

## Environmental, Social & Governance Responsibility at Scripps

Scripps is a Fortune 1000 American media enterprise with deep relationships in local markets and broad national audience reach. Our journalism and programming can be found online, on social media and anywhere people watch television. Through broadcast stations that are embedded in local communities; entertainment networks that reach national audiences; the Scripps News national news network; and a wide range of initiatives aimed at bringing people together through media, Scripps produces and distributes trusted and beloved content that informs, engages, entertains and uplifts.

With an eye to the future, Scripps is building new ways to stay ahead of tomorrow's media consumer - accelerating new technologies and distribution models to challenge assumptions and propel the industry toward a sustainable future.

Our core values of courage, compassion, curiosity and community aren't just words on paper, they are central to the way we work, how we make decisions and the way we treat each other – and our business partners. Likewise, equity, diversity and inclusion are intentional efforts to create a workplace where employees, audiences and other stakeholders feel valued and able to reach their full potential. We are dedicated to ensuring the company reflects the communities where we live, work and play.

Through our philanthropic arm the Scripps Howard Fund and the nearly 100-year-old Scripps National Spelling Bee, we are investing in the next generation of storytellers and changemakers with the firm belief that information, and understanding how to interpret it, are keys to unlocking the world around them.

Together with those we serve, we're both imagining the future of media and creating it. And it is through our many communities – our employees, our audiences and advertisers, our investors – that we live out our corporate social responsibility.

We at Scripps are passionate about the importance of journalism in our democracy – a Fourth Estate that balances government power, holds authority figures and institutions accountable and improves the lives of those we serve. We know that a dynamic news media is instrumental to a healthy nation that governs itself through transparency and civil discourse. This vision drives our internal priorities and our external partnerships and activities and provides a broad view of the stakeholders to whom we are responsible.

Our corporate social responsibility takes shape through our environmental, social and governance (“ESG”) policies and procedures, and during 2022, we made significant progress in evolving Scripps' ESG program.

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In addition to identifying our ESG focus topics, we have defined the governance structure around our ESG program. Our Board of directors monitors our ESG-related risks and opportunities while each of the committees of the Board oversees the ESG initiatives relevant to it. We have expanded committee charter language to include comprehensive ESG-related responsibilities and ESG content is discussed at each quarterly board meeting. It is management’s responsibility to drive the ESG program, and ensure alignment with the Company’s mission, vision and strategy, while a steering committee and working group comprised of leaders and key employees from various departments and business units participates in executing the ESG strategy.





Toward this end, Scripps has committed time, talent and other resources to four key issues impacting the important role of journalism in our society:

- **News Literacy.** Scripps supports educating Americans on the role of the free press and society's need for robust reporting and energized news operations. The company has partnered with The News Literacy Project, a nonpartisan nonprofit organization, to launch News Literacy Week. The fourth annual event was held beginning Jan. 23, 2023. The public awareness campaign works to achieve broad consumer reach and wide media support.
- **Journalism Ethics.** Scripps reporters, editors and management working on any journalism-producing platforms are expected to live up to standards of ethics and objectivity as outlined in the Journalism Ethics Guidelines (see link above). Journalists must be vigilant about their objectivity, integrity and thoroughness, and Scripps plays an important role in preparing them for this work. The Company employs a chief ethics officer and has an ethics hotline that journalists can call with questions or questionable practices to report. The Company also has clear policies about conflicts of interest, identifying sponsored materials and other key journalistic practices.
- **Journalism Education & Recognition.** The Scripps Howard Fund ("the Fund") and the Scripps Howard Foundation ("the Foundation"), affiliated charitable organizations that support philanthropic causes important to Scripps, made grants totaling \$3.2 million in 2022 to support journalism education through experiential learning. The Fund supported investigative journalism training with \$2 million divided evenly between two Howard Centers for Investigative Journalism students – one at Arizona State University and one at the University of Maryland. These innovative centers have become industry leaders in preparing the next generation of investigative journalists. When students graduate from this program, they are eligible to apply to be Roy W. Howard Fellows. The Fund provides up to 60% of the fellow's salary, with the nonprofit newsroom paying the remainder. The Fund contributed \$330,000 for the "Disarming Disinformation" project. In partnership with the International Center for Journalists (ICFJ), the project empowers journalists and journalism students to fight disinformation in the news media. The Fund also contributed \$200,000 divided evenly between the Emerging Journalists programs at the University of North Texas and Elon University. These programs seek to increase diversity in journalism education – and therefore the industry.

The Fund also operates the Scripps Howard Awards, one of the nation's most prestigious American journalism competitions. The awards recognize and promote journalism that spurs action, news organizations that go the extra mile to expose previously undisclosed or misunderstood information and journalists who embrace new tools, channels, technologies and approaches. In 2022, the Fund shifted the goal of the Awards to reach the public at large to reinforce the value of journalism and build trust in the work of journalists.

