OUR COMMITMENT TO ESG

A relentless focus on corporate citizenship has been a hallmark of Meredith Corporation since our company was founded nearly 120 years ago. While times have changed and the scale of our reach has increased, our commitment to doing what’s right is unwavering.

Through our extensive portfolio of brands, we inform, inspire, and entertain our readers and viewers. We take very seriously the trust they place in us. We’re applying that same level of care and commitment to ensuring a sustainable future for Meredith and our clients, investors, employees, and business partners. We’re pleased to share our ESG journey and growth with you.

“It’s not just about what you stand for. It’s about what you stand up for.”

– TOM HARTY
CHAIRMAN, CEO AND PRESIDENT
FROM OUR CHAIRMAN, CEO & PRESIDENT

Meredith has been a vital and trusted source of information, inspiration, and entertainment for nearly 120 years. We’ve met every challenge head-on, with a focus on service to customers and communities, and without compromising the integrity and trust that are the foundation of our relationships with consumers, advertisers, colleagues, and other stakeholders.

The past year presented a number of challenges beyond COVID-19, including unprecedented social and political unrest, economic uncertainty, and climate concerns. Each influenced the way we work, our relationships with friends and family, our cooking habits, our reading and viewing habits—in short, everything.

At Meredith, our heightened focus on environmental, social, and governance (ESG) strategies helped us honor the relationships, values, and commitments that have made us one of the nation’s leading multichannel media companies.

We leveraged our unparalleled understanding of American consumers—especially women—to adapt our editorial content even as we strengthened our employee safety protocols, heightened our commitment to environmental sustainability, and continued our tradition of supporting and giving back to our communities at the individual, team, and corporate levels.

As I look at the ESG opportunities we face in the coming years, Meredith’s commitments will drive our services and innovation forward. At the company level, we formed an ESG Leadership Council, a group of the most senior leaders at Meredith, to bring greater intentionality and energy to our ESG strategy. We plan to join the UN Global Compact in March 2022. In this report, you’ll begin to see how our work aligns with that organization’s Principles and Sustainable Development Goals, with updates in subsequent years.

You’ll also learn about our:

• **Environmental sustainability efforts**, including our work to track and reduce greenhouse gas emissions, our responsible paper sourcing, and our LEED certifications.

• **Social goals**, including pay parity; diversity, equity, and inclusion; and talent management.

• **Governance initiatives**, an area where transparency is more important than ever, including insights on our data security and privacy policies, our commitments to journalistic and advertising integrity, and a clear outline of our corporate governance structure.

We look forward to doing more in fiscal 2022—and to being more disciplined and intentional about sharing, measuring, and reporting on our goals and commitments in the future.

On behalf of everyone at Meredith, I hope you’ll join us on this journey and encourage you to visit our [website](#) to stay up to date on the latest developments.

Tom Harty
Chairman, CEO and President
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Meredith’s Local Media Group

In May 2021, we announced an agreement to sell the Local Media Group (LMG) to Gray Television, Inc., and our intent to focus exclusively on our National Media Group (NMG) portfolio post-close. Given the FY2021 focus of this ESG Report, it’s pertinent to include the ESG actions of the LMG team as part of Meredith.
OUR APPROACH TO ESG

As the nation’s largest brand-powered media company focused on women, we have abundant opportunities to use our influence for good. In 2021, we built our first materiality matrix. Through that research and a materiality assessment, we identified six core areas of focus:

- **Integrity**: Maintaining the utmost integrity in the journalism we produce and the advertising we deliver is essential to our business. That responsibility is the highest order for our company.

- **Data privacy and security**: You trust us with your data, and we treat it with respect. We take all necessary measures to secure it, our practices meet all regulatory requirements, and we maintain the privacy that you require.

- **Talent**: Our employees are our No. 1 asset. We maintain a culture where outstanding work is rewarded, individual talents are nurtured and celebrated, and inclusion is the norm.

- **Diverse and inclusive representation**: The work we produce and the people who create it must represent the audiences we serve.

- **Technology and digital transformation**: Digital technology is a cornerstone of our business, and we harness that expertise to help achieve our ESG commitments.

- **Environmental sustainability**: Being responsible stewards of our resources is an essential part of building a sustainable future for our stakeholders.
ESG Leadership Council

The members of the ESG Leadership Council were appointed by Chairman, CEO and President Tom Harty in fiscal 2021. The council meets at least quarterly to oversee, track, and manage ESG commitments and activities across the enterprise. They report progress regularly to Tom Harty and the Board of Directors, who oversee all Meredith ESG activities. There has been strong participation at each meeting since the group was founded.

Gary Brown
SVP, Content, Local Media Group

Jason Frierott
Chief Financial Officer

Chuck Howell
SVP, Strategic Sourcing/Newsstand/Production Operations

Erica Jensen
SVP, Chief Communications Officer

Daphne Kwon
Chief Strategy Officer

Catherine Levene
President, National Media Group

Mary Margaret
Editor in Chief, Entertainment Weekly

Jenny McCoy
Executive Director, Environmental, Social, Governance (ESG)

Patrick McCreery
President, Local Media Group

Mell Meredith
Chairman of the Board, Meredith Corporation Foundation; VP, E.T. Meredith Foundation; Member, Meredith Corporation Board of Directors

Dina Nathanson
SVP, Human Resources

Diane Parker
VP, Diversity, Equity, and Inclusion (DEI)

John Zieser
Chief Development Officer

Tom Harty,
Chairman of the Board, CEO and President
Materiality Methodology

To create our materiality matrix, we began by examining ESG items that influence our business, whether from an environmental, social, human resources, or business practice and governance standpoint.

We narrowed that list to nearly 40 items, and we surveyed our critical stakeholders: employees, investors, advertisers, licensing partners, and a representative sample of the 190 million Americans who have a relationship with our brands.

These stakeholders rated each item on its importance and then prioritized the items that were the most critical. After examining each of the group’s responses, we then layered in impact analysis scoring from our ESG Leadership Council, a group of the most senior leaders at Meredith, to arrive at our core critical items and this materiality matrix.

The most material items were summarized into the six key areas noted below and on page 5, each comprising several individual attributes within the topic.
HIGHLIGHTS

Within the six material ESG areas that most influence our business—integrity, data privacy and security, talent, diverse and inclusive representation, technology and digital transformation, and environmental sustainability—our ESG Leadership Council identified areas that will carry us forward in the years to come.

The United Nations Sustainable Development Goals (SDGs) define 17 global priorities and aspirations for 2030. Here’s how our ESG commitments align with the UN SDGs.

**PLANET**

We’re committed to becoming more environmentally sound in our daily operations, value chain, and procurement processes.

**PEOPLE**

Our people are our most important resource. We’re committed to diverse, equitable, and inclusive representation in our content and our workforce, and continuously working to grow and improve our DEI efforts.

**RESPONSIBILITY**

We’re committed to the highest standards of ethical conduct and expect our business partners to do the same.

“We plan to join the UN Global Compact in March 2022, so you will start to see how we align with its Principles and Sustainable Development Goals with updates in subsequent years.”

– TOM HARTY, CHAIRMAN, CEO AND PRESIDENT
ENVIRONMENTAL PLANET

We work each day to deepen consumer relationships and deliver maximum value to advertisers and investors, with minimal impact on the planet. We’re committed to becoming more environmentally sound in our daily operations, value chain, and procurement processes. That includes responsibly sourcing the paper we use for publishing, conserving energy and reducing greenhouse gas emissions, improving our recycling and waste management program, and managing water use.
Much of our content focuses on making smart, efficient use of resources and making the world—or at least your corner of the world—a more beautiful place. We bring that same level of joyful ingenuity, plus diligent care and responsibility, to our efforts as environmental stewards of the business and for our audiences.
ENVIRONMENTAL SUSTAINABILITY
MISSION STATEMENT

We structure our environmental work around the following mission statement and project charter, reflecting our commitment to people, profit, and planet:

“Meredith has taken a proactive approach to environmental sustainability because such action ultimately benefits our shareholders, our clients, our employees, and our planet. This approach also demonstrates that companies can and must be responsible environmental stewards while simultaneously increasing business efficiency and ultimately shareholder value.”

We will:
- Comply with applicable environmental laws and regulations, as well as other reasonable standards identified through our stakeholder engagement process.
- Continually measure our progress as we work to become more environmentally sound within our operations and procurement.
- Develop best practices for effectively managing relevant environmental issues for our company, including responsible paper, energy and transportation, waste and recycling, and water.
- Source responsibly harvested paper, minimize paper waste in the printing process, and increase recycling rates nationwide.
- Reduce unnecessary business travel, choose more efficient modes of transportation, and offer employee incentives for alternative commuting.
- Continue to improve energy efficiency while investigating cost-effective renewable generation opportunities.
- Generate less waste and find viable outlets for existing waste streams that could be recycled or composted.
- Continue to improve water efficiency and conserve water resources.
- Encourage employees, suppliers, clients, and other business partners to embrace sustainable and restorative practices through ongoing education and sharing of best practices.
- Raise consumer awareness of environmental issues by delivering inspiring, meaningful content through all media channels.
- Inform internal and external stakeholders about our environmental performance through our annual Environmental, Social, and Governance (ESG) Report.

Environmental Leadership Group

Meredith’s Environmental Leadership Group consists of senior managers from the company’s businesses that have the greatest environmental impact. This group meets quarterly and often gathers informally outside of official meetings, which are consistently well-attended.

- Tom Casey, VP, Engineering and Technology, Local Media Group
- Steve Crowe, SVP, Consumer Marketing, National Media Group
- Mike Lacy, SVP, Chief Information Officer
- Todd Neilsen, Director, Paper, National Media Group
- Chad Schumacher, VP, Production, National Media Group
- Sean Simonis, Executive Director, Strategic Sourcing
- Ryan Squier, VP, Corporate Real Estate and Security
- Amy Tincher-Durik, VP, PreMedia, National Media Group
- Bill Wood, GM, Executive Director, Newsstand Operations, National Media Group
Environmental Sustainability Ambassadors

A committee of Environmental Sustainability Ambassadors collaborates regularly on ideas for improving sustainability and implementing sustainable initiatives across the company. More than 60 employees have volunteered, representing a variety of positions, including human resources directors, editors, account managers, email analysts, and more, located across the U.S., Canada and India. These passionate individuals participate in quarterly video calls to share the successes they’ve achieved at their offices and to brainstorm ways to make Meredith more environmentally sound. Calls are consistently well-attended.

- Brynn Baker, Audience Retention Contents Manager, Interactive Media, Harlingen, TX
- Lila Battis, Senior Editor, Travel + Leisure, New York, NY
- Laurel Berenguer, Senior Human Resources Director, WGCL/WPCH, Atlanta, GA
- Janet Calvo, Key Account Consultant, WSMV, Nashville, TN
- Leigh Champion, Accounting/ Human Resources Director, WHNS, Greenville, SC
- Jeanette Chow, Creative Director, Meredith Parents Network, New York, NY
- Carolyn Cutrine, Editorial Manager, Entertainment Weekly, Los Angeles, CA
- Michael Dennis, Product Director, Des Moines, IA
- Suzanne Di Iorio, Executive Director, Content and Strategy, The Foundry, New York, NY
- Jessica Eno, Associate Art Director, Des Moines, IA
- Carole Ferrer, Campaign Manager, Seattle, WA
- Anne Gilhool, Integrated Sales Manager, Meredith Parents Network, New York, NY
- Marissa Gimbl, Director, Client Activation, New York, NY
- Max Goldberg, Senior Manager, Search Engine Marketing, New York, NY
- Jennifer Hermsen, Director Digital Asset Management Services, Des Moines, IA
- Tiffany Herring, Photo Researcher, PEOPLE, New York, NY
- Rick John, Group Director, PreMedia Print, Des Moines, IA
- Mark Johnson, Director of Engineering, WGCL, Atlanta, GA
- Kristin Kline, Sr. Account Manager, Audience Targeting, Des Moines, IA
- Lauren Lastovka, Senior Food Editor, Shelburne, VT
- Jeff Lovetinsky, Director of Engineering, KVU, Henderson, NV
- Terry Lysogorski, Office Manager and EatingWell Administrative Manager, Shelburne, VT
- Vivek Mathias, Director, Financial Accounting, Bangalore, India
- Pam Manor, Accounting/Human Resources Director, WNET, Saginaw, MI
- Meg O’Mara, Business Development Manager, Direct Media, New York, NY
- Vivek Mathias, Director, Financial Accounting, Bangalore, India
- Monica Ngo, Human Resources Director, KCTV, Fairway, KS
- Tim O’Neill, Executive Director of Employee Experience, Benefits and Wellness, Des Moines, IA
- Laura Paña, Senior Human Resources Director, KTVK/KPHO, Phoenix, AZ
- Chris Perrino, Vice President, Traffic Operations, WGCL, Atlanta, GA
- Joshua Pila, General Counsel, Local Media and Entertainment, Atlanta, GA
- Jamie Piper, Sales Coordinator, Mobile, AL
- Jessie Price, Editor in Chief, EatingWell, Shelburne, VT
- Adrienne Roark, Vice President/General Manager, KPTV, Beaverton, OR
- Rob Roszkowski, Quality Analyst, New York, NY
- Kim Schwartz, Sales Assistant/Facilities Coordinator, Los Angeles, CA
- Teresa Stedman, Human Resources Director, KPTV/KPDX, Beaverton, OR
- Flora Stubbs, Executive Editor, Travel + Leisure, New York, NY
- Alex Suskind, Music Editor, Entertainment Weekly, Los Angeles, CA
- Chetna Thukrai, Senior Manager, Audience Retention, Des Moines, IA
- Carla Van Maanen, Business Analyst, Des Moines, IA
- Steven Zampieri, Corporate Account Director, New York, NY
**RESPONSIBLE PAPER**

**Paper Mills**
During fiscal 2021, the percentage of our paper mills certified ISO 14001—an environmental management system for manufacturers focused on environmental performance—increased from 72% to 83%. Additionally, actual tonnage of paper purchased from mills certified ISO 14001 increased from 81% to 98%.

We use the web-based Environmental Paper Assessment Tool (EPAT®) to provide paper suppliers with a thorough, effective way to track environmental performance, identify potential areas for improvement, and help paper buyers make informed procurement decisions. Our goal in using EPAT® is to ensure that our magazine paper both looks great to readers and maintains a minimal environmental footprint. We use the wealth of EPAT® data in annual discussions with our paper suppliers. This includes reviewing their environmental performance over time and sharing how their scores compare with other paper mills—although we keep the identity of each mill confidential. We are a member of the EPAT® steering committee.

Our annual request for proposal (RFP) process helps select qualified paper suppliers who meet yearly requirements.

Vendors are evaluated on the following criteria:

- **Quality**: Meet or exceed quality manufacturing requirements.
- **Performance/Schedule**: Manufacture and ship in the most efficient and timely manner.
- **Customer Service**: Provide a single point of contact to handle all ordering and customer service needs.
- **Environment**: Meet all requirements for quality, performance/schedule, customer service, and environment at the greatest overall value.
- **Cost**: We select vendors that best meet all requirements for quality, performance/schedule, customer service, and environment at the greatest overall value.

We’re committed to paper purchasing policies that support the sustainable management of forests and other natural resources. Suppliers must be compliant with all environmental and forestry laws and regulations applicable to their federal, state, and local origins of operation. They must also demonstrate consistent improvement in their use of third-party certified sources. You can find a detailed CDP questionnaire about our forestry practices [here](#).

**How EPAT® Works**

EPAT® enables paper suppliers to efficiently share data on 19 performance indicators representing seven desired outcomes for environmentally preferable paper. For example, the desired outcome “clean production” requires data on seven distinct indicators: air quality, water quality, climate stability, solid waste, mercury emissions, mill environmental management systems, and minimum impact efforts. Each of these seven indicators includes specific reporting metrics common to all paper mills.

**EPAT® Desired Outcomes for Environmentally Preferable Paper**

1. Efficient use and conservation of raw materials
2. Waste minimization
3. Conservation of natural systems
4. Clean production
5. Community and human well-being
6. Economic viability of the paper
7. Credible reporting and verification
**Responsible Paper** (continued)

**Certified Paper**

There are three primary types of certification: Chain of Custody (CoC), Forest Certification, and Certified Sourcing. These certifications are typically granted by third-party evaluators who assess a forest according to standards set by certification organizations.

All of our paper is supplied by mills with third-party certification. Nearly 100% (99.6%) of the paper produced by the mills supplying Meredith is third-party certified.

As a major paper buyer, we’re able to leverage our position to promote responsible forestry through supplier and stakeholder partnerships. In daily operations, we encourage paper suppliers to increase their percentage of fiber from sustainably certified forests and purchase certified paper for our magazines.

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**99.6% of our magazine paper is sourced from third-party sustainably certified forests**

Many more companies are now requiring certified paper. To help meet the demand for certified paper, Sustainable Forestry Initiative (SFI) has developed a process called “Certified Sourcing”, where loggers are trained in sustainable forestry practices. This means that more trees can be harvested in a sustainable manner to protect waterways and wildlife. Our use of certified sourcing increased from 80% in fiscal 2019 to over 99% in fiscal 2020.
Responsible Paper (continued)

SFI Forest Partners Program
The former Time Inc., acquired by Meredith Corporation, was a founding member of the Sustainable Forestry Initiative (SFI) Forest Partners Program. This program provides a group certification model to help small and medium-sized landowners overcome barriers to certification by enabling them to develop, implement, and coordinate responsible forest management plans more simply and cost-effectively. Each landowner must complete an independent, on-site audit to verify compliance with the rigorous criteria of the SFI certification standard. We continued this commitment by making a $20,000 donation to the SFI Forest Partners Program in fiscal 2020 and participating on its leadership committee.

