

2025 Diversity and Inclusions Goals and 2022 Progress

Content Teams: Increase the diversity of our content teams (news, digital and marketing employees) to reflect the aggregate BIPOC* diversity of the communities we serve, which is ~36%.

Content Leadership: Increase BIPOC representation in content leadership roles by 50%.

Company Leadership: Increase BIPOC representation across all management roles within the organization by 50%.

* BIPOC = Black, Indigenous, and People of Color

| | CONTENT TEAMS | CONTENT LEADERSHIP | COMPANY LEADERSHIP | ALL EMPLOYEES |
|----------------------------|--|--|--|--|
| 2025 BIPOC Goals | Reflect markets at ~36% | Increase by 50% | Increase by 50% | |
| | On track | On track | On track | |
| 2022 BIPOC Progress | 1/1/21 – 27% 12/31/21 – 30% 12/31/22 – 32% | 1/1/21 – 17% 12/31/21 – 20% 12/31/22 – 23% | 1/1/21 – 16% 12/31/21 – 18% 12/31/22 – 20% | 1/1/21 – 25% 12/31/21 – 27% 12/31/22 – 29% |

| | | | | |
|-----------------------------------|--|--|--|--|
| 2022 Female Representation | 1/1/21 – 46% 12/31/21 – 46% 12/31/22 – 45% | 1/1/21 – 45% 12/31/21 – 44% 12/31/22 – 44% | 1/1/21 – 41% 12/31/21 – 42% 12/31/22 – 42% | 1/1/21 – 47% 12/31/21 – 47% 12/31/22 – 47% |
|-----------------------------------|--|--|--|--|

| | ASIAN | BLACK OR AFRICAN-AMERICAN | HISPANIC OR LATINO | WHITE | OTHER | N/A* |
|----------------------|-------|---------------------------|--------------------|-------|-------|------|
| All Employees | 3.1% | 12.7% | 10.7% | 68.4% | 2.5% | 2.6% |

* N/A - not available or not disclosed

