

**Appendix A—ISS Corporate Services**  
**ENVIRONMENTAL & SOCIAL**

| #  | QUESTION  | DISCLOSURE   | CSR REPORT |
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| 1  | Does the company disclose an enterprise level environmental policy?   | Yes.   | Page 32    |
| 18 | Does the company disclose the percentage of the suppliers' operations covered by a certified ISO 14001 or EMAS environmental management system? | Yes.   | Page 36    |
| 50 | Does the company provide quantitative metrics about GHG emissions?  | <p>GHG disclosure in 2012 met 20% reduction goal for 2015 (from baseline 2010) early by 3 years.</p> <p>Following the acquisition of TIME, Inc., Meredith conducted a new GHG emissions inventory for baseline year Fiscal 2019. The results will allow Meredith to set new GHG reduction goals.</p> <p>Total fiscal 2020 Emissions - 34,046 MT CO<sub>2</sub>e, down 16 percent from fiscal 2019.</p> <ul style="list-style-type: none"> <li>• Scope 1 - 3,338 MT CO<sub>2</sub>e</li> <li>• Scope 2 - 28,480 MT CO<sub>2</sub>e</li> <li>• Scope 3 - 2,384 MT CO<sub>2</sub>e</li> </ul> | Page 48    |
| 61 | Does the company provide quantitative metrics about energy consumption?   | Appendix B discloses the energy usage breakdown and efficiency of each Meredith location.  | Appendix B |
| 62 | Does the company disclose its total energy use?   | Meredith's total energy use for Fiscal 2020 was 220,291,112 kBtu   | Appendix B |

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| 63 | Does the company disclose information on energy derived from renewable and non-renewable sources?  | Meredith produces 0% of its energy from on-site renewable sources.<br><br>Appendix B discloses the percentage of sources (non-renewable and renewable) for the energy portfolio of each utility by Meredith location. | Appendix C |
| 71 | Does the company disclose information on energy conservation programs and performance?   | Yes.  | Page 48-52 |
| 73 | Does the company disclose its energy conservation resulting from such programs at any level other than enterprise (including facility, business unit, region, etc.)? | Yes.  | Page 49-52 |
| 78 | Does the company disclose its total electrical power use?  | Meredith's total electrical use for Fiscal 2020 was 59,337,026 kWh.   | Appendix B |
| 82 | Does the company disclose the percentage of consumed energy from the grid?   | Meredith consumes 91.9% of its total energy (kBtu) from the electric grid, and 8.1% from natural gas. The percent from district steam is negligible.  |            |
| 83 | Does the company disclose information on electrical power derived from renewable and non-renewable sources?  | Meredith produces 0% of its energy from on-site renewable sources.<br><br>Appendix B discloses the percentage of sources (non-renewable and renewable) for the energy portfolio of each utility by Meredith location. | Appendix B |

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| 96  | Does the company disclose a clear approach to reduce energy consumption from non-renewable sources?   | Meredith holds an annual strategic planning meeting each spring to analyze utility usage and cost per location and prioritize future investments in cost-effective on-site generation of renewable energy (e.g. solar).<br><br>Meredith's approach to the supply chain includes reviewing EPAT scores from paper mills at annual meetings to encourage the use of biofuels and other renewable energy. |        |
| 105 | Does the company describe management's role in assessing and managing climate-related risks and opportunities?                                  | Yes.   | Page 3 |
| 110 | Does the company describe the board's oversight of climate-related risks and opportunities?   | Yes.   | Page 3 |
| 118 | Does the company disclose specific targets for reducing NOx, SOx, and other significant air emissions?  | Meredith does not emit NOx, SOx, or other significant air emissions.   |        |
| 119 | Do the company's targets for reducing NOx, SOx, and other significant air emissions include relative targets?                                   | Not applicable. Meredith does not emit NOx, SOx, or other significant air emissions.   |        |
| 120 | Do the company's targets for reducing NOx, SOx, and other significant air emissions include absolute targets?                                   | Not applicable. Meredith does not emit NOx, SOx, or other significant air emissions.   |        |
| 121 | Do the company's targets for reducing NOx, SOx, and other significant air emissions include specific information on an implementation timeline? | Not applicable. Meredith does not emit NOx, SOx, or other significant air emissions.   |        |
| 122 | Does the company disclose quantitative information on significant air emissions?  | Not applicable. Meredith does not emit NOx, SOx, or other significant air emissions.   |        |
| 123 | Does the company disclose quantitative information on significant air emissions from nitrogen oxides (NOx), excluding N2O?                      | Not applicable. Meredith does not emit NOx, SOx, or other significant air emissions.   |        |