Types of Third-Party Certification

Forest Certification: Forestlands are audited by an independent third party for compliance with strict sustainable forest management principles outlined by forest certification organizations such as the Forest Stewardship Council (FSC), the Sustainable Forestry Initiative (SFI), or Programme for the Endorsement of Forest Certification (PEFC).

Chain of Custody (CoC): The fiber used to create the paper can be traced throughout the production cycle back to the original forest in which it was produced. The forests must be managed under specific sustainability guidelines to ensure that the trees were harvested properly.

Fiber Sourcing Standard: Loggers are trained to harvest raw materials using sustainable forestry practices. This means that more trees can be harvested in a sustainable manner to protect waterways and wildlife.

Forest Stewardship Council (FSC)/ Sustainable Forestry Initiative (SFI)/ Programme for the Endorsement of Forest Certification (PEFC): All groups authorize independent organizations to evaluate and grant certification to companies. To claim certification, companies must meet specific standards for forest management and obtain CoC certification, tracking their paper supply from end user to certified sources.

Responsible Paper Procurement

One of our values-driven suppliers, Sappi, owns two paper mills in North America and one in Europe that manufacture the paper used in a range of Meredith titles.

For 2025, Sappi has linked its sustainability targets to the United Nations Sustainable Development Goals (SDGs). Devoted to building a sustainable world through unlocking the power of renewable resources, Sappi committed to the Science Based Targets initiative and joined the UN Global Compact in 2020.

Sappi is also committed to the well-being of people in its local communities and around the world—starting with its safe work environments. Sappi’s fiscal 2020 global lost-time frequency injury rate (LTFIR) improved, with Sappi North America achieving its third straight year of record-setting safety performance.

Through exhibiting high activity and responsibility with regard to corporate social responsibility, Sappi received platinum ratings from Ecovadis across all its operating regions in 2020, placing Sappi in the top 1% of those measured.

Meredith’s relationship with Sappi is an outstanding example of supplier collaboration, as the companies maintain a regular dialogue about their mutual sustainability objectives. Meredith’s Executive Director of ESG sits on Sappi’s Sustainability Customer Council. The council, now in its 12th year, is comprised of nine customer organizations across Sappi’s three primary businesses—graphics paper, packaging, and dissolving wood pulp—and lends its voice to Sappi’s sustainability journey, helping craft strategies consistent with the UN SDG 17 (Partnering for the Goals).
Responsible Paper (continued)

Production
We save paper by reducing magazine basis weights (the thickness of the paper). Additionally, a majority of our magazines are run on a short cut-off press, further reducing paper use. When printing, we use ink optimization that reduces ink usage for our magazines by 10% to 12% versus traditional methods.

Newsstand Distribution
To reduce unsold copies distributed to retail outlets, we developed a magazine wholesaler incentive program to improve each title’s overall distribution process. Collaborating with our wholesale partners, we’re able to identify the optimal number of copies to print for each retail store and the corresponding quantity to be delivered to the numerous distribution centers located throughout the U.S. and Canada. Just prior to printing, we analyze wholesalers’ distribution plans for each retail store. Using criteria such as historical sales, inventory, promotion, and shelf space data, we search for opportunities to grow sales and reduce unsold copies. This optimization process adds and deletes stores from distribution, as well as increases or decreases copies for targeted stores. Once these store-level copy-demand changes are uploaded into wholesaler systems, we create and provide our printing partners a revised print order quantity for each distribution center and its corresponding retail store base. In addition, our largest newsstand wholesaler, Accelerate360, recycles all off-sale magazines, cardboard, and plastic to minimize waste.

Consumer Marketing
The growth of our digital editions has also helped reduce our paper usage. Customers have the opportunity to subscribe to Meredith magazines in a variety of ways. First, they can select a continuous-service subscription, which eliminates paper renewal notices. Consumers can also subscribe, renew, give gifts, and pay for their subscriptions online. We also have a partnership with Apple News+, a subscription service that consists of more than 300 magazines available in one app, including 31 Meredith brands. Consumers can access all current and past issues of available titles on Apple News+. The growth in digital subscriptions reduces our paper use. See data in chart below.

![Total Digital Copies Served: Fiscal Years](chart)

Numbers restated from prior reports to reflect changes in business. Fiscal years 2018–2021 reflect the addition of acquired titles from Time Inc.
ENVIRONMENTAL SUSTAINABILITY CONTENT

Better Homes & Gardens
The February 2021 issue included a story about greening your kitchen routine and featured a checklist for readers to assess their cooking and cleanup habits, as well as to discover how being greener will save some green.

EatingWell
Environmental sustainability is a core tenet of EatingWell’s editorial approach.

• “What’s Next” (June 2021): Profile of people who are using new technology and out-of-the-box thinking to improve the flavor and sustainability of everything from cheese and seafood to farm-fresh fruits and veggies.

• “From Dock to Door” (June 2021): In-depth feature on the rise in community-supported fisheries (CSFs). CSFs operate under the same model as CSAs: subscribers receive a weekly share of in-season fish and/or shellfish. While most of the seafood Americans consume is imported, CSFs connect diners with local fishermen and are more sustainable. This story traces the history of the CSF, how the movement has evolved, and how readers can get involved.

• “Food with Purpose” (August 2021): Feature on Steward, an organization that has invested more than $2.6 million in 16 different sustainable farms, including a livestock farm in Louisiana, two urban vegetable farms in Detroit and a vineyard in Switzerland.

FOOD & WINE
• “Better Birds” (July 2021): Story on the extra-sustainable farming practice of regenerative agriculture, which focuses on improving soil health, protecting animal welfare, and ensuring social fairness. The article outlines why regeneratively raised meat is the best choice for any cook who is also concerned about climate change.

• “Now That’s Good Wine” (July 2021): Story on the efforts of individual wineries and like-minded international wine coalitions to reduce carbon emissions across the wine industry and create a more sustainable future for winemaking.
InStyle
In each issue, every page of the Instant Style and Girl/Woman/Lady departments, as well as Style Service stories, includes at least one sustainable item. InStyle also calls out the ways the merchandise is sustainable in the credit, so it’s clear which items fit that bill.

Martha Stewart Living
- “Green Home Guide” (April 2021): Feature on how to reduce the carbon footprint of your home from top to bottom.
- “From Martha” (April 2021): A story about Martha Stewart’s passion for planting trees on her property to help the environment and make it a more beautiful place to live.
- “Soil 101” (April 2021): Story that featured everything readers need to know about soil and creating a better, safer garden.

Midwest Living
- “Good Neighbor”: This franchise highlights a different nonprofit each month with an editorial feature and a financial contribution. Recent features included Bur Oak Land Trust in Iowa and Living Lands and Waters in Illinois, both organizations committed to preserving and protecting the Midwest’s natural landscapes.
- “Beauty”: Each issue’s Beauty coverage has a strong emphasis on natural and clean-labeled products, or those with low environmental footprints.
- “Happy, Healthy Kitchen”: A package about kitchens with products and design that are good for both the environment and for a family’s personal health, in honor of Earth Day.

PARENTS
- “Green Cleaners That Shine” (April 2021): Annual round-up of reader-tested home cleaning products that are friendly to the planet. Winners are awarded the PARENTS Best Green Cleaners 2021 award.
- “Natural Beauty Stars” (April 2021): PARENTS beauty director Kate Sandoval Box and three other beauty-influencer moms shared their favorite skin, hair, and makeup products from companies that prioritize natural ingredients and green initiatives. We honored these items with the PARENTS Green Picks Seal.
- “Green Your Kitchen Routines” (May 2021): More than a dozen ways for families to work a little sustainability into their meal prep.
Successful Farming

• **“Soil Health Digest”**: For the last 18 months, Successful Farming has produced “Soil Health Digest,” a bimonthly magazine within a magazine that educates farmers about the key practices that encompass sustainable farming:
  - Cover crops
  - No-tillage or minimum tillage
  - Crop rotations
  - Bringing livestock back on the land
  - Water management
• The January 2021 issue featured low-carbon farming, along with a story about how farmers can tap into the explosive growth in solar generation.

Travel + Leisure

The Travel + Leisure Global Vision Awards aim to identify and honor companies, individuals, destinations, and organizations taking steps to develop more sustainable and responsible travel products, practices, and experiences. Not only are they demonstrating thought leadership and creative problem-solving; they are taking actionable, quantifiable steps to protect communities and environments around the world. What’s more, they are inspiring industry colleagues and travelers to do their part.

PEOPLE

In its April 26, 2021, issue, PEOPLE featured Drew Scott, star of The Property Brothers, discussing his work raising awareness about eco-consciousness in the entertainment industry. Its June 28, 2021, issue included an exclusive about human composting, a more eco-friendly option in death care.

REAL SIMPLE

REAL SIMPLE has a regular ongoing column called “The Power of Less,” which offers actionable advice and DIY ideas on how to be more eco-conscious and live smaller and greener.
WASTE AND RECYCLING

**Direct Mail**
We use 100% recyclable polybags to deliver magazines to customers’ homes. By consolidating magazine delivery for customers who subscribe to multiple magazines, we reduced polybag use by 22% in fiscal 2021 compared to fiscal 2020. That’s in addition to a 4% decrease in fiscal 2020 versus fiscal 2019.

**Hazardous Waste**
We produce three hazardous waste streams: fluorescent tube light bulbs, electronic waste, and batteries. Responsible hazardous waste disposal is important because it prevents harmful substances from ending up in water supplies and soil systems.

We use various suppliers across the country, including A-TEC in Des Moines and Terracycle in multiple markets, to recycle our used 8-foot, 4-foot, U-shaped, and circular fluorescent tube light bulbs. In fiscal 2021, we recycled 1,789 pounds compared to 1,296 pounds the prior year. Terracycle recycles our used batteries. In fiscal 2021, we recycled 233 pounds of batteries. The number is not available for fiscal 2020 because the vendor we used did not track this data. We recycle electronic waste company-wide through partnerships with a variety of vendors, including Ion Computer Systems, Apple, Sims Recycling Solutions, Ecyclers USA, ER2 LLC, and more. We recycled 22,773 pounds of waste in fiscal 2021 compared to 35,075 pounds of e-waste in fiscal 2020, primarily due to the impact of the COVID-19 pandemic. A significant amount of equipment was not processed this year because employees were working from home, so expect a jump in this number in fiscal 2022.

**Office Materials and Office Waste**
We’ve implemented a centralized trash disposal program at our New York office. Deskside trash and recycle bins have been replaced with shared centralized receptacles in more than 60 locations. We expect this change will save as many as 500,000 deskside plastic trash bags every year and increase recycling rates by as much as 35%. Centralized trash is becoming an industry standard, and we’re considering company-wide implementation.
Internal Printing

We continuously implement printing policies and digital programs to reduce paper and toner use. All printers are set to default to duplex printing. In fiscal 2017, the first year of this policy, we reduced paper use by close to 900,000 sheets. Reductions related to duplex printing continue, with nearly 5 million sheets saved since then. Meredith IT has implemented “Follow-Me” printing in Des Moines, New York, and several other offices. This feature allows employees to print to any computer in the building, from any device on our network, using a specific PIN. Because many print jobs end up being unnecessary or duplicates, employees can avoid this by entering their PIN at the printer station, reviewing a list of print jobs in their queue, and choosing to only print those that are necessary.

Meredith PreMedia has also implemented systems to reduce paper and ink while improving employee workflows and company risk management. In 2012, the team began replacing hard proofs with virtual soft proofs for color approval. In 2016, PreMedia invested in soft-proofing software to improve workflow and color accuracy. The team successfully implemented this digital proofing program for all magazines, with most hard proofs across the portfolio and other print products being eliminated. Converting from hard copy to digital eliminates the time and materials previously required to print and mail proofs to multiple locations. Precisely calibrated workstations provide designers with faster turnaround times but still maintain the highest-quality product for our brands. With proofing at a minimum while most employees worked remotely in fiscal 2021, our PreMedia team reduced the amount of paper purchased for proofing by 93% and didn’t need to purchase any new ink during the year.

We’ve deployed a paperless contract management system using digital approvals and e-signatures. In fiscal 2021, more than 61,000 total pages and 19,000 documents were processed electronically. Transitioning to a digital contract database saves paper and time, and allows for business continuity with digital storage of legal documents.

We’re also scanning all historical paper contracts to store in the contract management system, which is easily accessed by employees. Through this effort, nearly 5,000 pounds of paper were recycled between fiscal 2020 and fiscal 2021. We’ve instituted other paper-reduction activities company-wide, reducing office paper weights from 28 to 20 pounds.

Food Waste

When we host events in Des Moines that yield leftover food, we donate it to Eat Greater Des Moines’ food rescue program, which collects safe, prepared food and distributes it to agencies that serve people who are food-insecure.

In New York, the test kitchens compost all food scraps and have a program to recycle used cooking oil. In addition, our coffee supplier switched to Reunion Island’s biodegradable coffee pods instead of the plastic pods previously used for the single-serve coffee machines. The Des Moines and New York offices have eliminated plastic straws and coffee stirrers.

Reusable Dishware

We encourage employees to avoid using disposable cups, plates, and utensils in various ways across our offices.

Our offices in Des Moines; Portland, OR; Nashville, TN; Phoenix; Atlanta; Shelburne, VT; Seattle; and New York, as well as the office in India, provide reusable mugs or cups for employees to help reduce the use of disposable cups.

When use of disposables is necessary, we require all of our offices to order Ecoproducts items.
ENERGY AND TRANSPORTATION

Greenhouse Gas Emissions
In 2010, we committed to reducing our greenhouse gas (GHG) emissions by 20% over the next five years. We reached that goal in 2012—three years early. Since then, we have created a new baseline year of fiscal 2019 and ensured our ability to track the needed data in all controlled locations per GHG Protocol guidelines. The fiscal 2021 baseline data is available here, and the full fiscal 2021 GHG Emissions Report is available here.

We’ve set a goal to reduce absolute greenhouse gas emissions 12.5% by the end of fiscal 2024, with fiscal 2019 as the base year. This goal includes our Scope 1 and Scope 2 emissions, along with the employee travel portion of Scope 3. It equates to reductions of 2.5% per year on average, in line with the Paris Agreement commitment to keeping global temperature rise well below 2° Celsius. See our fiscal 2019 and 2020 GHG Emissions Reports here.

This year we collaborated with the Center for Industrial Research and Service (CIRAS) to identify and quantify our Scope 3 (value chain) greenhouse gas emissions for fiscal years 2019, 2020, and 2021. CIRAS, which is associated with Iowa State University’s College of Engineering, works with companies to fashion solutions specific to their individual needs. For fiscal 2019, 2020, and 2021, we measured our value chain emissions for Purchased Goods and Services, Capital Goods, Upstream Transportation and Distribution, Waste Generated, Business Travel, Employee Commuting, and Downstream Transportation and Distribution. Our fiscal 2021 total Scope 3 emissions were 605,118 metric tons of CO2 equivalents (CO2e), down from 1,056,284 tons of CO2e in fiscal 2020 and 1,496,482 tons of CO2e in fiscal 2019. These declines were led by the displacement of some print subscriptions by digital subscriptions and the fact that more people are viewing our content on mobile devices, which use less energy than other devices such as desktop computers. Our scope 1 and 2 emissions declined from 34,730 tons of CO2e to 29,325 tons of CO2e, primarily due to the installation of new television transmitters and remote work due to Covid. For more detail, see our fiscal 2021 Greenhouse Gas Report.

With this emissions data, we’ll conduct detailed analysis and explore the possibility of adjusting our Scope 1 and Scope 2 greenhouse gas reduction goal to a comprehensive goal across all Scopes.

Paper Mill Emissions
To reduce GHG emissions, our paper suppliers use biofuels as much as possible. Bark, wood scraps, and residuals from water treatment are burned for energy, lowering the carbon emissions that come from burning fossil fuels. Many suppliers also use co-generation boilers that burn biofuels and produce steam for energy. About half the energy used by our paper suppliers to manufacture their products comes from renewable, greenhouse-gas-neutral biofuels.

We use scores from the Environmental Paper Assessment Tool (EPAT®) and supporting data as the foundation for supplier discussions to gauge continuous environmental performance improvement. For example, under the climate stability indicator, EPAT® data might show that a mill’s total carbon dioxide (CO2) emissions decreased, but further discussion may reveal that this is simply the result of a drop in production. On the other hand, EPAT® might show that a mill’s CO2 emissions increased significantly. We might learn, however, that even as emissions went up as a result of increased production, the mill’s CO2 emissions per ton of production went down as a result of energy efficiency initiatives, demonstrating real environmental improvement.
Greenhouse Gas Emissions: Terminology
To help organizations measure and manage greenhouse gas (GHG) emissions, the U.S. Environmental Protection Agency (EPA) sets guidance for companies to calculate and report different GHG emission sources. These are referred to by different levels of scope.

- **Scope 1**: Direct GHG emissions that occur from sources controlled or owned by Meredith Corporation (e.g., GHG emissions caused by fuel combustion by corporate vehicles).