The annual Give Light Awards are another way in which the Company celebrates the work and the people who have brought our mission to life. These awards are employee-nominated and are open to Scripps employees across all divisions, brands and departments for work with a commitment to our 100-year-old company motto, Give light and the people will find their own way.

- **Defense of the First Amendment.** As a result of the economic pressure on the news business, some commercial and not-for-profit news organizations have grown slower to challenge open-records law violations, government cover-up efforts and other public interest issues that may require legal expense. At the same time, government officials have become more emboldened by the discrediting of the news media to ignore open records requests. In 2022, Scripps' local news outlets conducted numerous investigations that helped those in our communities better understand government activities and led to actions that righted significant wrongs. Scripps financially supports a legal fellow with The Reporters Committee for Freedom of the Press who helps local newsrooms fight for open records, access to courtrooms and public meetings and general government transparency.
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## Responsibilities to Audiences

In our Local Media markets, Scripps takes pride in giving back to the places where we live and work through social service projects, by shining light on important local issues such as domestic violence and homelessness, and by sponsoring and emceeding important local philanthropic, civil and business events.

Our local television stations serve a critical public-service role in keeping viewers informed during natural disasters, and they host telethons and other fundraising efforts to help those affected. For example, after Hurricane Ian hit Fort Myers, Florida, in September 2022, the Fund worked with Scripps' stations across the nation to raise nearly half a million dollars from viewers, Scripps' employees and members of the Scripps family in relief funding for those impacted by the storm.

In addition to public safety, our stations serve a key public watchdog role. They investigate wrongdoing in the government and business sectors, bringing to light malfeasance and driving positive community change. Our stations also spotlight those in need, often leading to community support for those individuals or groups.

We have a responsibility to represent all of those who live in our communities. Being fair and inclusive in our coverage means understanding our audiences. To that end, Scripps requires extensive training for its local and national newsroom employees on understanding their implicit biases, researching the viewpoints of key racial and demographic groups and reporting stories that are balanced by seeking out and reflecting a wide range of voices. Scripps' newsrooms have detailed equity, diversity and inclusion policies.

The inclusive journalism priority of the Local Media division in 2022 focused on Hispanic and Latino news consumers. Under the oversight of our inclusive journalism leader, we launched training over the summer with nearly 1,000 employees participating in online town-hall-style discussions. These conversations are built off of the foundation already laid in our African American/Black news EDI training from the past several years. The goal is to have all news employees also participate in this new training, to give them a better understanding of Hispanic communities and the sensitivities in covering those segments of the population.

In addition, in an effort to increase trust in American journalism, we conducted research by going into 100 homes in seven cities and listening deeply to our audience—hoping to understand what younger Americans need from the news that they aren't getting. We invested millions of dollars in this research-driven listening tour. As a result, our local stations have increased the length and complexity of its segments focusing more on stories about solving problems rather than just documenting them and backing away from crime coverage. Our research indicates that the neighborhoods on the news did not resemble the places where our viewers live, work and play. As a result, we have moved away from crime coverage and each station has selected one signature issue that matters deeply to the local community.

During 2022, our local journalism was recognized with a number of prestigious national journalism awards, including a Peabody, a duPont, a George Polk Award and a Sigma Delta Chi/Society of Professional Journalists award. Our national news team won an Investigative Reporters and Editors award and was nominated for an Online News Association honor.

On the Scripps Networks front, we are embarking on a brand refresh to better position our Bounce network within the African American community. Our vision is to become a meeting ground for Black culture, conversations, and creators by presenting the most authentic view of Black lives and experiences on TV. We continue to refine the programming and marketing while also expanding our community engagement in an effort to fulfill our mission. In addition, Wendell Pierce has been nominated for an NAACP Image Award in the Outstanding Actor in a Television Movie, Limited-Series or Dramatic Special category for his work in *Don't Hang Up*, a Bounce Original. This is the first NAACP award nomination ever for Bounce.

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## Community Impact

Scripps gives back to many organizations in its corporate hometown of Cincinnati and in markets across the country where it does business. Scripps employees across the country are investing in their local communities by reporting on critical issues, entertaining audiences with quality content, fundraising to help those in need and volunteering for important causes.

The Foundation and Fund are charitable organizations established and controlled by Scripps to carry out the philanthropic objectives of the Company and further the charitable legacy of the Scripps and Howard families. The Foundation was founded in 1962 to support the Company's charitable work, while the Fund was established as a public charity in 2022 to open new opportunities to engage our audiences and amplify our philanthropic impact.

The Foundation and the Fund are dedicated to bringing about a fully informed world by advancing journalism education, improving childhood literacy and giving back to the communities where we do business.

