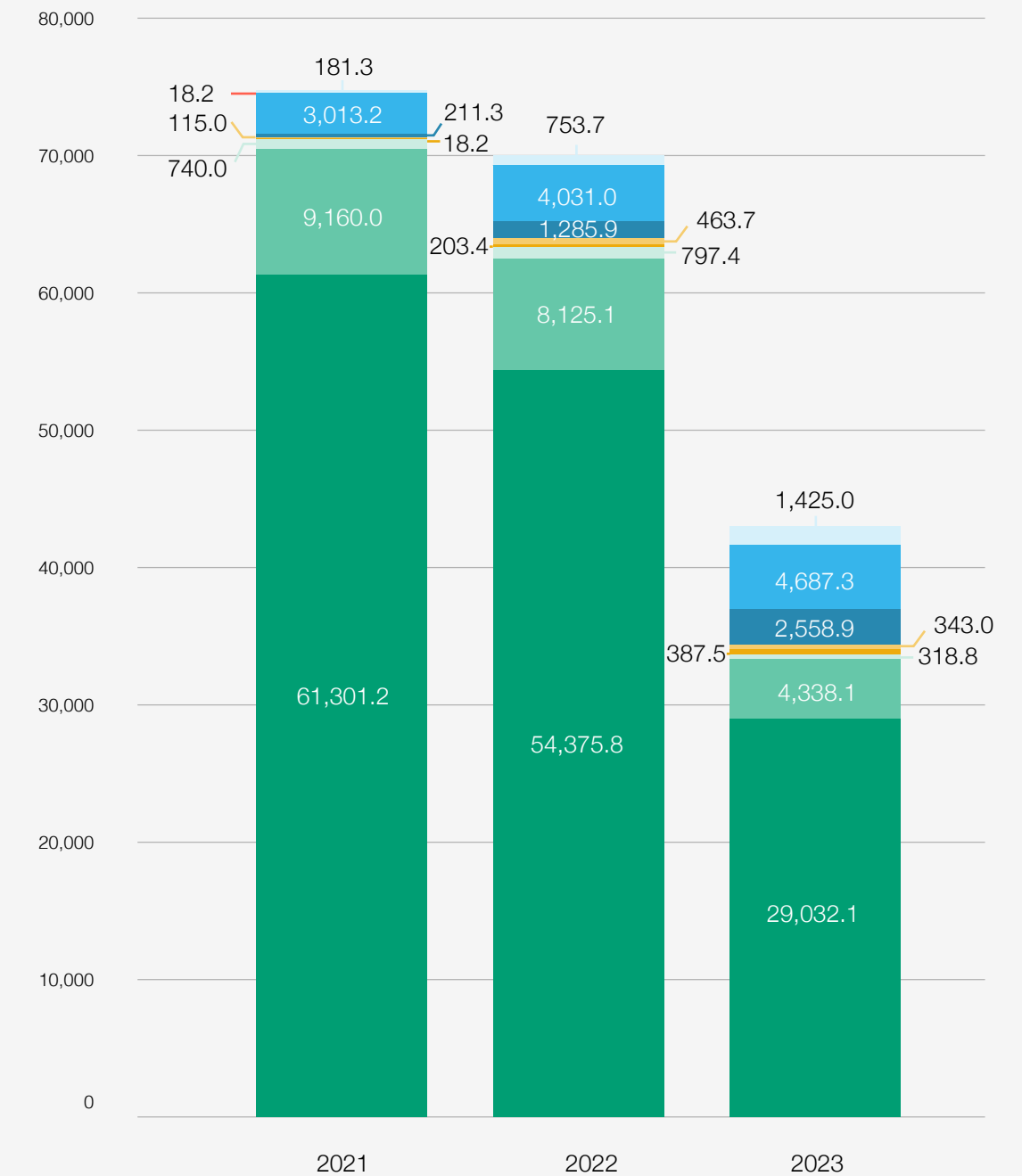
Annual Scope 1 + 2 Market-based Emissions (mtCO₂e)



Appendix

Metric	2021	2022	2023
Scope 3 Value Chain GHG Emissions (mtCO₂e)¹⁹	74,758.4	70,036.0	43,090.7
Category 1: Purchased goods and services	61,301.2	54,375.8	29,032.1
Category 2: Capital goods	9,160.0	8,125.1	4,338.1
Category 3: Fuel- and energy- related activities	740.0	797.4	318.8
Category 4: Upstream transportation	18.2	203.4	387.5
Category 5: Waste generated in operations	115.0	463.7	343.0
Category 6: Business travel	211.3	1,285.9	2,558.9
Category 7: Employee commuting (including Teleworking)	3,013.2	4,031.0	4,687.3
Category 9: Downstream transportation and distribution	18.2	-	-
Category 13: Downstream Leased Assets	181.3	753.7	1,425.0
Scopes 1, 2 Market-based, and 3 GHG Emissions Intensity (mtCO₂e / \$1,000 Revenue)	0.05473	0.05210	0.03274

Scope 3 Value Chain GHG Emissions (mtCO₂e)



19 - All relevant Scope 3 categories are included. In 2022, category 9 was shifted to category 4.