- **Scope 2**: Indirect GHG emissions that occur from supplying electricity, steam, heating, and cooling to Meredith buildings and facilities.

- **Scope 3**: Also called value chain emissions, these are GHG emissions that are outside of Scopes 1 and 2 and are generated by upstream sources such as Meredith’s suppliers (e.g., GHG emissions generated by paper mills) and downstream sources such as energy used to consume our content online.

Overview of GHG Protocol Scopes and Emissions Across the Value Chain

Source: WRI/WBCSD Corporate Value Chain (Scope 3) Accounting and Reporting Standard (PDF) (132pp, 5.9MB), page 5.
Facilities

Des Moines

Our data center in Des Moines uses a heating ventilation air conditioning (HVAC) system that incorporates a glycol loop, or “free cooling,” so that data servers can be cooled with much less electricity during colder months.

We’ve reduced our data center power and cooling footprint considerably by consolidating systems in a high-density, converged infrastructure. Nearly all servers in our data center operate as virtualized instances in this model, which dramatically reduces the number of physical devices necessary. We’ve also migrated many services to cloud-based offerings. Each move now results in a smaller data center footprint. In fact, we’ve saved approximately 5 million kilowatt hours annually since we acquired Time Inc. in 2018. We closed our Waukee, IA, data center and significantly reduced the footprint at our Weehawken, NJ, data center in 2021. This trend will continue as technologies mature and opportunities arise.

The Locust North building was constructed with many energy-efficient features. In 2010, it was LEED-certified by the U.S. Green Building Council—the first existing building in Iowa to be LEED-certified.

To decrease energy use, this building was designed with large windows to harvest daylight, and a dimming system to reduce electric lighting based on the available foot candles of natural light. All enclosed offices are located in the building’s core so natural light extends throughout the structure. Depending on the amount of natural light at any given time, sensors automatically dim individual lighting banks. Private offices, restrooms, and meeting rooms are equipped with motion sensors that automatically shut off lights at unoccupied times each day.

The Facilities department is constantly upgrading lighting systems to energy-efficient LED lights. With the completion of updates to the basement and lower level of the Locust South building, the lighting systems in both Des Moines buildings were 95% LED at the end of calendar 2020 and will be 100% LED by the end of calendar 2021.

Automation is part of both buildings’ energy conservation efforts. The building automation system turns the lighting and HVAC equipment on and off at preset times. The system also monitors energy demands, shutting down equipment to conserve energy and reduce the peak demand.

The buildings’ HVAC systems are also energy-efficient. Localized hydronic heat pumps handle the heating and cooling of both Des Moines buildings. These pumps move heating and cooling from one to another, thus saving energy. They use decentralized compressors and can “load shed” during peak demands to distribute the work. Relocating heating or cooling, instead of creating it, erases the need for a large chiller plant that requires more energy to operate—even at low loads.

We pioneered the editorial coverage of sustainability long before the issue entered public consciousness. In 1947, Better Homes & Gardens published “Solar House for a Small Lot,” a story that featured visionary architect David Barrow’s plan for a house with southward-facing, expansive windows. Here’s an excerpt from the story: “The secret of comfort lies not in the amount of glass, but in how well the summer sun is kept off it. Roof overhangs do the job; they shade the glass from mid-spring to mid-fall. During cold months, the sun angles in under the overhang, and helps the heating plant do its job less expensively.”

In 2020, Better Homes & Gardens published a magazine called Sustainable Home, packed with expert tips and ideas to help readers live more sustainably. It looks inside eco-friendly homes and offers inspiration for easy steps to take, whether readers are building a new home, renovating, decorating, or just making a few upgrades.
New York
Our New York office uses LED light bulbs and occupancy sensors to maximize energy efficiency. The Facilities team also tracks energy usage and uses a Building Management System to limit energy usage to only what is necessary. In addition, the building has an Energy Star rating and is 27% more energy-efficient than the national average. In fiscal 2020, the owners of the building applied for and were granted LEED Gold certification.

Chicago
Our office in Chicago has been LEED Gold certified since 2010. As a practice, we seek LEED Certified or Energy Star facilities for our leased properties.

Local Media Group
We upgraded transmitters at WSMV in Nashville and KVVU in Las Vegas in fiscal 2021, reducing electricity use by approximately 30% per month at each station.

LEED Gold Certification
The New York building at 225 Liberty St., where we lease office space, is LEED Gold certified. When applying for LEED certification, buildings are scored on a 110-point scale. The LEED Gold certification indicates that a building has scored between 60 and 79 points in the categories of Sustainable Sites, Water Efficiency, Energy and Atmosphere, Materials and Resources, Indoor Environmental Quality, and Innovation in Operations. This is the second highest LEED certification level attainable.

Energy and Water Tracking
In our continued efforts to identify needed maintenance, equipment failure, and opportunities for energy-efficiency retrofits and water conservation, the Local Media Group engineers and National Media Group Facilities staff teamed up to input all utility bills into the EPA’s Energy Star Portfolio Manager program. This free software program provides building-to-building comparisons across the company and with similar buildings in different regions. Designated employees from each office have been trained to enter energy and water bills into Portfolio Manager. Ongoing analysis compares stations and offices to uncover and share best practice energy, water, and cost-saving initiatives across Meredith. Each region and location has varying degrees of rebates and incentives to subsidize energy-efficiency projects. This data is also taken into consideration as we set goals for reduced energy and water use and greenhouse gas emissions. Click here to see total energy and water consumption companywide and comparisons between locations.
Transportation
A major aspect of our business involves transporting staff, reporters, and photographers to locations where news is happening. Employee business travel in the form of both flight and vehicle passenger miles has been included in our GHG emissions reports for fiscal 2019 through 2021. Moving forward, we’ll look more actively at opportunities to ensure that travel is both essential and efficient. Increased use of tools like Webex during the COVID-19 pandemic—and its demonstrated ability to replace travel in many instances—is expected to decrease future travel.

Video Conferencing
Before the impact of the pandemic, our IT department analyzed historical data on the use of video-conferencing tools and their effect on company travel. The data suggested that when employees are given access to and trained on online conferencing tools such as Webex, Microsoft Teams, and Zoom, their use and satisfaction with the videoconferencing programs increases while travel and associated costs decrease. As a result, we began ramping up use of these tools to reduce travel across the company. The remote-work phenomenon in calendar 2020 and 2021 amplified the use of videoconferencing, increasing employee comfort with the tool.

We’ve signed a multi-year deal with Cisco for its Webex product. This will continue to allow all of our employees to conduct video conferences and minimize travel as much as possible going forward. We’ll continue to measure and track GHG emissions related to employee travel in our GHG emissions report.

Employee Incentives
Beyond the business aspect of transportation, we work to promote environmentally friendly modes of transportation in our communities. For example, BCycle—Des Moines’ bicycle-sharing system—has installed a station at our headquarters.

We offer a bicycle commuter subsidy of up to $240 per year at all locations. The subsidy helps cover commuting-related expenses, such as the purchase of a commuter bicycle, commuting gear (helmet, gloves), bike lock, bike upgrades, repairs, and general maintenance. To receive the subsidy and be reimbursed for covered expenses, employees must submit their receipts and log their bicycle commuting sessions during a one-month period. Those who bike 10 or more times a month receive a monthly subsidy of $20. Convenient bike parking is available at our headquarters and most locations, including several with indoor storage.

In Des Moines, we subsidize employees who bike to work, ride Des Moines Area Regional Transit Authority (DART) buses, or participate in DART’s RideShare program. For more than 25 years, we’ve covered a portion of expenses for employees who take public transportation. We pay for employees’ DART express route passes. Employees pay just $15 of the cost to take the bus route throughout the Des Moines metro area.

DART also operates RideShare, a van-pooling program. RideShare connects commuters with similar travel patterns, schedules, and locations to set up a carpooling group. Once the group is formed (with up to 11 passengers plus a volunteer driver), a schedule and central meeting point are established. Commuters then pay a flat monthly fee. Employees submit their paid monthly receipt for RideShare, and we reimburse employee RideShare expenses.

At all other Meredith locations, employees can enroll in a Commuter Benefit Plan through Benefit Resource, Inc. Employees who sign up receive an eTRAC or Beniversal card (both prepaid by MasterCard) with stored value linked to their Commuter Benefit plans. The card allows participants to access plan funds at the point of sale to pay for eligible workplace mass transit and/or parking expenses.
WATER CONSERVATION

Facilities
Ample access to clean and safe water is a fundamental human right. In addition to water conservation efforts undertaken within our supply chain, we have taken steps to conserve water at our office locations and continuously seek reduction opportunities.

We developed a 21,000-square-foot green roof with trees and grass as part of our headquarters building in the 1950s. This roof, along with two city blocks of green landscaping, reduces the volume of precipitation runoff. The Des Moines irrigation system uses a satellite-data-based intelligent process to adjust watering according to weather patterns. The plantings on the west side of the building are native grasses, requiring little to no artificial irrigation.

In lieu of surface parking for Des Moines’ Locust North building, an underground parking garage was constructed to provide a protected space for vehicles and employees, as well as a more attractive site. This option allowed us to develop two city blocks on either side of the property into green space with artwork and a large garden. The plantings on the green space also help reduce precipitation runoff.

Installing low-flow showerheads at our 1716 Locust St. locker rooms saves an estimated 159,000 gallons of water per year. Setting up a deduct meter with the local water utility to credit Meredith for water that was used as irrigation and did not go to the storm sewer was a no-cost project that saved nearly $13,000 per year.

Water Tracking
In our continued efforts to identify leaks and possible water use reduction projects, the Local Media Group engineers and National Media Group Facilities staff teamed up to input all utility bills into the EPA’s Energy Star Portfolio Manager program described on page 26. This process resulted in finding a major leak at a Local Media Group broadcast station.
SOCIAL

PEOPLE

We’re committed to hiring and retaining a diverse staff that reflects the population of the U.S. while providing exciting opportunities for the next generation of media professionals to forge a fulfilling career with a company that informs, entertains, and inspires millions of Americans. We support local communities through our many philanthropic efforts and donations, and we expect our staff and suppliers to follow human rights policies as well as health and safety and worker rights policies.
COVID-19 RESPONSE

We adopted a multi-pronged approach to managing the challenges of the COVID-19 pandemic.

In the depth of the pandemic and the months that followed, we focused on deepening consumer connections and deploying vital, accurate, and reliable information that helped families protect their health and safety, navigate their changing work and social environment, and make the most of their time at home. Our brands were there to help customers and our employees manage pandemic-related stress.

For employees, our extensive and award-winning wellness program provided important resources to help them manage their physical, mental, and financial health during the crisis. We’ve taken the following actions to help protect the health, safety, and well-being of our employees in response to the COVID-19 pandemic:

- Moved all nonessential employees to a remote work environment and implemented additional safety measures for all essential employees, including providing necessary protective equipment, creating sanitizing locations, daily entry questionnaires, trainings, and adopting distancing and testing protocols to align with regulatory guidelines.
- Provided Telehealth benefits at no cost to employees through September 2020.
- Offered additional assistance with back-up childcare, including reimbursement for expenses and additional paid time off for employees with children at home due to schools and childcare closing.
- Provided a free 12-month premium membership to MyLife, a meditation app designed to help individuals manage their stress.
- Co-facilitated a series of company-wide discussions about developing strategies for self-care during turbulent times with our Employee Assistance Program, which also hosts free webinars about managing stress and offers employees 24/7 confidential access to professional counselors.
- Encouraged employees to get vaccinated by securing partnerships with pharmacies and vaccine clinics in our Des Moines and Birmingham locations, and provided paid time off for employees to receive their COVID-19 vaccines.

While the country was locked down before vaccines were available:

- Meredith’s TV stations (which cover 11% of the U.S.) kept essential news on the air while diligently following CDC guidelines for safety.
- Meredith magazines continued regular distribution schedules and maintained a flow of information that kept consumers informed and inspired.
- Meredith digital sites provided informative and inspiring information, with traffic up significantly.

MEREDITH EMPLOYEES MEET VIRTUALLY WHILE WORKING REMOTELY DURING THE PANDEMIC
TALENT

We give amazing minds a place to create amazing work. Our people are a competitive advantage and our most important resource. We’re committed to hiring and nurturing the best and brightest in the industry to drive our company forward.
HUMAN RESOURCES

Our human resources initiatives are designed to attract, develop, and retain a diverse group of highly qualified employees who embody values such as integrity, creativity, courage, initiative, passion, energy, teamwork, inclusiveness, and respect for others.

We focus on both the end result of an employee's work and how that end result is achieved. Our culture is centered around workplace community, collaboration, communication, and a shared sense of purpose. We have a robust hiring process that includes an in-depth behavioral-based interview approach. During the interview process, applicants are asked questions that explore areas such as collaboration, innovation, relationship building, and judgment, to name a few. This approach focuses on an applicant's professional and technical expertise and alignment with our core values to help ensure that every employee selected fits the competency requirements of the role they are pursuing and is a good match with the company's organizational culture.

A Successful Start with Meredith
A strong start is essential to success at Meredith. In addition to common onboarding practices, a new-employee orientation program includes manager- or HR-led modules and self-directed informational videos, policy documents, and training modules to guide new employees through learning our company culture.

Competitive Compensation
Competitive compensation is a Meredith cornerstone, and we have strong policies in place to ensure the well-being of all employees, including a commitment to provide a fair or living wage at a minimum according to each state's requirements.

We deliver a total rewards package (pay and benefits) to attract, retain, and motivate our employees. Our pay programs are competitive and are designed to recognize and reward individual performance. Every year, we communicate our compensation and benefits programs to all eligible employees through a personalized, comprehensive Total Compensation Statement. Click here to see details about Meredith benefits.

- We offer a competitive 401(k) plan with no vesting requirement and a generous company match to all full-time employees and part-time employees who work 30 hours or more per week. Ninety-six percent of our approximately 4,700 eligible employees participate.
- We offer an employee stock purchase program to all full-time employees and part-time employees who work 30 or more hours per week. Fifteen percent of our approximately 4,700 eligible employees participate.
- We participate annually in industry surveys to benchmark our programs and ensure overall pay levels are commensurate with the marketplace.
- We partner with the lender Social Finance to offer parent in-school loans; Tuition.io to provide a student-loan refinancing program for employees and family members who are either finished with college and/or currently financing college for themselves or dependents; and Gradvisor to offer 529 Plan college savings accounts. We provide tuition assistance to all full-time employees and part-time employees who work 30 hours or more per week.
Flexible Work Schedules
In fall 2021, we plan to implement a flexible work schedule for all full-time and part-time employees. Employees may continue to work the regular pre-pandemic work schedule or choose a hybrid schedule, which allows employees to maintain remote work time while also promoting interaction on the days when all employees are in the office together.

- We provide full-time and benefits-eligible part-time employees with several types of time off from work: personal days, holidays, earned vacation, optional vacation, family and medical leave, funeral leave, jury duty leave, and military leave. The vacation schedule for new hires and employees with fewer than three years of service was increased in January 2018. In 2020, because many people had to cancel vacations due to the pandemic, employees were given the opportunity to roll over vacation to calendar year 2021.

- We’ve offered a summer hours program for several years. Generally employees receive one full day of paid time off during each two-week pay period from Memorial Day to Labor Day, although that can vary by business group and depending on our financial position each year.
Strategic Performance Management

We pride ourselves on having a culture of highly engaged employees, which is largely driven by our tried-and-true approach to performance management. It starts with employees collaborating with their managers to set meaningful, actionable, and impactful goals at the beginning of the year. Throughout the year, managers and employees have regular dialogue regarding progress against those goals. At the end of the year, employees and managers complete a performance appraisal, which includes a discussion about goal attainment. It is a two-way conversation where employees are encouraged to provide their manager feedback on how they can best support day-to-day activities and interactions while helping employees achieve their longer-term career goals. This approach drives optimal employee engagement but also ensures that performance standards are applied fairly, reasonably, and with a focus on continuous improvement. Demonstrated successful performance is rewarded with appropriate increases in pay and promotional opportunities when they arise.

We offer a learning portal with ongoing employee growth and career development in mind. The learning portal provides engaging video-based learning that focuses on growth and career development for all full-time employees and part-time employees who work 30 hours or more per week. We also offer job-specific video-based learning as appropriate. Throughout the year, employees are notified when a new learning opportunity is available.

Employee Satisfaction and Engagement

We survey employees to monitor satisfaction and engagement. The most recent full employee survey was distributed in September 2020 and covered a range of topics, including productivity and collaboration; transparency and communication; employee well-being; and diversity, equity, and inclusion. Those results indicated that at least 74% of our employee base is actively engaged. To see more about the methodology, see appendix. Human Resources also conducted a pulse survey in February 2021 focused on our performance management process. Additionally, Tom Harty, our Chairman, CEO and President, regularly responds to employee questions and concerns in company-wide town hall meetings, with answers posted on the company intranet following the gatherings.