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| 124 | Does the company disclose quantitative information on significant air emissions from sulphur oxides (SOx)?                          | Not applicable. Meredith does not emit NOx, SOx, or other significant air emissions.                                    |            |
| 125 | Does the company disclose quantitative information on significant air emissions from non-methane volatile organic compounds (VOCs)? | Not applicable. Meredith does not emit VOCs.  |            |
| 127 | Does the company disclose quantitative information on significant air emissions from particulate matter (PM)?                       | Not applicable. Meredith does not emit significant air emissions from PM.   |            |
| 128 | Does the company disclose quantitative information on significant air emissions from hazardous air pollutants (HAPs)?               | Not applicable. Meredith does not emit HAPs.  |            |
| 159 | Does the company disclose its total hazardous waste generation?   | Yes. Please see the 'Hazardous Waste' section on page 41. All of the hazardous waste generated by Meredith is recycled. | Page 41    |
| 161 | Does the company disclose details regarding its hazardous waste disposal program?   | Yes.  | Page 41    |
| 162 | Does the company provide information about non-hazardous waste?   | See disclosure for #159 above.  |            |
| 163 | Does the company's disclosed information on non-hazardous waste include quantitative metrics?                                       | Yes.  | Page 43    |
| 168 | Does the company disclose information on its waste management and recycling programs?   | Yes.  | Page 41-45 |
| 169 | Does the company disclose a business waste recycling program?   | Yes.  | Page 41-47 |

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| 170 | Does the company disclose a production waste recycling program?        | Meredith Corporation's Production department housed in Des Moines participates in the location's Facilities recycling program. The most common materials being recycled from Production are paper, plastics, and non-salable magazines. Facilities provides trash and recycling containers with visual signage, and Communications sends educational reminders of what items are recyclable.  |             |
| 174 | Does the company disclose a business waste management program?         | Yes.  | Page 41-47  |
| 175 | Does the company disclose a production waste management program?       | Meredith Corporation's Production department housed in Des Moines participates in the location's Facilities recycling program. The most common materials being recycled from Production are paper, plastics, and non-salable magazines. Facilities provides trash and recycling containers with visual signage, and Communications sends educational reminders of what items are recyclable. See page 40 about Production heading and page 43 about Meredith Premedia waste reduction programs. | Page 39, 42 |
| 176 | Does the company disclose a packaging waste management program?        | See section titled Direct Mail.   | Page 41     |
| 177 | Does the company disclose a consumer product waste management program? | See sections on Production, Newsstand Distribution and Direct Mail.   | Page 39, 41 |
| 199 | Does the company disclose its total water use?                         | Meredith's total water use for Fiscal 2020 was 20,896,904 gallons, a reduction of 140 percent versus fiscal 2019.   | Appendix B  |

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| 206 | Does the company disclose information on incidents of non-compliance with water quality or quantity permits, standards, or regulations?  | Meredith has not had any incidents of non-compliance with water quality or quantity permits, standards, or regulations. |                  |
| 222 | Does the company disclose quantitative and qualitative environmental information through CDP's forests questionnaire?  | Link to CDP Forestry Survey.  | Page 37          |
| 275 | Does the company disclose that its board has a formal schedule for consideration of environmental, health and safety, and social matters?  | Yes.  | Page 3           |
| 276 | Does the company disclose the existence of a dedicated Environment, Corporate Social Responsibility, Health and Safety, or Sustainability board committee?                                     | Yes.  | Pages 29, 34, 35 |
| 279 | According to company disclosure, how many times did the Environment, Corporate Social Responsibility, Health and Safety, or Sustainability committee meet in the most recent fiscal year?      | Quarterly   | Pages 29, 33, 34 |
| 280 | Does the company disclose whether its Environment, Corporate Social Responsibility, Health and Safety, or Sustainability committee meetings in the most recent fiscal year were well attended? | All meetings are well-attended.   | Pages 29, 33, 34 |
| 282 | Is the Board of Directors specifically mentioned as having responsibility for the company's human rights policy?   | Yes.  | Page 3           |
| 295 | If the company suffered a major environmental controversy, has it failed to provide an adequate response?  | Meredith has not suffered a major environmental controversy.  |                  |
| 297 | If the company suffered a controversy linked to "living wage", has it failed to provide an adequate response?  | Meredith has not suffered a controversy linked to "living wage".  |                  |