Appendix

GRI Content Index

Statement of use: Ziff Davis has reported the information cited in this GRI content index for the period January 2023 - December 2023 with reference to the GRI Standards.

Disclosure

Report Location or External Ziff Davis Reference

GRI 2: General Disclosures 2021

General Disclosures

2-1 Organizational details

Ziff Davis, Inc.
New York, NY

2023 Annual Report: Properties, page 38

2023 Annual Report: Market for Registrant's Common Equity, Related Stockholder Matters and Issuer Purchases of Equity Securities, pages 39-41

2-2 Entities included in the organization's sustainability reporting

2023 Annual Report: Business Overview, pages 3-12

2-3 Reporting period, frequency and contact point

About This Report, page 55
Annual
sustainability@ziffdavis.com

2-4 Restatements of information

About This Report, page 55

2-5 External assurance

Ziff Davis received **external assurance** on our 2023 Scope 1, Scope 2, and Scope 3 (Category 1) emissions

2-6 Activities, value chain and other business relationships

2023 Annual Report: Business Overview, pages 3-12

2023 Annual Report: Properties, page 38

2023 Annual Report: Financial Statements and Supplementary Data, pages 57-112

Chapter 3: Risk Management, page 31

There were no significant changes in the reporting period

2-7 Employees

2023 Annual Report: Business Overview, pages 3-11

Chapter 1: Human Capital Management, page 10

Data Tables, page 56

Appendix

Disclosure

Report Location or External Ziff Davis Reference

2-9 Governance structure and composition

2024 Proxy Statement: Meetings and Committees of the Board, pages 22-25
 Chapter 4: Corporate Governance, page 39
 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 2-3

2-11 Chair of the highest governance body

2024 Proxy Statement: Backgrounds and Qualifications, pages 6-14

2-12 Role of the highest governance body in overseeing the management of impacts

2024 Proxy Statement: Risk Management, page 21
 Chapter 3: Risk Management, page 31
 Chapter 4: Corporate Governance, page 39
 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 4: Corporate Governance, page 39

2-14 Role of the highest governance body in sustainability reporting

Chapter 4: Corporate Governance, page 39

2-15 Conflicts of interest

2024 Proxy Statement: Review and Approval of Transactions With Related Parties, page 80
 Corporate Governance Principles: Ethics and Conflicts of Interest, page 4

2-16 Communication of critical concerns

Chapter 4: Corporate Governance, page 39

2-17 Collective knowledge of the highest governance body

2024 Proxy Statement: Backgrounds and Qualifications, pages 6-14

2-18 Evaluation of the performance of the highest governance body

Chapter 4: Corporate Governance, page 39
 Environmental, Social and Corporate Governance Committee Charter: Performance Evaluations, page 4

Appendix

Disclosure

Report Location or External Ziff Davis Reference

2-19 Remuneration policies

2024 Proxy Statement: Director Compensation, pages 26-27
 2024 Proxy Statement: Compensation Discussion and Analysis, pages 34-50
 Compensation Committee Charter

2-20 Process to determine remuneration

2024 Proxy Statement: Director Compensation, pages 26-27
 2024 Proxy Statement: Compensation Discussion and Analysis, pages 34-50
 Compensation Committee Charter: Duties and Responsibilities, pages 1-2

2-21 Annual total compensation ratio

2024 Proxy Statement: Pay Ratio Disclosure, page 60

2-22 Statement on sustainable development

CEO Letter, page 3

2-23 Policy commitments

Chapter 4: Corporate Governance, page 39
 Chapter 5: Environmental Management, page 47
 Code of Business Conduct and Ethics

2-24 Embedding policy commitments

Chapter 4: Corporate Governance, page 39
 Code of Business Conduct and Ethics

2-26 Mechanisms for seeking advice and raising concerns

Chapter 4: Corporate Governance, page 39
 Code of Business Conduct and Ethics
 EthicsPoint Reporting Webpage

2-28 Membership associations

Chapter 1: Human Capital Management, page 10

2-29 Approach to stakeholder engagement

Chapter 4: Corporate Governance, page 39

2-30 Collective bargaining agreements

2023 Annual Report: Human Capital Resources, page 10

Appendix

Disclosure

Report Location or External Ziff Davis Reference

GRI 3: Material Topics

Material Topics

3-1 Process to determine material topics

Introduction, page 2

3-2 List of material topics

2023 ESG Report: Materiality Assessment, page 8

3-3 Management of material topics

Chapter 1: Human Capital Management, page 10

Chapter 2: Local Communities, page 21

Chapter 3: Risk Management, page 31

Chapter 4: Corporate Governance, page 39

Chapter 5: Environmental Management, page 47

Economic topics

Procurement Practices (GRI 204: Procurement Practices 2016)

204-1 Proportion of spending on local suppliers

Chapter 3: Risk Management, page 31

Data Tables, page 56

Anti-corruption (GRI 205: Anti-corruption 2016)