Meredith Training Courses

<table>
<thead>
<tr>
<th>Employee Compliance Training</th>
<th>Training Title</th>
<th>Audience</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Information Security Awareness</td>
<td>All employees, select agency workers, independent contractors</td>
<td>Annual: October</td>
<td></td>
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<tr>
<td>Code of Business Conduct &amp; Ethics</td>
<td>All employees</td>
<td>Biennial: September</td>
<td></td>
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<tr>
<td>Insider Trading</td>
<td>Employees with access to Insider Trading</td>
<td>One-time</td>
<td></td>
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<tr>
<td>Payment Card Industry Data Security Standard</td>
<td>Employees with access to PCI</td>
<td>Annual</td>
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<thead>
<tr>
<th>Meredith Learning</th>
<th>Training Title</th>
<th>Audience</th>
<th>Frequency</th>
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<tbody>
<tr>
<td>Anti-Harrassment</td>
<td>Non-Management employees, select agency workers, independent contractors</td>
<td>Annual: March</td>
<td></td>
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<tr>
<td>Anti-Harrassment: Supervisor</td>
<td>Supervisors with at least 1 direct report</td>
<td>Annual: March</td>
<td></td>
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<tr>
<td>Anti-Trust Training</td>
<td>Certain Local Media Group employees</td>
<td>Annual: May</td>
<td></td>
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<tr>
<td>California Consumer Privacy Act Compliance</td>
<td>Select employees in Customer Service</td>
<td>One-time</td>
<td></td>
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<tr>
<td>Electronic News Gathering, Part 1 and 2</td>
<td>Certain Local Media Group employees</td>
<td>Annual: March</td>
<td></td>
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<tr>
<td>Sr. Leadership IT Training</td>
<td>Certain Sr. Leadership team members</td>
<td>Annual: June</td>
<td></td>
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<tr>
<td>Payola, Plugola, and Conflicts of Interest</td>
<td>Certain Local Media Group employees</td>
<td>Annual: July</td>
<td></td>
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<tr>
<td>IT Acceptable Use Policy</td>
<td>All employees, select agency workers, independent contractors</td>
<td>Annual: July</td>
<td></td>
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<tr>
<td>Privacy and Data Protection Essentials</td>
<td>All employees</td>
<td>Annual: January</td>
<td></td>
</tr>
<tr>
<td>Social Media Training</td>
<td>Certain Local Media Group employees</td>
<td>Annual: November</td>
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WELLNESS

Our goals are to engage employees and spouses/domestic partners to lower health risks, actively manage and offer support to employees with elevated health risks, and develop employees to become proactive and savvy consumers of healthcare.

All senior executives participate in the wellness program and encourage their teams to do so as well. In fiscal 2021, 88% of employees and spouses/domestic partners participated in the wellness program. Only 12% of employees have three or more health risks, a drop of 16 points from 10 years ago. Seventy percent of national employers report 21% to 33% of their employees have three or more health risks. We are in the top 10% of employers whose workforce has fewer than three health risks.

Employees and their insured spouses/domestic partners receive the lowest medical-plan contribution rates by completing an annual wellness screening, health-risk assessment questionnaire, preventive exams, wellness campaigns, and lifestyle-coaching and tobacco-cessation programs as applicable.

Since 2010, we’ve included financial education and literacy in our wellness program. Financial workshops are offered throughout the year and cover topics such as employee benefits, healthcare, retirement planning, taxes, saving for life events, and holiday budgeting. In a survey, 99% of participants said they would recommend the program to others, and 91% believe their financial life has improved as a result of participating.

We’ve leveraged technology to engage wellness-program participants and to make campaigns inspiring, fun, interactive, and easy. Participants can watch wellness seminars, complete a nutrition education campaign, begin the tobacco cessation program, and engage with a wellness coach. The Meredith Wellness website is linked to payroll, so as campaigns are completed and incentives are earned and redeemed, employees see dollars added to their next paycheck.

Benefits-eligible employees who take part in our wellness initiatives, such as health-related seminars and healthiest-state walks, can also earn Well-Bucks. Employees use their Well-Bucks to reimburse such qualified purchases as athletic shoes, fitness apparel, therapeutic massages, and pre-retirement counseling. After buying a health- or wellness-related item, employees submit their receipt to cash out their Well-Bucks. Employees can earn a maximum of $125 of Well-Bucks a year and can “bank” up to $500 in Well-Bucks at any time.

We have an extensive and award-winning wellness program that’s available to employees and their spouses/domestic partners. It includes initiatives related to physical and financial wellness, nutrition and healthy eating, and stress management.
We also offer a variety of health and wellness reimbursement programs. We give subsidies to employees for health club memberships, nutrition counseling, group or personal training, organized activities/sports leagues, and individual tobacco cessation programs. Reimbursement rates are determined by how often an employee uses the service and/or completes the program. Well-Bucks can also be used to help cover the costs of the programs and services already noted.

In Des Moines, all employees and their spouses/domestic partners have access to a free 24-hour fitness center and more than 175 exercise classes each month. During the pandemic, we launched an online virtual gym where employees and their spouses/domestic partners could complete workouts on demand.

In Des Moines, an on-site medical office is available during regular business hours. A similar on-site medical clinic is also available to employees in our New York office. Employees in all locations are eligible for the health club reimbursement program, which pays up to 100% of a health club membership.

We partner with Raccoon Forks Farm, a community-supported agriculture (CSA) program in the Des Moines area. The CSA provides employees who opt in with fresh, organic, locally grown vegetables and eggs on scheduled dates from spring through fall.

Over 85% of employees and their partners/spouses participate in our wellness program

Wellness Committee
Mission Statement

“Meredith is committed to the health and well-being of its employees. The health and wellness program helps employees and families live more productive, happier, healthier lives—leading to an enjoyable retirement.”

Note: 2020 was not measured due to the pandemic, and the wellness screening lab work and preventive exam requirements were waived.
COMMUNITY GIVING AND VOLUNTEERISM

We donate approximately $1.7 million each year to nonprofit organizations through the Meredith Corporation Foundation. Additionally, we have a corporate contribution budget that donates nearly $1 million annually; and the Edwin T. Meredith Foundation, which is the Meredith family foundation, donates more than $1 million annually. Including the AAPI donations totaling $250,000 and described in the sidebar on this page, total contributions were nearly $4 million in fiscal 2021.

Our matching gifts program funds nonprofit organizations based on both employee financial contributions and volunteer hours. We match each employee’s gifts up to $5,000 per fiscal year. This includes an innovative volunteer hours match, under which we contribute funds based on hours employees volunteer with qualifying charities. Annually, approximately $600,000 of the Foundation’s budget goes to employee-supported charities.

The Meredith Star program allows employees to recognize colleagues for their hard work by awarding them points to redeem for prizes. Those employees can then donate the monetary value of their points to a charitable organization of their choice.

Employees across the company are also highly engaged on nonprofit boards and boards of professional organizations.

- Through various marketing-related initiatives, our National Media Group and Employee Resource Groups donated nearly $110,000 to nonprofit organizations in fiscal 2021.
- The National Media Group donated approximately $8 million worth of space across print and digital to Ad Council in fiscal 2021. Our Local Media Group contributed 32,000 spots and over 400 hours of air time, totaling more than $5 million worth of space.

United Way

We are a major contributor to United Way.

- We’ve increased our giving to United Way of Central Iowa from $250,000 in 2002 to $661,000 in 2020. While our donation high point was $818,000 in 2019, we were proud to have delivered strong results in 2020 despite the COVID-19 pandemic.
- We collected children’s books for United Way’s 2021 Stuff the Bus campaign, which donated nearly 24,000 books to nearly 150 United Way partners and programs.

Stopping Asian American Pacific Islander (AAPI) Hate

We donated a total of $250,000, divided among the following organizations, in support of stopping Asian American Pacific Islander (AAPI) hate.

- CAAAV: Works to build grassroots community power across diverse poor and working-class Asian immigrant and refugee communities in New York City.
- Stop AAPI Hate: Runs the Stop AAPI Hate Reporting Center, which tracks incidents of hate and discrimination against Asian Americans and Pacific Islanders in the U.S.
- Diversify Our Narrative: An organization of students fighting for racial justice through their education systems.
- National Asian American Pacific Islander Mental Health Association: Promotes the mental health and well-being of Asian Americans, Native Hawaiians, and Pacific Islanders.
- Asian Mental Health Collective: Aspires to make mental health easily available, approachable, and accessible to Asian communities worldwide.
Rebuilding Together
For many years, we’ve partnered with Rebuilding Together to complete projects in select markets to help preserve homeownership for the elderly, veterans, and low-income citizens. Since our partnership began in 2002, our work has impacted more than 280 homes and 40 nonprofits. Past projects have included restoring homes, rejuvenating local schools and parks, and lending a hand to nonprofits with painting and landscaping. Mell Meredith, Vice Chairman of the Meredith Board of Directors and Chairman of the Meredith Corporation Foundation, previously served on the national Rebuilding Together Board as Vice Chairman.

Other Community Support
We also support our communities in other unique ways:

• We have major relationships with Drake University, Iowa State University, and the University of Iowa. With Drake and Iowa State, we began the first-ever annual apprentice programs in which students work at Meredith for an extended period of time during the school year. This longer timeframe benefits students and managers. Students receive a more in-depth education on the business and have time to develop into skilled employees, understanding and invested in the work they do. Often, students’ apprenticeships turn into full-time jobs. In addition to the apprentice program, we make major annual financial contributions to each university. We also financially support the University of Iowa Accounting Writing Program at the Henry B. Tippie College of Business.

• Through Corporate Angel Network, we donate the use of our corporate jets in the transportation of cancer patients to and from treatment centers.

Nearly $4 million given to support our communities
American Patchwork & Quilting
- In January 2021, American Patchwork & Quilting magazine announced that it reached the goal of donating one million pillowcases to charities around the country as part of the One Million Pillowcase Challenge. Quilters and sewers around the country donated time and fabric to sew handmade pillowcases for those in need. One thousand pillowcases were donated to Bidwell Riverside in Des Moines for its holiday toy pantry. Parents in need were able to select a pillowcase to gift to their children when visiting the toy pantry.
- American Patchwork & Quilting magazine also donates fabric to several organizations around the country, including local chapters of Days for Girls; The Navajo Quilt Project (four different locations in Arizona, New Mexico, and Colorado); The Des Moines Quilters Guild; and Just Friends Quilt Group of Story County for various charity sewing projects.

Better Homes & Gardens
Better Homes & Gardens partnered with the FEED Foundation in May 2021. The organization received entry fees from the BHG Stylemaker event, coupled with a Better Homes & Gardens donation and proceeds from the purchase of Stylemaker event gift bags. Overall, this event resulted in 66,500 meals donated to help eliminate hunger in the U.S. and around the world.

EatingWell
- Food Corps Partnership: In 2020, EatingWell became an official charitable partner of FoodCorps. FoodCorps is a nonprofit organization with the goal of connecting kids to healthy food in school so they can lead healthier lives and reach their full potential. EatingWell has pledged to help FoodCorps’ efforts to connect 150,000+ kids to healthy food in 330+ schools across the country through editorial coverage and monetary and in-kind donations.
- American Food Heroes Awards: Since 2017, EatingWell has published an annual list of the top visionary leaders and influencers within the food sector who are committed to making a difference in sustainability and nutrition. The list includes chefs, politicians, educators, CEOs, and others.
- Burlington’s Intervale Center: EatingWell made a $1,000 donation to the Burlington Intervale Center, a nonprofit that works to strengthen food communities, farm viability, and land sustainability in Vermont.
- Food Drive: In May 2021, EatingWell staff members collected and donated items for the Hinesburg, VT, Food Shelf to help local neighbors in need.
FOOD & WINE

- In 2019 we launched FOOD & WINE Gives, a philanthropic initiative to help create meaningful change in the world through feeding, nurturing, and teaching our community. FOOD & WINE Gives is central to our mission of inspiring, empowering, and providing sustainable support, fueled through F&W Pro. Throughout fiscal 2021, FOOD & WINE provided its charity partners—Southern Smoke Foundation, Jacques Pépin Foundation, and Wholesome Wave—with in-book exposure on our promotional pages to highlight their altruistic objectives.

- FOOD & WINE hosted the Classic at Home in July 2020. It had all of the trappings of the FOOD & WINE Classic in Aspen, except it was virtual due to the COVID-19 pandemic. The at-home event raised funds for five charity partners, including the Jacques Pépin Foundation, NAACP Legal Defense and Educational Fund, Southern Smoke Foundation, Wholesome Wave, and World Central Kitchen. The holiday and spring editions of the Classic at Home raised funds for No Kid Hungry and World Central Kitchen.

Health

- Health is proud to support the important work of the Skin Cancer Foundation by raising and donating money to the organization. It also regularly provides readers with information on how to protect themselves against sun damage by tapping the experts of the Foundation for the latest news and sharing the Foundation’s life-saving initiatives.

- Health regularly features “Wellness Warriors”—groundbreaking women making a difference and changing lives—and has raised and donated money in support of charitable organizations founded by four of its Wellness Warriors: GirlTrek, This Is My Brave, I Support the Girls, and MedGift.

InStyle

- InStyle created a social campaign of quarantine selfies that raised money for World Central Kitchen.

- The brand’s Golden Globes virtual elevator experience on Instagram benefitted The Actors Fund.

- InStyle and J.Jill collaborated to sell limited-edition necklaces and earrings with 100% of the net proceeds benefiting First Responders First. This organization helps provide essential supplies, equipment, mental health care, and other resources to frontline healthcare workers and first responders.

- InStyle and Phenomenal Woman collaborated to sell a collection of jeans and socks that benefitted The Loveland Foundation, a 501(c)(3) that brings opportunity and healing to Black women and girls by providing them with access to high-quality, culturally competent therapy.

Midwest Living

- In addition to sponsorships of the Des Moines Arts Festival and the Iowa State Fair’s food contests, Midwest Living has a strong history of featuring makers and entrepreneurs who give back to their communities. In 2021 the brand launched “Good Neighbors”. Every issue of the magazine includes an editorial feature of (and monetary donation to) a unique Midwest-based nonprofit, with coordinating posts on social media.

- Midwest Living sponsored Capital City Pride in Des Moines in June 2021. Copies of Midwest Living were distributed in goody bags and at a booth.
MNI Targeted Media
- **Miracle Feet:** Through partnerships with local healthcare providers, Miracle Feet increased access to proper treatment for children born with clubfoot in low- and middle-income countries. MNI placed in-kind public service announcement print ads for Miracle Feet in select magazines within its networks.
- **Save the Children:** For nearly a decade, MNI has raised awareness of Save the Children and its mission to give children in the U.S. and around the world a healthy start in life, the opportunity to learn, and protection from harm. MNI is proud to be Save the Children’s largest in-kind media partner through the placement of print ads in select magazines.
- **Toys for Tots:** Each holiday season, MNI offices nationwide participate in gathering toys for Toys for Tots. Through their generous donations, countless children experience the joy of the holiday season.
- **Jay’s Hope:** MNI partnered with one of its clients, Advocate Aurora Health, to support Jay’s Hope with a $2,500 donation to its golf tournament. This charity event raises money and awareness for cancer patients in the Chicago area. The funding allows college students and young adults fighting cancer to have a source of strength and hope to lift their spirits, lighten their worries, and brighten their day as they brave their battle.
- **Feeding America:** MNI donated $2,500 to Feeding America through a greeting card project involving its sales team and clients.

Rachael Ray In Season
**Think Food:** Rachael Ray In Season is committed to reducing food waste and made a $1,000 donation to Think Food, an organization that repurposes restaurant excess to provide meals for those in need.

**REAL SIMPLE**
For the past three years, REAL SIMPLE has donated the proceeds from the REAL SIMPLE Home to WIN NY.

SHAPE
**Sneakers for Heroes:** Jennifer Barthole, Senior Fashion Editor at SHAPE, created Sneakers for Heroes in April 2020. It is an initiative to distribute free footwear to medical professionals fighting on the frontlines during the COVID-19 pandemic. Close to 40 brands, including Adidas, Asics, Hoka, The North Face, Skechers, and Under Armour have helped distribute up to 9,000 sneakers to healthcare workers thus far.

**Movemeant Foundation:** SHAPE has an ongoing partnership with Movemeant Foundation, a nonprofit, community-powered organization that empowers young women to be confident in their bodies by using fitness as a platform for building self-worth and positive body image. Through a grassroots movement, SHAPE encourages supporters to create or join teams to raise funds for the organization on their own.

Successful Farming
**National Future Farmers of America (FFA) Organization:** In 2020, FFA celebrated Successful Farming/Meredith Corporation’s 75th Diamond Anniversary as a supporter. There are only three organizations that have supported FFA for 75 or more years: Successful Farming, John Deere, and Firestone. Our gift of over $25,000 is used to support this dynamic youth organization that changes lives and prepares members for premier leadership, personal growth, and career success through agricultural education.

**National Agri-Marketing Association (NAMA):** Successful Farming is one of the seven original founders of the National Agri-Marketing Association (NAMA). It was founded by R.C. “Fergie” Ferguson, who began his 41-year career at Successful Farming in 1928 selling advertising space. NAMA is the nation’s largest association for professionals in marketing and agribusiness. With an annual donation of $11,000, Successful Farming is a NAMA Sustaining Partner. In addition, Meredith Corporation has endowed the R.C. Ferguson/Successful Farming Leadership Scholarship that annually provides scholarship support for a heavily involved college student with outstanding academic credentials.

**Iowa 4-H Foundation:** The Iowa 4-H Foundation provides financial resources for youth development through quality 4-H programs throughout the state of Iowa. These opportunities help young people enhance their ability to use critical thinking, leadership, communication, and social skills. Successful Farming/Meredith Corporation has supported the Iowa 4-H Foundation for decades, including $3,500 investment in fiscal 2021.

