



Ziff Davis Vendor Code of Conduct

(Last revised April 2024)

This Vendor Code of Conduct sets forth the expectations applicable to the vendors (“Vendors”) of Ziff Davis, Inc. and any of its subsidiaries (“Ziff Davis”). In particular:

- Vendors are expected to act in accordance with Ziff Davis’ Code of Business Conduct and Ethics.
- Vendors are expected to act in accordance with Ziff Davis’ Labor Rights Policy, including but not limited to provisions on freedom of association and collective bargaining, and provisions prohibiting the use of forced labor, child labor exploitative practices, human trafficking or modern slavery. Ziff Davis also expects its Vendors to comply with applicable laws on working hours, minimum wages, acceptable living conditions and disciplinary practices (including where applicable corporal punishment), and further expects Vendors to comply with ILO standards.
- Vendors are expected to act in accordance with Ziff Davis’ Human Rights Policy.
- Vendors are expected to act in accordance with Ziff Davis’ Environmental Policy and Ziff Davis’ Climate Change and Biodiversity Policy Statement.
- Vendors are expected to act in accordance with Ziff Davis’ corporate policies prohibiting discrimination or harassment.
- Vendors are expected to act in accordance with Ziff Davis’ Whistleblower Policy. More information on Ziff Davis’ whistleblower program can be found at <https://secure.ethicspoint.com/domain/media/en/gui/46008/index.html>.
- Vendors are expected to act in accordance with Ziff Davis’s Export Compliance Manual and must comply with all U.S. export controls. Vendors are also expected to provide Ziff Davis with ECCNs applicable to their products and services. Ziff Davis does not do business with entities and individuals located in Cuba, the Democratic People’s Republic of North Korea, Iran, Syria or the Crimea Region of Ukraine, or who are on the U.S. Treasury Department’s Specially Designated Nationals list, and Ziff Davis expects its vendors not to do so either.

All referenced policies are available at <https://www.ziffdavis.com/esg-policies>.

From time to time, Ziff Davis may waive certain provisions and expectations of this Code of Conduct. Any Vendor, employee or director who believes that an explicit waiver is required should discuss the matter with an Appropriate Ethics Contact, pursuant to the Company’s Business Code of Conduct and Ethics.

Review and Revision Log

Revision Number	Date of Review or Revision	Description
1.0	February 2022	Initial document creation
1.0	December 2023	Reviewed, no changes
1.1	April 2024	Converted to Code of Conduct only