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| 300 | If the company suffered a controversy linked to labor standards, has it failed to provide an adequate response?                                  | Meredith has not suffered any controversy linked to labor standards. As noted in the company's 10-K report, a small percentage of its workforce is unionized. It has various arrangements with its international employees that it believes to be customary for multinational corporations. It has had no strikes or work stoppages during the last five years and considers relations with its employees to be good. It has responded to EEOC claims, litigation and union grievances in the ordinary course. |             |
| 302 | If the company suffered a major controversy linked to human rights or corruption, has it failed to provide an adequate response?                 | Meredith has not suffered a major controversy in this regard.  |             |
| 303 | If the company suffered a major controversy, is any increase in salary or bonus proposed for the directors employed at the time of the incident? | Meredith has not suffered a major controversy in this regard.  |             |
| 304 | What is the scope of the company's disclosed training or professional development programs for employees?  |  | Page 19, 24 |
| 305 | Does the company disclose that it monitors employee satisfaction or engagement?  | Yes.   | Page 20     |
| 307 | Does the company disclose information about customer satisfaction or retention?  | Yes.   | Page 4      |
| 317 | Does the company's human rights policy address the protection of minority groups' rights?  | Yes.   | Page 7, 27  |
| 318 | Does the company's human rights policy address the protection of women's rights?   | Yes.   | Page 27, 28 |
| 329 | Does the company's publicly disclosed human rights policy include a training element?  | Yes.   | Page 24     |

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| 331 | Does the company's publicly disclosed human rights policy include a commitment to stakeholder involvement in the development of the policy, the implementation of the policy, and/or the evaluation of effective outcomes of the policy's implementation? | Yes.  | Page 29, 30 |
| 335 | Does the company explicitly identify the right to water as a fundamental human right in its environmental policy, human rights policy, or other policy document?  | Yes.  | Page 54     |
| 395 | Has the company published a conflict minerals report for the past fiscal year?  | Meredith does not participate in business related to conflict minerals. |             |
| 396 | Does the company's conflict minerals report include information on the percentage of smelters and refiners within the supply chain that are verified "conflict-free" for tungsten?  | Meredith does not participate in business related to conflict minerals. |             |
| 397 | Does the company's conflict minerals report include information on the percentage of smelters and refiners within the supply chain that are verified "conflict-free" for tin?   | Meredith does not participate in business related to conflict minerals. |             |
| 398 | Does the company's conflict minerals report include information on the percentage of smelters and refiners within the supply chain that are verified "conflict-free" for tantalum?  | Meredith does not participate in business related to conflict minerals. |             |
| 399 | Does the company's conflict minerals report include information on the percentage of smelters and refiners within the supply chain that are verified "conflict-free" for gold?  | Meredith does not participate in business related to conflict minerals. |             |
| 402 | Does the company disclose a formal system to implement stakeholder consultation and engagement?   | Yes.  | Page 33     |



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| 424 | Does the company publicly disclose a gender diversity strategy or similar commitment to ensure appropriate gender representation at the senior management level? | Yes.  | Page 27    |
| 428 | Does the company apply a diversity strategy (beyond gender) to the senior management level?  | Yes.  | Page 27    |
| 434 | Does the company's labor rights policy address discrimination based on ethnicity?  | Yes.  | Page 24    |
| 438 | Does the company's labor rights policy address discrimination based on gender identity or gender expression?   | Yes.  | Page 24-29 |
| 458 | Does the company disclose an International Framework Agreement with a global union federation?   | The company has no International Framework agreement as almost all of its employees are domestic.   |            |
| 479 | Does the company disclose information on management systems used to integrate a culture of safety and emergency preparedness?                                    | Meredith uses a multi-mode hosted communications tool to notify employees in emergency situations. This system is integrated with its HR system to ensure that notifications are able to be sent to all current employees on an ongoing basis. For IT-related issues, it has system status monitoring and notification to enable rapid response and also to notify users that subscribe to the notifications. This is separate from the emergency notification tool. Meredith also maintains a system that houses business continuity and disaster recovery plans for key systems and processes. These plans are reviewed on a regular basis. |            |
| 484 | Does the company state a commitment to a fair or living wage for all employees?  | Yes.  | Page 19    |

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| 485 | Does the company disclose country-by country tax payments?                               | No specific country-by-country disclosure is made because non-US tax paid is not material.   |  |
| 487 | Does the company disclose country-by country information on turnover/revenue?            | Meredith's 10-K report states: Revenues from individual customers and revenues, operating profits, and identifiable assets of foreign operations were not significant. |  |
| 488 | Does the company disclose country-by country information on profit or loss before taxes? | Meredith's 10-K report states: Revenues from individual customers and revenues, operating profits, and identifiable assets of foreign operations were not significant. |  |