**Travel + Leisure**
T+L Global Good is a charitable initiative that supports and promotes tourism, volunteer organizations, and hospitality operators around the world who are helping those who are the most in need. This is powered through our editorial franchise, Global Vision Awards. Throughout the year, Travel + Leisure featured our charity partners, World Central Kitchen and Citymeals on Wheels, through promotional in-book pages to highlight their philanthropic initiatives.
LOCAL MEDIA
GROUP COMMUNITY INITIATIVES

WGCL/WPCH
Atlanta, GA
• The Salvation Army: WGCL/WPCH participated with Angel Tree, The Salvation Army’s holiday initiative to provide children with Christmas presents by having individuals and groups purchase their gifts. Station employees provided gifts for 40 children and elderly recipients.
• Books to Kids: WGCL/WPCH has distributed more than 55,000 new and used books to elementary schools throughout the Atlanta metro area. The station has put books into the hands of more than 11,000 students so far.
• Three Degree Charity Campaign: Monday through Friday on CBS46 News at 11 p.m., WGCL delivers a guaranteed forecast that includes the high temperature for the following day. The next day on CBS46 News at 6 p.m. the forecasted high temperature is compared to the actual high temperature. Each time the forecasted high temperature is within three degrees of the actual high, CBS46 donates $50 to a designated charity. To date the station has given over $75,000 to 75 different charities.

Atlanta Pride: WGCL/WPCH served as the official broadcast partner for the Atlanta Pride celebrations, which were virtual this past year. The station produced and aired a one-hour special dedicated to the rich tradition and history of the LGBTQIA community.

KCTV/KSMO
Kansas City, MO
• Take 5 To Care is a year-long, full-station commitment to help Kansas City charities raise funds and more importantly awareness. In fiscal 2021, KCTV/KSMO was proud to add several new events to its philanthropic lineup. To date, Take 5 To Care has helped raise more than $4.5 million.
• PawsAbilities: A store that provides hands-on job training for people with disabilities in Kansas City. Its pet products are designed, made, and delivered by individuals with special needs.
• The Polar Plunge: Each year, people raise money for the Special Olympics by rushing into freezing cold water in the dead of winter. Eleven local communities hosted Polar Plunge events that were supported by KCTV/KSMO.
• Down Syndrome: By producing a public service announcement and providing news coverage and an event, KCTV/KSMO helped Touchdowns for Down Syndrome raise funding for awareness and other events such as the Wine Tasting and Auction, Tee Up for Down Syndrome, and the Signature Chef Auction.
• Giving the Basics: KCTV/KSMO developed a wellness campaign of news, “Better KC” interviews, and a public service announcement for Giving the Basics, which brings human dignity products (shampoo, toothbrushes, toilet paper, etc.) to those in need. The stations’ promotional efforts helped generate thousands of drives with local schools and businesses in the Kansas City area.
• Leukemia and Lymphoma Society: With the assistance of KCTV/KSMO, which arranged public service announcements, news coverage, and an emcee for the event, the Leukemia and Lymphoma Society’s 2020 Light the Night Walk raised more than $800,000.
• **Project Warmth:** Through public service announcements, digital ads, and news coverage, KCTV/KSMO helped collect thousands of coats, blankets, gloves, and hats for the organization to provide for those in need.

• **Variety – The Children’s Charity:** KCTV/KSMO hosts and covers Variety’s annual fundraiser, The Variety Show. The station helped raise over $350,000 for the organization in 2020.

• **Triple Crown Showdown:** The Myasthenia Gravis Association (MGA) is dedicated to improving the quality of life for those who are affected by this autoimmune, neuromuscular disease through awareness, education, and member services. The Triple Crown Showdown 5k, sponsored by KCTV/KSMO, raised over $50,000 and registered more than 480 participants.

• **Harvesters – The Community Food Network:** KCTV/KSMO provided promotion for Gail’s Harley-Davidson’s Christmas in July food collection drive, which received more than 3,000 donated food items for Harvesters to use in Thanksgiving and holiday meals for Kansas City residents in need.

**KMOV**

• **Shriners’ Hospitals for Children:** Due to the pandemic, this 13-hour telethon had to move from March to October to raise money for this vital, nonprofit children’s hospital in St. Louis. Shriners’ Hospital for Children provides specialized treatment and care for kids regardless of a family’s ability to pay for it. In 2020, KMOV helped raise over $155,000 for local children and families in need.

• **Pedal the Cause:** Since 2016, KMOV has partnered with Pedal the Cause to participate in and promote its annual fundraising event to support cancer research at Siteman Cancer Center and St. Louis Children's Hospital. KMOV provides news coverage and on-air and digital promotion, and has raised over $25,000. KMOV’s news personalities also participate in the event. In the midst of the pandemic, KMOV’s promotion helped the organization raise more than $3 million for local cancer research, funding 19 new cancer projects.

• **Cardinals Care:** KMOV is proud to partner with the St. Louis Cardinals in support of its eight fundraising events throughout the year. Each campaign exclusively benefits local charities supporting children. KMOV provided news coverage and digital and on-air promotion.

• **Habitat for Humanity:** Since 2016, KMOV employees have donated their labor and time to help build a home for a local family with Habitat for Humanity. The station also raises $50,000 annually to help furnish each house.

• **Crisis Nursery:** For more than 22 years, KMOV has sponsored Crisis Nursery fundraising events, In partnership with KMOV, Crisis Nursery has raised hundreds of thousands of dollars to prevent child abuse and neglect by providing short-term emergency shelter for children whose families are in states of emergency or crisis. KMOV also provides news coverage and teams up with Aldi’s and non-profit Pooper Troopers to collect diapers for St. Louis Crisis Nursery. Over 300,000 diapers have been collected so far.

• **The Little Bit Foundation, Laura’s Run 4 Kids:** Fronted by KMOV’s Laura Hettiger, KMOV provides promotional support for this event that serves 13,500 students in 42 area schools from preschool through high school. The Little Bit Foundation and its army of supporters give, serve, and advocate for impoverished children and their educational needs in St. Louis.

• **Forest Park:** Each December, KMOV broadcasts a 13-hour telethon to raise money for Forest Park Forever, a nonprofit conservancy that works in partnership with the City of St. Louis and the Department of Parks, Recreation and Forestry to restore, maintain and sustain Forest Park as one of America’s greatest urban public parks. In 2020, amidst the pandemic, KMOV helped the foundation exceed previous year’s totals.

• **The Salvation Army:** KMOV has partnered with the Salvation Army over the past three years to help fund programs and services for women and children, seniors, youth, the homeless, and military veterans during times of need. In 2020, KMOV provided promotional support for its 2020 Tree of Lights Rescue Christmas Red Kettle Campaign, the kickoff to their holiday season of giving in the Greater St. Louis community.

• **Salute to Teachers and the Class of 2020:** During the pandemic, KMOV also focused on lifting up students and teachers in the community with the Class of 2020 on-air recognition and a Salute to Teachers as they shifted from classroom to virtual learning.

• **We’re In This Together:** KMOV supported local businesses during the pandemic with a marketing campaign, We’re In This Together. In this campaign: KMOV featured owners of several businesses in recorded messages that brought the community together while having to remain apart.
KVVU
Las Vegas, NV
- **The Salvation Army and Supply Our Students Drive 2020:** KVVU partnered with the Salvation Army to help children going back to school during the COVID-19 pandemic through monetary and supply donations. The event raised over $65,000.
- **Habitat for Humanity:** Employee volunteers assisted in the “Super Build” program to construct a home for a retired military veteran in their community.
- **Take 5 to Care:** KVVU’S community outreach program has helped raise over $74 million for local charities, in addition to raising awareness for more than 60 different local nonprofit organizations.
- **Surprise Squad:** KVVU’s Surprise Squad tells the stories of community members in need and surprises them with financial assistance to support them in their hardships. The program has helped more than 100 Las Vegas residents and donated over $100,000 in food, transportation, and home repairs.
- **Shining Star:** The station’s Shining Star segment highlights a local resident’s efforts to better the community.
- **Super Build 2021 Playground:** KVVU worked with the Make an Impact Foundation, the City of Las Vegas, community partners, the NFL team, and employee volunteers to create the Super Build Playground project, which updated and beautified a neighborhood park.
- **Opportunity Village Dance Dance Resolution:** KVVU led a two-week campaign to help Opportunity Village raise much-needed funds after a lackluster year. FOX5 donated $1,500 and encouraged viewers to text in donations.
- **Cool Kids in Cars:** Working with a local community business, the Nevada Highway Patrol, and Safe Key, FOX5 created new PSAs and safety tips for families every quarter.
- **We Can Do This – June 4:** To encourage education on COVID-19 vaccinations, FOX5 dedicated news time, stories, and coverage to address questions and highlight local vaccination clinics.

WSMV
Nashville, TN
- **Surprise Squad:** WSMV’s Surprise Squad recognizes local citizens who lend helping hands to others in Nashville. In 2020, the Surprise Squad provided gifts to six individuals and organizations to thank them for giving back to the community.
- **Celebration of Legends:** WSMV cultivated a partnership with the National Museum of African American Music and provided live coverage of its Celebration of Legends Benefit Concert.
- **Nashville Sports Council:** WSMV is the exclusive partner of Nashville Sports Council, a nonprofit that will bring 11 events to Music City in the next year. The station will partner with the organization on the U.S Figure Skating Championships in January 2022.

KP/TVK
Phoenix, AZ
- **Pay It Forward:** Arizona’s Family (KTVK/KPHO) has raised more than $4.4 million for various organizations across Arizona in the past year.
- **Saving Arizona Blood Drive:** An annual partnership with Vitalant, the Saving Arizona Blood Drive rebuilds Arizona’s depleted blood supply when demand is at its highest. 2020’s drive had the highest number of blood donors in the history of the event.
- **Childhood Hunger Drive:** An annual partnership with Safeway and Albertsons grocery stores, this month-long campaign raises funds for several nonprofits that are working to end childhood hunger. The Campaign drives viewers to donate at the register when they check out. In 2020, the campaign raised over $500,000.
- **Holiday Food Drive:** Arizona’s Family and Fry’s Food Stores believe all families deserve to have food on the table, especially during the holiday season. The Holiday Food Drive is a partnership with Fry’s Food Stores to collect turkeys and funds for The Salvation Army. In 2020, the campaign raised $500,000 and donated 10,000 turkeys to The Salvation Army.
• Neighbors-Helping-Neighbors Food Drive: A partnership with Safeway and Albertsons grocery stores, the Neighbors-Helping-Neighbors Food Drive raised money throughout April to assist with the food shortage felt by local nonprofits helping Arizonans during the summer months. The campaign raised $400,000 for St. Vincent de Paul.

• Christmas Angel Toy Drive: The Christmas Angel and Forgotten Angel programs have been part of the community for over 35 years. This partnership between Arizona’s Family and The Salvation Army provides more than 50,000 children with toys for Christmas. Donors visit one of 13 Valley malls and pick a tag off the Angel tree or donate a toy at the one-day Forgotten Angel Toy Drive. In 2020, an additional one-day Operation #RescueChristmas toy drive was created. The drive filled three moving trucks with toys and raised nearly $50,000. Due to the success of the drive, The Salvation Army reported that additional toys and funds raised ensured that every child would receive a gift.

• Silver Apple: Each year, this Arizona’s Family legacy program honors eight outstanding educators throughout the state with a Silver Apple Award for Excellence in Education, a $1,000 check, and a news feature. Hundreds of nomination letters are submitted by local students detailing what makes their teacher special.

• #LovePup: In February Arizona’s Family, in partnership with the #LovePup Foundation, iHeart Media, Albertsons, and Safeway, raised funds for local animal welfare organizations and shelters through our #LovePup campaign. In one month, $500,000 was raised for 13 animal-focused nonprofits.

• Pat’s Run: Each year, Arizonans come together to honor Pat Tillman’s legacy at Pat’s Run. As the official media sponsor, Arizona’s Family helps raise funds for scholarships provided by the Tillman Foundation.

• Swim Safe: For the second year, Arizona’s Family has dedicated itself to educating viewers on accidental drowning prevention with their Swim Safe campaign. This year, we partnered with Leslie’s Pools and the Valley of the Sun YMCA to raise funds for 1,000 free swim lessons for children in our community.

• Fallen Officer Drives: When tragedy strikes and an officer falls in the line of duty, Arizona’s Family works with local nonprofits like the 100 Club and Phoenix Police Foundation to raise critical funds for the officers’ families. $173,000 was raised in May and June for two fallen officers’ families.

• KPTV/KPDX Portland, OR

• Boys and Girls Clubs of Portland: KPTV/KPDX partnered with Boys and Girls Clubs of Portland with the goal of helping communicate the important work the clubs do in the city and highlighting the programs they have created to give youth in the most impoverished areas the ability to become their best.

• Toy Drive: KPTV/KPDX partnered with Les Schwab Tire Centers for its annual toy drive: Local charities provided an Amazon Wish List and allowed people to purchase the necessary gifts online and fulfill the wishes of recipients. The toys were sorted, bagged, and delivered to approximately 130 charities by KPTV staff.

• The Sunshine Division: The Sunshine Division provides food and clothing to those in immediate need, serving and meeting the needs of the entire greater Portland community. KPTV/KPDX promoted its Day of Giving.

• Change Up Hunger (October): KPTV/KPDX aired a month-long campaign promoting financial giving to the Oregon Food Bank.

• American Red Cross Wildfire Relief (September/October 2020): KPTV/KPDX aired a month-long campaign promoting financial giving to the American Red Cross to aid the Oregon communities devastated by the wildfires. The campaign generated approximately $600,000 in financial donations.

WSHM/WGGB/EGGB Springfield, MA

• COVID-19 Vaccination Information: As COVID-19 vaccines rolled out, viewers were invited to contact Western Mass News with their vaccination questions. The station worked with experts who took questions and provided answers on-air and through digital.

• Ray Hershel Scholarship Competition: Western Mass News called for entrants to write essays on the importance of serving their community. The winner, a nursing student, received a $2,500 check toward college expenses.

• MBA Scholarship: The stations created PSAs and offered airtime to assist the Massachusetts Broadcasters Association in raising awareness for its yearly scholarship.
• **Spring into Action Virtual Food Drive:** Western Mass News teamed up with a local radio partner to raise over $25,000 for the Spring into Action Virtual Food Drive. This helped provide more than 100,000 meals to the community.

• **Link to Libraries:** Through Western Mass News’ participation in ABC’s Magic of Storytelling, the station purchased and donated 500 books to Link to Libraries, a local organization that helps local children learn the joy of reading.

• **Dress for Success:** Western Mass News produced PSAs and provided airtime and an emcee for a Dress for Success fundraising event. This organization helps local women develop economic independence, digital literacy, and professional skills. PSAs were produced in English and Spanish.

• **Zombie Zoom:** The stations partnered with a local radio station to provide viewers with a fun way to celebrate Halloween festivities from home.

• **Meredith Can:** Through the Meredith Can effort, Western Mass News collected hundreds of pounds of non-perishable foods for the Salvation Army.

• **Toys for Tots:** The station launched a virtual collection portal for Toys for Tots.

• **Springfield Thunderbirds Teddy Bear Toss:** The station teamed up with the Springfield Thunderbirds pro hockey team to promote its drive-up Teddy Bear Toss charity drive.

• **Project Roadblock:** Western Mass News offered airtime for multiple PSAs supporting Ad Council to help prevent drunk driving deaths during the holiday season.

• **Getting Answers Hotline:** Western Mass News gives residents a chance to have their questions heard and answered. No question is out of bounds. The stations work with experts to answer viewers’ questions on-air and on digital.

• **Surprise Squad:** Western Mass News revamped the Surprise Squad in fiscal 2021 and celebrated people who went above and beyond during COVID-19, including a dance instructor, ROTC Major, two nurses, and others. They also highlighted the bravery of a 13-year-old who received a heart transplant.

**WALA Mobile, AL/Pensacola, FL**

• **School Supplies:** Each year, WALA partners with VOA and Greene & Phillips Injury Lawyers to provide school supplies for local children in need. In 2020, to keep children safe from COVID-19, monetary donations were requested in lieu of material donations. This helped provide a backpack filled with age-appropriate school essentials and hand sanitizer for each child served.

• **Annual 10 Caring Gifts:** Each year WALA partners with Volunteers of America and various local businesses to collect 10 different types of gifts to benefit those in need in our community. For 2020 WALA helped serve nearly 10,000 people and raised nearly $300,000 in cash, gifts, and in-kind gifts.

• **Vaccine Events:** WALA partnered with Infirmary Health for two vaccine events in May and June where more than 650 people received their first dose of COVID-19 vaccine.

• **Shred Event:** Along with community partners WALA hosted a Shred Event in May 2021. Over 700 people recycled and had paper shredded for personal security.

• **United Way Partnership:** WALA had 28 staff members participate in the UW Day of Caring. As a result of that partnership, United Way raised nearly $30,000.

• **Surprise Squad: Penelope House:** WALA partnered with All In Credit Union during Domestic Violence Awareness Month in October 2020 to donate toys, sanitary items, and other goods to help support Penelope House.

**WFSB Hartford/New Haven, CT**

• **Jewish Federation of Greater New Haven:** With personal protective equipment in short supply due to the COVID-19 pandemic, WFSB teamed up with the Jewish Federation of Greater New Haven and the Stefanowski Foundation to donate face masks to people in need. There were 14 giveaways held across the state. WFSB’s Masks for CT volunteers handed out more than half a million masks. With the school year approaching, WFSB, the Jewish Federation, and the Stefanowski family teamed up again to give away reusable cloth masks to students and teachers.