205-2 Communication and training about anti-corruption policies and procedures

Chapter 4: Corporate Governance, page 39

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 4: Corporate Governance, page 39

Appendix

Disclosure

Report Location or External Ziff Davis Reference

Environmental topics

Energy (GRI 302: Energy 2016)

302-1 Energy consumption within the organization

Data Tables, page 56

302-3 Energy intensity

Data Tables, page 56

Water and Effluents (GRI 303: Water and Effluents 2018)

303-1 Interactions with water as a shared resource

Chapter 5: Environmental Management, page 47

Emissions (GRI 305: Emissions 2016)

305-1 Direct (Scope 1) GHG emissions

Chapter 5: Environmental Management, page 47
Data Tables, page 56

305-2 Energy indirect (Scope 2) GHG emissions

Chapter 5: Environmental Management, page 47
Data Tables, page 56

305-3 Other indirect (Scope 3) GHG emissions

Chapter 5: Environmental Management, page 47
Data Tables, page 56

305-4 GHG emissions intensity

Chapter 5: Environmental Management, page 47
Data Tables, page 56

Appendix

Disclosure

Report Location or External Ziff Davis Reference

Social topics

Employment (GRI 401: Employment 2016)

401-1 New employee hires and employee turnover	Data Tables, page 56
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Chapter 1: Human Capital Management, page 10 Employee Benefits Webpage
401-3 Parental leave	Data Tables, page 56

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 10 Data Tables, page 56
404-2 Programs for upgrading employee skills and transition assistance programs	Chapter 1: Human Capital Management, page 10
404-3 Percentage of employees receiving regular performance and career development reviews	Chapter 1: Human Capital Management, page 10 Data Tables, page 56

Diversity and Equal Opportunity (GRI 405: Diversity and Equal Opportunity 2016)

405-1 Diversity of governance bodies and employees	Chapter 4: Corporate Governance, page 39 Data Tables, page 56
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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
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Customer Privacy (GRI 418: Customer Privacy 2016)

418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Chapter 3: Risk Management, page 31 Data Tables, page 56
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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, (3) percentage renewable	TC-SI-130a.1, TC-IM-130a.1	Chapter 5: Environmental Management, page 47 Data Tables, page 56
	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 47
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 3: Risk Management, page 31
	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 3: Risk Management, page 31
	(1) Number of law enforcement requests for user information	TC-SI-220a.4, TC-IM-220a.4	Data Tables, page 56
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	TC-SI-220a.5, TC-IM-220a.5	Chapter 3: Risk Management, page 31
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 3: Risk Management, page 31
Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore	TC-SI-330a.1, TC-IM-330a.1	1) While Ziff Davis does employ foreign nationals, we do not currently track this metric company-wide. 2) Data Tables, page 56
	Employee engagement as a percentage	TC-SI-330a.2, TC-IM-330a.2	Chapter 1: Human Capital Management, page 10
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-SI-330a.3, TC-IM-330a.3	Data Tables, page 56
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	TC-SI-520a.1, TC-IM-520a.1	Chapter 4: Corporate Governance, page 39
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	TC-SI-550a.1	Chapter 3: Risk Management, page 31
	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	2023 Annual Report: Risk Factors, pages 13-37
Activity Metrics	Entity-defined measure of user activity	TC-IM-000.A	Data Tables, page 56
	(1) Number of licenses or subscriptions, (2) percentage cloud-based	TC-SI-000.A	Data Tables, page 56
	(1) Amount of data storage, (2) percentage outsourced	TC-SI-000.C	Data Tables, page 56

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 4: Corporate Governance, page 39 Chapter 5: Environmental Management, page 47 2023 Climate Change CDP Disclosure, items C1.1a, C1.1b, C1.1d
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	Chapter 5: Environmental Management, page 47 2023 Climate Change CDP Disclosure, items C1.2, C1.3, C1.3a
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 47 2023 Climate Change CDP Disclosure, items C2.1a, C2.3, C2.3b, C2.4, C2.4a
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	2023 Climate Change CDP Disclosure, items C3.1, C3.2, C3.3, C3.4
	c) Describe the resilience of the organization's strategy, taking into consideration different climate related scenarios, including a 2°C or lower scenario.	2023 Climate Change CDP Disclosure, items C3.2
Risk Management	a) Describe the organization's processes for identifying and assessing climate-related risks.	Chapter 5: Environmental Management, page 47 2023 Climate Change CDP Disclosure, items C2.2, C2.2a
	b) Describe the organization's processes for managing climate-related risks.	Chapter 5: Environmental Management, page 47
	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 47 2023 Climate Change CDP Disclosure, items C2.2
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, page 56
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Data Tables, page 56 2023 Climate Change CDP Disclosure, items C6.1, C6.2, C6.3, 6.5
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Data Tables, page 56 2023 Climate Change CDP Disclosure, items C4.1, C4.1a



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, connectivity, health and wellness, cybersecurity, and martech. For more information, visit: www.ziffdavis.com.

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