

2021 Key Highlights

Completed first phases of customized **Inclusive Journalism program** and diversity and inclusion content audits in all

49 NEWSROOMS

Achieved **double-digit growth in Black, Indigenous and People of Color representation** in content teams, content leadership and company leadership

A\50 MOST ENGAGED WORKPLACES® 2021

Recognized as one of Achievers 50 most engaged workplaces

Recognized by The Civic 50 as one of the 50 most community-minded companies in the U.S. for a second consecutive year



DIGIDAY
GREATER GOOD AWARDS

Received a Digiday Greater Good Award for TEGNA stations' COVID-19 relief efforts

Honored by the Women's Forum of New York for leadership in Board gender parity



Recognized as a Best Place to Work for LGBTQ Equality for the 5th consecutive year by the Human Rights Campaign Foundation with a score of 100 on the Corporate Equality Index

Completed a **comprehensive greenhouse gas emissions inventory** for scopes 1, 2 and 3 to better understand how we can be better stewards of our resources



Made **330** TEGNA FOUNDATION COMMUNITY GRANTS totaling **\$1,850,000** to support critical needs in local communities

APPROVED MORE THAN **3,100** employee matching gifts, a record, to

1,700+ NONPROFITS totaling more than **\$2.2M**

EXTENDED 2:1 MATCHING PROGRAM THROUGH THE END OF 2022

Provided support for Reporters Committee for Freedom of the Press' Local Legal Initiative, which defends the rights of local journalists to gather and report the news



Made special grants to support the movement for racial and social justice and equality; approved the creation of a **Diversity, Equity, and Inclusion Grants Committee** of employees to steer TEGNA Foundation's grantmaking in this area

Awarded 13 Media Grants to organizations that support training for the next generation of diverse journalists; education and development opportunities for journalists and other professionals in the media field; and protection of First Amendment freedoms

Helped raise **\$3.5M** for Hurricane Ida Relief