• **Channel 3 Kid’s Camp:** In a single weekend morning news program, WFSB raised nearly $100,000 for Channel 3 Kid’s Camp, designed to provide education and recreation programs that promote diversity, acceptance, and environmental appreciation to children of all abilities, families, and communities.

• **Susan G. Komen:** WFSB carried out statewide, cross-platform promotion to help raise money and awareness and increase support for the organization’s breast cancer education and mission-driven initiatives and fundraisers.

• **The Salvation Army:** WFSB held a four-week campaign to support Coats for Connecticut and its collection and distribution of gently used winter coats. With the promotional strength of WFSB, Coats for Connecticut gathered more than 18,000 coats for the state’s residents.

• **Connecticut Mission of Mercy:** With TV, digital, and talent support from WFSB, the free dental clinic served almost 1,500 patients in two days—a value of over $1 million in free dental care.
WHNS
Greenville, SC
- Bon Secours St. Francis Festival of Trees: WHNS was the media partner for the 2020 Bon Secours St. Francis Festival of Trees. All proceeds benefitted the neuroscience center and patients. In addition to an on-air campaign, WHNS supported the effort by decorating one of the trees.
- Surprise Squad: The FOX Carolina Surprise Squad partnered with United Community Bank to give back to the community in safe, meaningful ways during the pandemic. Surprise Squad donated over $9,000 in cash and supplies to multiple nonprofits across the area impacted directly by the pandemic. The team also provided nursery furniture for a new mom, a new HVAC unit for a Gold Star Mother, and $1,000 checks to celebrate a hard-working school nurse and a woman’s remission from cancer.
- Senior Shoutouts: The WHNS franchise, Senior Shoutouts, continued for a second year after proving a huge success. As many students faced another disrupted year, Senior Shoutouts allowed family and friends to recognize the achievements of their graduates.

WNEM
Flint/Saginaw, MI
- Best & Brightest: For 36 years, WNEM has been the exclusive market sponsor of the “Best & Brightest” initiative, which honors the area’s high school valedictorians and salutatorians. On a Sunday in May, the WNEM staff members volunteer to videotape more than 200 students for a promotional campaign that airs throughout the summer. The WNEM on-air talent spends the day interacting with the students, their families, and friends. As a memorable keepsake for the students, the production team puts together a music video of highlights from the entire day. This year the event was virtual.
- Covenant Kids Telethon: For the past 10 years, WNEM has hosted the Covenant Kids Telethon. The event highlights the extraordinary care Covenant Hospital provides for kids under the age of 18. Volunteers manage phone banks and record pledges to support pediatric medical care. The 10th Annual Covenant Kids Telethon raised over $28,000. This year the event was virtual.
- 30,000 Mask Giveaway: WNEM partnered with the Saginaw Community Foundation to give away 30,000 masks to members of the community through April 2021.
We’re committed to diverse, equitable, and inclusive representation in our content, our workforce, our leadership team, and our Board of Directors while growing and improving our DEI efforts. Fostering an environment where all feel welcomed and valued—within our brands as well as on our staff—is an essential part of the future success of our company and serving our increasingly diverse audiences.
DIVERSITY, EQUITY, AND INCLUSION

Vision Statement

“Meredith Corporation will be an organization that values diverse perspectives and leverages that diversity to inspire more impactful and resonant products reflective of our vast consumer reach.”

Diversity, equity, and inclusion (DEI) are at the heart of our core values, and we’ve made it a priority to foster a work environment where every employee feels welcomed and valued. The Human Resources and Compensation Committee of Meredith’s Board of Directors approved bonus compensation for senior leaders who demonstrate a commitment to diversity and inclusion as well as other ESG initiatives for our organization and business partners. Additionally, all employees were required to include a DEI goal for fiscal 2021.

We’re committed to these components of our diversity efforts:

- Increasing employee diversity across the organization
- Facilitating inclusion efforts within the workplace
- Creating education and awareness opportunities
- Effectively communicating our DEI initiatives and strategies inside and outside of the organization

We believe in and strive for an environment based on respect for all individuals, and we provide equal employment opportunity to all people, regardless of race, color, national origin/ethnicity, gender identity/gender expression, creed, religion, age, disability, sexual orientation, marital status, military service, or any other characteristic. We value a diverse workforce.

Diane Parker, our Vice President of Diversity, Equity, and Inclusion, leads the team that is responsible for connecting current activities to a larger DEI strategy. With the support of Employee Resource Groups (ERGs), we continually embed these principles into all of our functions. This strategy is focused on four pillars:

1. Education
2. Recruitment
3. Retention
4. Communication

Diversity, equity, and inclusion will power our continued success. By creating a set of rigorous practices, we seek to hire, develop, and grow the best talent by highlighting the benefits of a diverse workforce.
Education

Across the organization in fiscal 2021, we implemented training sessions about unconscious bias. The training addressed and defined the concept of unconscious bias and how it affects decision-making. Most importantly, the training covered strategies aimed at mitigating bias-based practices in the workplace. Sixty-five percent of employees completed the training. We’ll continue to offer it to employees who have not participated, and it will be woven into other relevant training moving forward.

Employee Resource Groups

Employee Resource Groups (ERGs), listed below, are conduits of workplace culture that educate our staff on the value of diversity, equity, and inclusion; and share customs, characteristics, traditions, and priorities of various employee communities. Also, the ERGs provide business consultation and support as needed. ERGs are open to all employees to join.

- A3 (Asian American and Pacific Islander)
- :BLACKPRINT (Black)
- OUTSPOKEN (LGBTQIA)
- HOLA! (Hispanic/Latinx)
- Women at Meredith
- Women in Tech
- Media Upstarts (Gen Z and Millennials)
- DSM 4 DEI (Headquarters activities)
- DE&I India Committee

In fiscal 2021, our ERGs set the bar high for staff events. From discussing critical issues of the communities they represent to having fun, informal watch parties and book club meetings, each ERG has provided an open forum and safe space for real conversation. View highlights for each group below.

A3
- “Press Start: Accelerating the Anti-Asian conversation,” featured actors Olivia Munn and Nicole Kang, and New York City Councilman Peter Koo, in a panel discussion addressing COVID-19’s effect on the Asian American and Pacific Islander (AAPI) community, including hate crimes, the lack of media coverage, and more.
- We Are Here: A3 highlighted how Asians are closer to being accepted, appreciated, and recognized across all industries in its “We Are Here” panel discussion.
- “Our Mental Health Is Important Too”: Diane Cho and panelists raised awareness about AAPI mental health issues and shared coping tips.
- “The Revolution WILL Be Televised”: A roundtable exploring how young Hollywood AAPI talent are taking their place in films and shows.

:BLACKPRINT
- John Legend, Stacey Abrams, and Yusef Salaam joined :BLACKPRINT to discuss topics ranging from diversity in the media and workplace to civic engagement and moving the industry forward.
• :BLACKPRINT and *Entertainment Weekly* hosted weekly watch parties throughout Black History Month. The screenings included exclusive Q&As with the stars and directors from the most notable Black films.

• :BLACKPRINT Health and Wellness Expo: In partnership with SHAPE, this full-day expo was dedicated to celebrating Black wellness. The transformative event consisted of a day of exercise courses and a panel full of experts who are trailblazers in the health industry.

• The group’s annual Juneteenth festival celebrated and highlighted the history of the holiday and recognized the hard journey towards liberation through live musical performances; a historical walk-through of Austin, TX; an exclusive interview with two-time Emmy winning host and Super Bowl champion Michael Strahan; giveaways, and more.

**OUTspoken**

• OUTSPOKEN hosted a panel discussion on Transgender Representation & Inclusion in Entertainment featuring Dominique Jackson, Scott Turner, and Rain Valez. The session was held on International Transgender Day of Visibility, an annual event dedicated to celebrating transgender people and their contributions to society.

• To commemorate Pride Month, OUTSPOKEN went behind the scenes of *PEOPLE’s* 2nd Annual Pride issue.

• OUTSPOKEN partnered with HOL.A! to host a screening of NatGeo’s IMPACT documentary series. Following the episode, activist Kayla Gore and celebrity ambassadors Selenis and Marizol Leyva discussed the episode highlighting Gore’s sacrifices in helping homeless transgender women of color in Memphis, TN.

• The group’s degendering fashion panel featured *InStyle’s* Sam Broekema and leading industry designers as they discussed the rise of genderless fashion.
HOLA!

• HOLA! partnered with our employee assistance provider, CCA, to discuss mental health during the pandemic, stigmas in the Latinx community and more. The session surfaced resources available to employees and ended with a 15-minute guided meditation.

• For National Nutrition Month, HOLA! hosted an Instagram Live chat with registered dietitian and nutritionist Dalina Soto, who is recognized for her culturally sensitive approach to nutrition. The conversation highlighted the importance of food to Latinx culture and how Latinx communities can improve eating habits without sacrificing traditional dishes.

• “Afro-Latinidad from the Dominican Republic to Nicaragua”: HOLA! dived into the African roots of some Latinx communities.

• In collaboration with PEOPLE Chica, HOLA! hosted a Facebook Live event discussing the Latino vote.

Women at Meredith

• The group educated staff on how to stand up against street harassment in a training session led by Hollaback!. The session explained Hollaback!’s 5Ds methodology to help people safely intervene when they experience or witness harassment in public spaces.

• The group’s “Sips ‘n’ tips” series featured a virtual casual conversation over drinks with actress and activist Sophia Bush.

Women in Tech (WIT)

• WIT, HOLA!, and PEOPLE En Español collaborated to host a Q&A with Diana Trujillo, NASA Flight Director for Mars 2020. She discussed the next generation Mars rover, Perseverance, as well as her career, numerous achievements, and the advancements she’s made for Latina women in STEM.

• For Critical Conversations Week, WIT and Women at Meredith hosted a joint panel discussion exploring issues critical to women in the workplace, featuring Meredith’s Catherine Levene, Alysia Borsa, and Daphne Kwon.

• WIT hosted a community wellness session consisting of guided yoga poses, meditation techniques, and more.

Media Upstarts

• Media Upstarts hosted a candid conversation with industry experts on the future of diversity and inclusion in media. The panel featured Amber Guild, Kellye Chambers, and Mónica Gil.

• The group’s lunch and learn series, “The DL”, featured senior leadership across Meredith, including Jeff Adusei, VP, Digital Advertiser, Data & Analytics.

• For Critical Conversations Week, Media Upstarts and A3 hosted an employee panel discussion educating staff on microaggressions, how to address them, and how to turn offensive statements into affirmations.

#StraightTalk hosted supermodel, TV personality, and activist Tyra Banks as she discussed how she broke boundaries in the fashion industry, her seasoned perspective on entrepreneurship, and more.

Women at Meredith hosted a “How I got here” event with MyLife app co-founders Jamie Price and Julie Campistron as they shared how they made meditation, mindfulness, and self-care their life’s work.
Recruitment

We’re reaching a more diverse group of candidates to bring into the recruitment process. This work includes organizing the hiring process across the organization and enhancing the interview process to include a focus on competency-based behavioral questions. This helps reduce the possibility of bias in the decision-making process.

We’ve partnered with diverse professional networks to expand our recruitment efforts as well as create a pipeline for the talent necessary to take our company to the next level. Some of those organizations include:

- **ColorComm**: Women of Color in Communications
- **Emma Bowen and T. Howard Foundation**: Media-based diverse internship programs
- **Executive Leadership Council**: Organization of Black senior leaders
- **Lesbians Who Tech**: LGBTQIA and women-focused tech organization
- **Jopwell**: Black Indigenous People of Color (BIPOC) job board
- **NABJ/NAHJ/AAJA/NLGJA/NAJA**: Diverse journalism associations (Black, Hispanic, Asian, LGBTQIA)
- **The Black Creatives**: Multicultural agency for creative talent
- **Online News Association**: Membership organization for digital journalists

Additionally, we’ve contracted with Circa to help identify and source diverse candidate pools in our local communities.

We collaborated with a variety of organizations in fiscal 2021 to create the inaugural Summer Associates Program. Sourcing candidates through Girls Write Now, Posse Foundation, Advertising Research Foundation, WIDE (Workforce Initiative for Diversity and Excellence), Dow Jones News Fund, historically Black colleges and universities, and Hispanic-serving institutions resulted in an outstanding class of 12 skilled interns, 11 of whom are BIPOC and two of whom identify as LGBTQIA. This opportunity provided the students with practical hands-on experience while creating a diverse pipeline for future Meredith employment opportunities.

Employees are our best recruiting tool, and their referrals are often the most successful candidates. This is why we have an incentive in place to encourage additional employee recommendations.

In the spirit of “you measure what matters,” we’ve created baseline statistics of staff diversity both company-wide and by business unit. We track and review these numbers quarterly. Ultimately our goal is to create a workforce profile that is more representative of the customer base we serve and the communities in which we operate. In fiscal 2021 41% of our new hires across Meredith were BIPOC, leading to a one-point increase in the overall percentage of employees in that category.

See our full workforce statistics [here](#).
Retention

While recruitment efforts are vital to our future, it’s necessary to ensure that we’re creating an environment for all employees to be managed in a way that positions them for success.

We completed a pay parity analysis in the spring of 2021 to identify and correct any inequities affecting women and employees of color.

The analysis was conducted by Willis Towers Watson, a leading independent compensation consulting firm, and presented to the Meredith Board of Directors at the May 2021 board meeting. The analysis examined Meredith employee compensation to determine if individuals performing equal or similar work are being compensated with equal or similar pay. Several pay and job variables were considered, including but not limited to base salary, short and long-term incentive targets and actuals, pay changes, job title, exemption status, scheduled hours, cost center, compensation grade, location, time in role, and tenure. Predicted pay ranges by employee were established in accordance with best practices. Employees included in the analysis were regular active employees in the U.S. (no freelancers, temps, or interns).

The analysis confirmed that there are no systematic weaknesses or inconsistencies with our pay practices. Approximately 96% of employees are paid within the predicted pay ranges, across all groups regardless of gender or race/ethnicity.

The remaining 4% of employees reflect both those employees paid above the predicted pay ranges, and those paid below the predicted pay ranges. Approximately half of those employees (slightly under 80 employees, or 2% of the company’s workforce) were paid below the predicted range across all groups. A further internal analysis was then conducted to identify any mitigating factors (not addressed in the regression analysis) as to why those employees were below the predicted pay ranges (e.g. performance concerns, new in role, etc.), and to determine if adjustments were appropriate. We continue to monitor pay practices. See our pay parity statistics here.

We’ve formally committed to the Paradigm for Parity initiative, which is a call to action for gender equality in the workplace and provides a roadmap for progress, including:

- Minimizing unconscious bias
- Increasing the number of women in senior roles
- Identifying women of potential and providing them with mentorship and opportunity

Gender Fair™ Certification

We’ve been certified as Gender Fair™ for achieving that organization’s standards in leadership, employee policies, advertising, diversity reporting, and philanthropy. Our commitment to gender equality begins within our workforce and extends into every facet of our business. The practices that led to our Gender Fair certification include:

- **Advertising:** We support the Association of National Advertisers’ #SeeHer movement, which focuses on ensuring that women and girls are accurately portrayed in advertising, media, and entertainment, and on eliminating unconscious gender bias in programming and advertisements.

- **Leadership:** We’re building a robust talent pipeline. Women make up 60% of all leaders, 44% of the board, and 44% of employees designated Vice President or above.

- **Employee Benefits:** We offer employees an extensive suite of benefits, including flextime, part-time work, 12 weeks of paid time off for the birth or adoption of a child, breast-milk shipping, nursing rooms, onsite and virtual wellness/fitness programming, time off to care for a dependent, backup child and elder care, as well and flexible spending accounts for dependent care. Our Employee Resource Groups, including Women at Meredith and Women in Tech, drive visibility, engagement, education, events, and community support and involvement spanning our entire workforce.
Communication

Open communication and transparency have never been more important and are critical to keeping employees, consumers, and other stakeholders informed of our DEI strategies and progress.

In addition to the work of the ERGs, we’ve created a platform for company-wide discussions on relevant topics. The first session in this series was Strategies for Self-Care during Turbulent Times, a set of discussions co-facilitated by CCA, our Employee Assistance Program partner. It provided staff a space to process the equal justice movement through the lens of wellness and self-care.

In June 2021 we hosted a week of Critical Conversations open forums. Four important sessions hosted by Meredith ERGs built understanding, fostered engagement, and promoted inclusion in the workplace. A3 and Media Upstarts presented an employee panel that explored microaggressions and their impact on business and society. A Women at Meredith and Women in Tech panel explored issues critical to women in the workplace. HOLA! and OUTSPoken hosted a panel that highlighted LGBTQIA advocacy, and the week culminated with :BLACKPRINT’s Juneteenth festival.

Additionally, we held an open forum related to the increased hate across the U.S. toward the AAPI community. The forum gave employees the space to share their personal experiences and discuss the issues important to them regarding this topic. Forums and sessions such as these are a way to encourage our employees to speak up and contribute to current conversations and dialogue, and to ensure that we’re maintaining an inclusive work environment.
DEI Advocacy

Good Impressions
In 2021, we launched Good Impressions, a pro bono media and marketing consultation program designed to help BIPOC and LGBTQIA-majority owned small businesses succeed by driving awareness, supporting sales efforts, and providing mentorship.

The program received 76 initial applications. Ninety-seven percent were BIPOC majority-owned and 21% LGBTQIA majority-owned. The applicants were located in 23 different states, the top three being New York, California, and Georgia.

Businesses at various stages of growth and development were selected to win individual awards valued up to $100K and gained access to our marketing and advertising capabilities. Good Impressions exclusively works with food and beauty companies, including those in the consumer packaged goods products space.

Iowa Senate Testimony
In 2020 and 2021, Meredith employees Mikayla Wilson and Tiffani Brendeland spoke to an Iowa Senate subcommittee in opposition to the discriminatory Religious Freedom Restoration Act. Due in large part to corporate opposition, the proposed legislation failed in both years.

Updating Taxonomy
A cross-departmental group of Meredith editors, test kitchen recipe developers and testers, taxonomists, and SEO strategists is working to create guidelines to make sure our recipe content is accurate and properly attributes cultures, cuisines, and ingredients. The guidelines are being reviewed by outside experts, and we’re updating many thousands of recipes in accordance with these best practices.

We’ve also created an Engineering Inclusion Team that is replacing biased terms related to code, configuration files, documentation, software development, and other tech-related text with more inclusive language.

“Good Impressions is a reflection of building the equitable pursuit of the American dream, the very dream for which our immigrant parents fought and sacrificed.”

– SHARUQ ALAM, CO-FOUNDER, GOOD IMPRESSIONS
Diversity, Equity, and Inclusion Leadership

Our DEI work is guided by a leadership council that meets monthly and includes the SVP of Human Resources; VP of Diversity, Equity, and Inclusion and staff; HR Chief of Staff; Executive Director of ESG; SVP Corporate Communications; and the ERG chairs and Executive sponsors. The meetings are consistently well-attended.

CEO Action for Diversity and Inclusion
Chairman, CEO and President Tom Harty is a member of CEO Action for Diversity and Inclusion, which is the largest CEO-driven business commitment to advance diversity and inclusion within the workplace. It centers on the following four main commitments.

- Cultivating trusting workplaces
- Implementing or expanding unconscious bias training
- Sharing best practices
- Sharing strategic diversity and inclusion plans with the Board of Directors

CEO Commitment to Racial Equity in Des Moines
Tom Harty also signed on to the Des Moines CEO Commitment to Racial Equity put forth by the Greater Des Moines Partnership Inclusion Council. The vision and mission for that group state:

We have reached a critical moment in our nation and region’s history that calls us to address racial equity in meaningful ways. Now is the time to reset expectations and recognize the role we play in creating equitable, inclusive, and diverse workplaces and communities. As CEOs we prioritize and commit to:

- Leveraging the power and privilege that we each possess to influence local and state policies that lead to racial equity and social justice.
- Supporting the One Economy Blueprint for Action, its problem-solving goals, strategies, and key metrics that help us meaningfully move toward racial equity in Des Moines.
- Ensuring diverse representation in our businesses at all levels that is propelled by inviting diverse perspectives to every conversation and every table.
- Embracing inclusive talent attraction, hiring and career development practices that increase access to and support the advancement of people of color in our workplace.
- Investing in diversity, equity, and inclusion education and training that are rooted in racial equity and recognize the impact of systemic racism past and present.
- Promoting supplier diversity initiatives that support minority-owned businesses and leverage the purchasing power of our organizations.
- Affirming that our efforts will endure and that we will continually discuss and share ways to build a diverse, equitable, and inclusive Des Moines.
DEI Leadership Council

Sharuq Alam
Co-chair, Media Upstarts
Chiara Alciva
Co-chair, HOLA!
Kandis Bock
DEI Leadership Council member
Alysia Borsa
Executive Sponsor, Women@Meredith
Vicki Brakl
Co-chair, Women@Meredith
Sasha Brea-Kreig
Co-chair, Media Upstarts
Tiffani Brendeland
Co-chair, A3
Cindy Castro
DEI Leadership Council member
Kim Cheung
Co-chair, WIT
Daniel Fontanez
DEI Leadership Council member
Floria Fung
Co-chair, A3
Joanna Garcia
Co-chair, HOLA!
Tess Garcia
DEI Leadership Council member
Andrés Gutierrez
Co-chair, OUTSPOKEN
Lauren Iannotti
DEI Leadership Council member
Tyler Imoto
DEI Leadership Council member
Sulabh Kapoor
DEI Leadership Council member
Amelia Kaufman
Co-chair, WIT
Norbert Kaut
Executive Sponsor, DSM 4 DEI
Kara Kelly
DEI Leadership Council member
Daphne Kwon
Executive Sponsor, WIT
C. Tiffany Lee
Co-chair, BLACKPRINT
Will Lee
DEI Leadership Council member
Catherine Levene
Executive Sponsor, BLACKPRINT
Jill MacVicar
DEI Leadership Council member
Monique Manso
Executive Sponsor, HOLA!
Jenny McCoy
DEI Leadership Council member
Naval Moustafa
Co-chair, BLACKPRINT
Dina Nathanson
Executive Sponsor, DEI Leadership Council
Paula Ngon
Co-chair, BLACKPRINT
Stephen Orr
Executive Sponsor, OUTSPOKEN
Diane Parker
Head of DEI Leadership Council
Lesley Robinson
DEI Leadership Council member
Will Roth
Executive Sponsor, Media Upstarts
Ahu Terzi
Executive Sponsor, A3
Breana Tolla
Co-chair, Media Upstarts
Vishnu Tharavath
Committee Chair, DEI India Committee
Warren Trent
DEI Leadership Council member
Charlotte Triggs
Co-chair, Women@Meredith
Brianna Valentim
DEI Leadership Council Member
Mikayla Wilson
Co-chair, OUTSPOKEN

MEREDITH DEI INDIA COMMITTEE
New Majority Ready
We participate in the New Majority Ready initiative sponsored by GroupM. The initiative gathers leading media, technology, and publishing organizations to help brands better adapt to and develop audience and media strategies aimed at addressing shifting U.S. demographics.

#SeeHer
In 2018 we announced a groundbreaking partnership with the Association of National Advertisers on a new industry-wide initiative called #SeeHer. #SeeHer is focused on ensuring that women and girls are accurately portrayed in advertising and media and eliminating the unconscious gender bias that currently exists in programming and advertisements. We’re supporting #SeeHer with editorial coverage, masthead branding, PR, and a print and digital advertising campaign.

GEM™ Certification
Related to #SeeHer, Meredith and all of our company’s national brands have undergone GEM™ certification. GEM™ is a data-tracking gender equality measure to help identify best-in-class advertising and programming that supports girls and women. We are the first-ever GEM-certified publisher; and The Foundry, owned by Meredith, is the first GEM-certified content agency.

Human Rights Campaign Business Coalition for the Equality Act
We are a signatory for the Business Coalition for the Equality Act. This Coalition is a product of the Human Rights Campaign and consists of leading U.S. employers that have given their formal support to efforts to pass the Equality Act. This federal legislation would provide the same basic protection to LGBTQIA employees as is provided to other protected groups under federal law. As of summer 2020, the legislation had passed the U.S. House of Representatives but stalled in the Senate. There have been no new developments.
DIVERSITY ACROSS OUR BRANDS

From a content perspective, we’re focused on creating meaningful reporting about BIPOC news and storytelling. We’re bringing in more diverse writers, voices, and photos and well as fostering diversity within our management and employee base. For example, PARENTS diversified its board of advisors so that it is now 51% BIPOC. It created a pledge for writers (signed by all contributors from the last two years and included with every new contract) committing to prioritizing diversity in their reporting. It committed to increasing diversity in sources, imagery, writers, and photography across the board, and lifted up issues of social justice in its pages. Another example of that is the hiring of Mary Margaret, a BIPOC employee, to run Entertainment Weekly. And InStyle participates in the 15 Percent Pledge by committing to increasing the percentage of Black cover subjects, models, and feature subjects; and by introducing requirements for new hires and annual freelancers, among other initiatives.

Some additional examples of the diverse content created by Meredith brands include:

- EatingWell shared a story in its March issue about an organization called Tail Grass Food Box that supports Black-owned farms. The story was produced by Black writers and photographers.
- Entertainment Weekly continues its historic legacy of uplifting diverse voices and perspectives in front of and behind the scenes. For the first half of 2021, every one of its magazine covers—like its Oscars and Pride issues—featured racially and ethnically diverse talent and cover photographer. The brand continues that representation, which has always been a core part of its DNA, within the pages of every issue and in the content it creates and curates daily across platforms.
- In its October 2020 issue, FOOD & WINE featured Alexander Smalls, a Black entrepreneur, chef, author, and longtime Harlem resident.
- The most recent launch by Meredith Video is a new FOOD & WINE show, “Pastries with Paola.” The series, which stars celebrated pastry chef Paola Velez, debuts with 13 episodes. The videos focus on how to make easy desserts like empanadas and chocolate cake. They also celebrate Paola’s Dominican heritage and culinary traditions.
- For its July/August 2021 Future of Fitness story, The Health team spoke with a diverse group of seven thought leaders in the fitness world about progress that has been made and what still needs to happen for the workout space to be safe, welcoming, and inspiring for all. And for its September 2020 story about racism as a public health crisis, Health shone a light on the fact that racism and all forms of discrimination have significant adverse health effects—with the understanding that openness on the topic is a necessary step in moving forward.
- The October 2020 issue of InStyle featured Cynthia Erivo on the cover, along with a feature on a gay Black couple that runs Blk Mkt Vintage—a vintage store in Brooklyn dedicated to Black cultural expression.
• Martha Stewart Living is committed to highlighting diverse talent in every issue and in many ways:

  Tastemaker: This column showcases the essentials of people who are true tastemakers, including interior designer Sheila Bridges; Nicole Gibbons of Clare Paint; and Aurora James of Brother Vellies and the founder of the 15 Percent Pledge.

  American Made: A recent column highlighted the creation of Uncle Nearest Premium Whiskey. Nathan “Nearest” Green was a slave who taught a young Jack Daniels how to make whiskey using the technique that would make him a legend. More recently, when best-selling writer Fan Weaver learned about this rich heritage and relationship between the two men, she helped create the company with Green’s family members. Today, Uncle Nearest’s granddaughter is the master blender and the first Black woman to hold the title in a major U.S. distillery. The whiskey won more awards in the country than any other last year.

  Potluck: This is where we share the recipes and knowledge of top food experts, including pit master Rodney Scott and food historian Adrian Miller, on barbecue, the multicultural female teachers of League of Kitchens, and more.

  Spice of Life: The story of how Mumbai native Sana Javeri Kadri founded her spice company, Diaspora, and created equitable partnerships with farmers across India.

  Midwest Living profiled diverse places and personalities in fiscal 2021. An example is a story called “Tastes of Home,” produced by a diverse illustrator and contributor. As part of Midwest Living’s 25th anniversary issue, it featured five BIPOC immigrant chefs. Their portraits were painted by Sydney G. James, a nationally renowned Detroit muralist known for her work depicting Black women. Also, Midwest Living published its inaugural Women’s Issue in January 2021, with every story highlighting women of diverse ethnic and racial backgrounds, such as Lisa Peyton-Claire, founder of The Foundation for Black Women’s Wellness. Finally, Midwest Living’s holiday issue featured Black chef and Minneapolis restaurant owner Gerard Klass, who shared a soul food Thanksgiving menu, along with reflections on how food can bridge racial divides.

• In January 2021, PARENTS featured a Muslim family on its cover for the first time. The following month featured Brandi Carlile and Catherine Shepherd, the first lesbian couple on the magazine’s cover. More than half of covers for the year featured BIPOC talent.

• Through its “Southern of the Year” feature, Southern Living celebrates people across the South who are making an impact in their communities. Editors focus specifically on issues related to food, culture, and community. The story appears in the April issue and online. In 2021, the brand honored Darius Rucker.

• Rachael Ray In Season’s Holiday 2020 issue featured four New Year’s Soul Food recipes by food writer and recipe developer Renae E. Wilson. Rachael Ray In Season’s Winter/Spring 2021 issue included a cooking with kimchi story, with recipes from Korean YouTube star and cookbook author Maangchi.

• reveal spring issue featured the Black Interior Designers Network (BIDN), profiling leader Keia McSwain. The BIDN’s mission is to expand opportunities in the interior design space for Black-owned businesses.

• The February 2021 issue of Successful Farming included a feature story that addressed the challenges Black farmers face in agriculture today.

• The February 2021 issue of Travel + Leisure included a section focused on Black creators, experiences, and businesses.

• Our Hispanic brands—including PEOPLE En Español, Parents Latina, and Siempre Mujer—regularly offer content tailored for Latinx readers.

• Several of our local television stations served as media partners for Pride Parades in their respective cities, including Peachtree TV in Atlanta.

Despite the growing diversity reflected in our consumer brands, we know there is more work to be done. Audiences will see the diverse makeup of America reflected in our pages and on our websites in the future.
GOVERNANCE
RESPONSIBILITY

We demonstrate the highest standards of ethical conduct and expect our business partners to do the same; and we report results with accuracy and transparency, in full compliance with the laws, rules, and regulations that govern our enterprise.
CORPORATE GOVERNANCE

Our company was founded upon service to our customers, and we are committed to building value for our shareholders. Our products and services distinguish themselves on the basis of quality, customer service, and value that can be trusted.

Consistent with these principles and for the benefit of our stakeholders, we strive for the highest standards of ethical conduct, to be a leader in corporate governance, to report results with accuracy and transparency, and to maintain full compliance with the laws, rules, and regulations that govern our businesses.

**Ethical Conduct**

Corporate ethics, integrity, and compliance with the law are essential to our success, and we have always adhered to the highest standards as we conduct our business. To continually reinforce this commitment, all full-time and part-time employees, select agency workers, and independent contractors are required to complete training on the company’s *Code of Business Conduct and Ethics* upon hire and every two years following. Additionally, all full-time and part-time employees, select agency workers, and independent contractors are required to complete anti-harrassment training annually.

Our Compliance Committee, comprised of our Chief Executive Officer, Chief Financial Officer, Chief Development Officer/General Counsel/Secretary oversees the compliance program. They are informed about, sometimes directly involved in, and are committed to promoting an ethical culture and the sound investigation and resolution of compliance issues. The Audit Committee of our Board of Directors oversees compliance with our *Code of Business Conduct and Ethics*. Committee members review ethics reports quarterly, along with an annual summary of our compliance program overall.

If employees observe or are a victim of conduct that may constitute discriminatory or sexual harassment, or other inappropriate or unethical behavior, they may report their concerns verbally or in writing to:

- Their manager
- Their manager’s supervisor
- A Human Resources representative
- Any trusted management official in the company
- An email to HRConcerns@Meredith.com

They may also file a report with Meredith’s Ethics Line at (866) 457-7445 or online [here](#). Employees are encouraged to talk to supervisors, managers or other appropriate personnel about observed illegal or unethical behavior or violations of this Code, and when in doubt about the best course of action in a particular situation. Meredith will investigate all reported illegal or unethical behavior and possible violations of this Code promptly and with the highest degree of confidentiality that is possible under the specific circumstances. Complaints are reviewed by Human Resources regularly and reports are made to the HR and Compensation Committee of the Meredith Board of Directors (composed of three independent directors) quarterly. It is the strict policy of the company not to allow retaliation, legally or otherwise, for reports of misconduct by others made in good faith by employees. Employees are expected to cooperate in internal investigations of misconduct.
Our Business Code of Conduct, Human Rights Policy, Worker Rights Policy, and Health and Safety Policy can be found [here](#). We expect our suppliers to align with these policies by acknowledging a Supplier Code of Conduct.

**Financial Security and Accurate and Transparent Reporting of Results**

Our financial code of ethics can be found [here](#).

Five of nine directors serve on the fully independent Audit Committee, which oversees (1) the integrity of the financial statements of the company, (2) the independent auditor’s qualifications and independence, (3) the performance of the company’s internal audit function and independent auditors, and (4) the compliance by the company with legal and regulatory requirements. The Audit Committee has overall responsibility for approving and evaluating financing methods, policies, and plans for the company, and prepares the disclosures required by the Securities and Exchange Commission to be included in the company’s annual proxy statement. It reviews the audit functions annually and the other items quarterly.

Any employee with access to insider information must undergo Insider Trading training once, and employees with access to Payment Card Industry Data must undergo security training annually.

Employees likely to possess material information receive a memo each quarter reminding them that they and members of their immediate families may not engage in any transactions involving Meredith stock during Blackout Periods, which begin on the 15th day prior to the end of each fiscal quarter and expire at the end of the second business day following the earnings release date for the applicable quarter or year.

**Role of the Board in Risk Oversight**

Section 9 under Authority and Responsibility of the Audit Committee Charter states that the committee will “discuss with management the company’s major financial risk exposures and the steps management has taken to monitor and control such exposures, including the company’s risk assessment and risk management policies.” It reviews enterprise risk on a quarterly basis. Work is underway to begin including risks related to the transition to a lower-carbon economy and risks related to the physical impacts of climate change.

**Board Gender and Racial Diversity**

Our commitment to diversity, equity, and inclusion is reflected in the makeup of our Board of Directors. More than half of directors are women or BIPOC. The Nominating/Governance Committee is responsible for assessing the needs of the Board of Directors. This assessment includes members’ qualification as independent, as well as consideration of racial and ethnic diversity, gender, age, skills, other board service, and experience in the context of the needs of the Board.
Meredith Board of Directors

Donald A. Baer  
Mr. Baer, 67, a director since 2014, is a senior partner at Brunswick Group, the world’s leading critical issues firm.

Donald C. Berg  
Mr. Berg, 66, a director since 2012, is the president of DCB Advisory Services, which provides consulting services to food and beverage companies ranging from start-up companies to multi-national conglomerates.

Greg G. Coleman  
Mr. Coleman, 67, a director since 2020, is a board advisor for BuzzFeed, previously serving as president, and an adjunct professor at New York University’s Stern School of Business.

Mell Meredith Frazier  
Ms. Frazier, 65, a director since 2000, is vice chairman of Meredith Corporation and chairman of the Meredith Corporation Foundation.

Thomas H. Harty  
Mr. Harty, 58, a director since 2017, is chairman and chief executive officer of Meredith Corporation, the leading media and marketing company serving American women.

Beth J. Kaplan  
Ms. Kaplan, 63, a director since 2017, is the managing member of Axcel Partners, LLC, investing in consumer-facing early-stage and growth companies founded and led by women.

Paula A. Kerger  
Ms. Kerger, 63, a director since 2018, is president and chief executive officer of PBS, the nation’s largest non-commercial media organization with nearly 350 member stations.

Christopher Roberts III  
Mr. Roberts, 59, a director since 2019, is executive vice president and general manager of Global Food & Beverage (F&B) for Ecolab Inc., the global leader in water, hygiene, and infection prevention solutions and services that protect people and vital resources.

Elizabeth E. Tallett  
Ms. Tallett, 72, Lead Independent Director and a director since 2008, is a consultant to early-stage pharmaceutical and healthcare companies.

Board of Directors Best Practices

Eight of nine current directors are independent. All members of the Audit Committee, Compensation Committee, and Nominating/Governance Committee are independent directors, as defined by the New York Stock Exchange.

More than half of directors identify as women or are BIPOC.

We have a strong independent lead director. This position is held by Elizabeth E. Tallett, who has more than 30 years of experience as a senior executive in the biopharmaceutical and consumer industries.

Eight of nine directors serve on three or fewer public boards of directors.

Our CEO succession plan is reviewed annually by the independent directors, with and without the CEO present.

All committees, including the full board, meet in executive session without the CEO present at least quarterly.

The board annually reviews the long-term and emergency succession plans for senior management.
BUSINESS DIVERSITY AND SOCIAL RESPONSIBILITY PROGRAM

In fiscal 2021, we created a Business Diversity and Social Responsibility Program to facilitate alignment with suppliers that share our values. The first phase of this multi-step program includes the following elements:

1. **Creating a better understanding of our current suppliers** by surveying them about their diversity of ownership, certifications, environmental priorities, and more.

2. **Asking suppliers to acknowledge a Code of Conduct.** When existing suppliers receive the survey mentioned above, they will be asked to acknowledge our Supplier Code of Conduct and align with its designated values. New suppliers are asked to do this at the time of engagement.

3. **Developing a prospect database where potential suppliers can register.** This creates a ready-made bank of diverse and socially responsible companies that employees can search. It will be shared company-wide once it is populated with current and potential suppliers.

We are beginning our work by reaching out to suppliers, and will add vendors and other business partners over time.

Once a baseline is obtained through the Phase 1 activities, possible next steps will include collaborating with business partners and outside organizations, such as the U.S. Chamber of Commerce, National Minority Supplier Development Council, and Gay and Lesbian Chamber of Commerce, to reach ESG key performance indicators and/or create societal change, discussing company priorities with suppliers, and auditing and/or visiting plants or offices.

The Business Diversity and Social Responsibility Program was created by a cross-functional team of individuals listed below. The team meets monthly to manage the program.

- **Todd Beuse**, VP, Tax
- **Kandis Bock**, VP and Chief of Staff, Human Resources
- **Andy Borinstein**, VP, Content Strategy and Insights
- **Britta Cleveland**, SVP, Research Solutions
- **Annalisa Emaman**, Manager, Procurement Operations
- **Joel Heil**, Strategic Sourcing Consultant
- **Norbert Kaut**, VP, General Counsel
- **Jenny McCoy**, Executive Director, ESG
- **Sondra Newkirk**, VP, Brand Licensing
- **Diane Parker**, VP, Diversity, Equity, and Inclusion
- **Lesley Robinson**, Manager, Diversity, Equity, and Inclusion
- **Sean Simonis**, Executive Director, Strategic Sourcing
- **Nancy Weber**, EVP, Marketing and Integrated Communications
DATA PRIVACY AND SECURITY

Our readers and viewers entrust us to keep their data safe and to manage it responsibly. We honor that trust by diligently securing audience data and ensuring that individuals can control how and when their personal information is used in our systems and with our advertising partners.
RESPONSIBLE DATA MANAGEMENT

Our mission is to be clear and transparent about how and why we collect and use information from consumers, and to empower those consumers to control their personal information.

We’re committed to responsible collection, management, use, and protection of personal information, defined as information in any format that identifies, relates, describes, or is capable of being associated with an individual or a consumer’s device or browser. This can include such information as an IP address, cookie ID, or other browser, device, or ad identifier, as well as direct identifiers such as name and contact information.

The following core principles guide our data processing activities:

1. Process personal information in accordance with all applicable laws and regulations.
2. Treat personal information as confidential where appropriate.
3. Be transparent with subscribers, visitors to our digital properties, and other consumers about how we collect, use, and disclose information.
4. Implement principles of Privacy by Design and Data Minimization when collecting, processing, and storing personal information.
5. Collect, secure, process, use, and store personal information appropriately and ensure vendors and partners that process personal information on Meredith’s behalf have appropriate security controls in place.
6. Exercise appropriate precautions when processing location data, health data, and other categories of personal information that may be sensitive.
7. Implement industry standard technical and organizational measures to secure personal information.
8. Allow consumers to exercise their rights to access, delete, and stop certain processing of their personal information under applicable law in an efficient and easy-to-use manner.
9. Work to ensure data privacy incidents are identified and reported appropriately, and that the risks are mitigated to the greatest extent possible.
10. Train employees to understand their roles in upholding these principles and practices. All full-time and part-time employees must complete Privacy and Data Protection Essentials training annually, and select customer service employees are required to complete California Privacy Act Compliance training.

These principles apply when we own the relationship with the consumer, such as when we offer a magazine subscription or otherwise collect personal information directly from consumers. Where we act as an agent for another company, that company’s principles determine how the consumer’s personal information is processed and the other company is responsible for offering and honoring consumer rights, though we must ensure proper security for the information.

See more detail about Privacy at Meredith on page 8 in the company’s SASB disclosure.

With regard to data security, all full-time and part-time employees, select agency workers, and independent contractors must complete information security awareness training and IT acceptable use policy training annually. Employees with access to payment card industry (PCI) data must complete Payment Card Industry Data Security Standard training annually. See more information about data security at Meredith here.

The Audit Committee of our Board of Directors oversees Privacy and Data Security, and convenes in a dedicated meeting annually to discuss these issues. Updates and monitoring are done on a quarterly basis.
INTEGRITY

Our business is built on creating original content and serving our audiences, who turn to our brands as trusted sources of news, information, inspiration, and entertainment. Maintaining journalistic integrity is the core of our value proposition—it’s what entices, empowers, inspires, and engages our readers and viewers and attracts advertisers who need to reach them. And it’s how we distinguish ourselves in a crowded media marketplace. We are committed to safeguarding the independence of our editorial staff, boards, and content; and upholding high standards for the accuracy and value of our content.
INTEGRITY: THE HEART OF OUR BUSINESS

For close to 120 years, our readers have turned to us as a trusted source of news, information, tips, and inspiration. That trust is critical to our business success, and something our employees take very seriously. It’s at the heart of serving our readers and viewers. There are three aspects of integrity that matter most to Meredith and we’ll explore them in this section.

• Journalistic integrity
• Advertising integrity
• Intellectual property rights

Journalistic Integrity

All content creators in the Local Media Group (LMG) and the National Media Group (NMG) strive for the highest levels of truthfulness, accuracy, objectivity, fairness, and accountability.

• LMG: Corrections to published stories are most commonly noted with an “Editor’s Note.” When an issue is identified, the digital content managers at each station investigate and update the article as needed. All of our television station websites list reporters and anchors as well as a general newsroom or news desk email address so anybody can reach out to station management and/or reporters with questions about stories or other topics. Meredith TV stations minimize the use of generic bylines when possible. However we stand behind any story published with a generic byline.

• NMG: PEOPLE and Entertainment Weekly are the most news-oriented of our national media brands. PEOPLE, as an example, avoids generic bylines as much as possible to ensure it’s clear who is writing and reporting each story. PEOPLE is not a content aggregator. Our editors work to reach out to original sources, fact-check content, and secure official documentation, like court records and documents, among other techniques.

Our team at PEOPLE makes sure to provide proper context for stories, and avoids invasion of privacy by remaining mindful about what is private and what is newsworthy that serves the public interest.

Independence of editorial content: We maintain structural separation between news/editorial and sales departments in our LMG and NMG. For our television stations, under the Federal Communication Commission (FCC) sponsorship identification rules, any consideration provided for content is identified to the viewer, but such sponsored content is not included in hard news. Our NMG follows guidelines set forth by the American Society of Magazine Editors (ASME).

Respect for freedom of expression: The LMG legal department, in concert with news management, regularly fights for freedom of expression. We recently sued (and won) to obtain release of police body cam footage. We regularly participate in amicus briefing for freedom of expression cases. For example, Meredith LMG is one of the media entities that participated in an amicus briefing regarding judicial protection reporting in Portland, OR, which led to an injunction prohibiting federal law enforcement from violating reporters’ rights in Portland protests.
Codes of ethics: We’re committed to the independence of our editorial content and respecting freedom of expression.

- LMG maintains a group-wide social media policy, focused on avoiding journalistic bias. All LMG employees receive training on this policy.
- With regard to outside influences, our NMG brands follow the Meredith conflict of interest policy.
- Additionally, business partnerships are vetted by our senior management teams to ensure they don’t influence editorial, and outside social media posts are carefully monitored to ensure they are not misconstrued as coming from Meredith brands.
- Since PEOPLE conducts extensive political coverage, we take extra precautions to ensure not to publish biased views. No staff member may express personal political views on PEOPLE editorial platforms, and political reporters may not express political views on their personal social media handles. If reporters from other beats express political views on their personal social media, they must make it clear they are representing their own views and not those of the brand.

Protection of privacy and limitation of harm:
We follow journalistic principles to protect privacy and limit harm in the content we create. That includes protecting:

- Privacy of people (especially children) who may appear or are referenced in content
- Privacy in gathering content and undertaking business activities (e.g., maintaining the confidentiality of sources, protecting sources’ privacy when taken to court, and avoiding violation of privacy during news gathering)
- Privacy in agreements for information provided by sources (e.g., on-the-record, off-record, Chatham House Rule, or embargos)

The LMG follows normally acceptable journalistic protocols related to privacy in agreements for information provided by sources. And LMG newsrooms receive regular training on privacy torts and have a standard operating procedure in place for takedown requests through the legal department. LMG also has a privileged legal department policy on confidential sources.

In the NMG, PEOPLE provides the best example of the group’s approach to privacy of sources. Reporters make every effort for sources to be on the record, but respect that there are some situations where sources can’t disclose their identities. Our staff at PEOPLE makes sure the reasons are justifiable and if sources must be concealed, our staff is thoughtful about how to present that source and any information they may provide.
ADVERTISING INTEGRITY

As a company, we pride ourselves on our lack of editorial bias. Our NMG follows guidelines set forth by the American Society of Magazine Editors (ASME).

As impartial local news sources, the television stations in our LMG do not endorse any candidate and strive for balanced journalistic reporting. The stations often fact-check political ads, even those sold by the sales team for their own TV station. Our newsrooms work closely with the Meredith LMG legal department on a privileged basis on political compliance, story review, and internal training.

Our LMG General Counsel is a nationally known expert on political advertising who regularly appears on panel discussions on political ads. He manages the LMG political advertising compliance and grey areas in conjunction with an LMG Senior Vice President who focuses on political advertising.

See more detail about our political advertising guidelines on page 2 here.

Independence of content and/or transparency of potential bias: To ensure that our content is independent and/or transparent about any potential bias, we follow these journalistic principles:

- Disclose and clearly label/identify sponsorships, paid product placement, and political advertising as well as the concentration of media ownership, among other topics.
- In our LMG, stations include sponsorship identification in the opening sequence, credits, or in a lower-third chyron wherever a product is integrated into soft news. The stations do not integrate sponsor products into hard news segments.

FCC requirements: The LMG complies with FCC requirements and we regularly train our staff on such requirements. In addition, legal trainings are available on demand for sponsorship identification areas. Our legal department is continuously involved in policy debates before the FCC and Congress on the concentration of media ownership.

FTC requirements: Meredith employees are trained on, and act in compliance with, FTC guidelines regarding native advertising and the appropriate disclosures to inform the consumer of sponsored content.

Editorial independence from the influence of government, business, or interest groups: Our LMG and NMG teams follow policies and processes to maintain the independence of our content from the influence of outside groups, including the government, business entities, or interest groups. The LMG has a separate news director and news management chain at each local station. As previously stated, our NMG follows guidelines set forth by ASME.

Approach to receiving benefits, including inducement, charging for coverage, and, in the case of journalists, paying sources illicitly for news content: Both our LMG and NMG follow the Meredith Code of Business Conduct and Ethics, which states that no gift or entertainment should ever be offered, given, provided, or accepted by any company employee, family member of an employee, or agent unless it: (1) is not a cash gift; (2) is consistent with customary business practices; (3) is not excessive in value; (4) cannot be construed as a bribe or payoff; and (5) does not violate any laws or regulations. Without approval of a supervisor and a Corporate Officer or a direct report of a Group President, employees may not receive a gift in excess of $500 in value. This limit applies to one-time gifts as well as a series of gifts to the same recipient, or from the same source, within a 12-month period. Additionally, the NMG follows ASME guidelines, which state that editors should not accept favors or gifts intended to influence editorial coverage. Certain Local Media Group employees must also be trained annually on payola, plugola, and conflicts of interest.
INTELLECTUAL PROPERTY RIGHTS

Much of our business is built on the unique creative endeavors of our staff and freelance creators, so it’s imperative that we honor and protect intellectual property rights. We also know we must balance that with fair use and access rules.

Copyright protection: To ensure that copyright protection is maintained across all produced media in a way that acknowledges and respects the intellectual property rights of all authors, our NMG and LMG teams are regularly trained in copyright and fair use by our Legal Department. We use third-party watch services to monitor and report on any infringements of our intellectual property in the marketplace. Our LMG also identifies content with copyright notices and regularly sends cease and desist notices to infringers. In addition:

- On-air employees sign personal services contracts that protect Meredith's intellectual property rights in the content.
- The LMG uses license agreements, including retransmission consent agreements, to protect the distribution of our content.
- The LMG works closely with trade associations to protect the viability of free over-the-air television and the retransmission consent ecosystem against pirates, hackers, or others who attempt to subvert the Copyright Act.
The opportunity to publish content beyond the pages of print magazines enables us to reach an even broader and more diverse audience, as well as reduce our environmental impact. In our offices, increasing digital access also helps ensure business continuity and minimize supply chain disruptions.
TECHNOLOGY AND DIGITAL TRANSFORMATION

We’re no stranger to digital transformation. Since the widespread adoption of the internet began more than two decades ago, Meredith has been evolving our content offering so that our readers can engage with us on any platform anytime anywhere. Our adaptability and innovation in the digital space have helped us to not only survive but also to thrive when so many other media companies have struggled. Our extensive digital portfolio is a core part of our business, and our efforts here have also offset the environmental impacts of publishing and distributing print magazines.

Technology advancements have transformed how we go to market to serve our readers and stakeholders. They have also changed our business practices. We have been transitioning our data storage and management to the cloud, which has allowed us to move from costly, inefficient, and environmentally burdensome tape storage. Today, 15% of our data is stored on the cloud, compared to 5% two years ago. Pivoting to cloud storage has allowed us to use a centralized system for protecting, backing up, and managing the wealth of data across our networks in a way that’s end-to-end encrypted and keeps us in compliance with requirements such as the Sarbanes-Oxley Act (SOX) and Payment Card Industry Data Security Standard (PCI).

In addition, we’re working with our suppliers and business partners to identify ways to use digital technology to help improve our operations and our collective environmental sustainability.

“Meredith would not be where it is today without technology. All of our intellectual properties, including videos, images, and magazine copy, are technology-based, so it is our number one priority to provide a stable architecture to protect this data. As a company, we embrace the mantra of ‘Be bold, together.’ So as an IT team, eliminating tape and migrating to the cloud was a bold decision, but also the right one for Meredith.”

– DAVID COFFMAN
DIRECTOR OF ENTERPRISE INFRASTRUCTURE
APPENDIX

Water and Energy Consumption by Controlled Facilities
Utility Information by Controlled Facilities
Fiscal 2021 Greenhouse Gas Emissions Report
CDP Forests Questionnaire
CDP Climate Questionnaire
Workforce and Pay Data
Sustainability Accounting Standards Board (SASB) Disclosure
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Meredith India Corporate Social Responsibility Report
Environmental Data Table
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Governance Data Table