In 2022, the Fund and the Foundation made grants totaling \$7.65 million. The Fund and the Foundation supported journalism education and programs with \$3.67 million in grants and programs to improve communities with grants totaling \$3.98 million. Community giving included more than \$500,000 for Hurricane Ian relief, \$400,000 for local non-profits to match employee donations or support employee volunteerism at community programs in Scripps markets and an additional \$1.25 million for other causes important to communities where Scripps does business. In addition, the Fund and the Foundation provided nearly \$1,386,000 to childhood literacy efforts, including \$900,000 to fully fund book fairs for at-risk children as part of its "If You Give a Child a Book ..." campaign. The additional \$1 million raised during the 2022 campaign by members of the Scripps family, Scripps employees and local viewers will provide more than 200,000 books to nonprofits and schools across the country in 2023. With the funds raised through this most recent campaign, the total number of distributed books since 2016 will surpass 1 million.

Projects for 2022 included:

- If You Give a Child a Book... Campaign – The Fund's 2022 "If You Give a Child a Book..." campaign raised \$1 million during the seventh-annual childhood literacy campaign, which will provide 200,000 books for kids across the country. For every \$5 donation, the Fund gives one book to a child in need. The books are distributed to nonprofits and schools with high percentages of children from low-income families. Over 60% of Scripps employees contributed to this important campaign.
  - Market Grants – The Fund awards money to non-profit organizations in each of our markets based on recommendations from Scripps' local TV stations.
  - Employee Programs – Scripps employees can apply for \$1,250 in grants twice a year to be donated to their charity of choice either through the matching gifts program or the volunteer grant program. Employees also are encouraged to take a paid Volunteer Day every year to spend time with an organization or cause about which they are passionate.
  - Community Impact – The Fund partners with Scripps' local TV stations to raise money from viewers for local issues or causes.
  - Emergency Relief – The Fund helps raise dollars to support our communities in the event of a weather disaster or other catastrophe.
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## Employee Experience

Human Capital Management increasingly is considered a significant driver of value and success to Scripps and many other companies.

As the global pandemic transitions to the endemic stage, we continue to rely on the three key priorities our leadership outlined to deal with the coronavirus to guide our decision making: protecting the health and welfare of our employees, executing our mission and maintaining business continuity. During 2022, we transitioned our remaining workforce back into the workplace. Once we felt safe to do so, we lifted the vaccine mandate we implemented in 2021.

While we will no longer require vaccinations, Scripps still strongly encourages vaccinations and boosters. And we will continue to offer up to two hours of time off, with pay, for employees to receive a vaccination dose or booster shot during their regular workday.

In addition to protecting our employees' physical health, we also offer resources to assist with our employees' mental well-being. We recently created a holistic library of well-being resources called "Healthy Minds" that is posted to the Company intranet and available to all employees.

Critical to our business success is identifying, recruiting, retaining and incentivizing our employees. We strive to attract and retain the most talented employees in the industry by offering competitive compensation and benefits. Our compensation philosophy is based on rewarding each employee's individual contributions and striving to achieve equal pay for equal work regardless of gender, race or ethnicity. We use a combination of fixed and variable pay, including base salary, bonus, commissions and merit increases, which vary across the business and by role. In addition, as part of our long-term incentive plan for executives and certain employees, we provide share-based compensation to foster our merit-based culture, align our business leaders' interests with those of our shareholders, and attract, retain and motivate our key leaders.

As the success of our business is fundamentally connected to the well-being of our people, we offer benefits that support their physical, financial and emotional well-being. We provide our employees with access to flexible and convenient medical programs intended to meet their needs and the needs of their families. We also offer a voluntary Employee Stock Purchase Plan ("ESPP") whereby employees can elect to participate through payroll deductions to purchase Company stock at a discounted price. Additionally, we offer a 401k Defined Contribution Plan to all regular employees and an Executive Deferred Compensation Plan to certain senior-level employees. Financial counseling is available at no cost to our employees, providing access to confidential, one-on-one financial coaching and online resources to help with every-day financial decisions and planning for life events. Through our Scripps Howard Fund, we offer our employees opportunities to apply for grants to support their volunteer efforts in local communities as well as charitable contribution matching gifts. Our benefits vary by location and are designed to meet or exceed local laws and to be competitive in the marketplace.

We believe a key factor in employee retention is training and professional development. We have training programs across all levels of Scripps to meet the needs of various roles, specialized skill sets and departments across the Company. We use certain employee turnover rates in assessing our employee programs to ensure they are structured to instill high levels of employee tenure, low levels of voluntary turnover and optimal productivity and performance across our workforce. In 2022, we implemented quarterly all-employee engagement surveys. Data is aggregated and shared with management to help us understand priorities and opportunities that our employees find beneficial to their everyday work life. To assist us with helping employees with career growth and exploration, we invited employees to update their experience, skills and interests in our human capital management system.

As technology continues to rapidly drive change in our industry, we are partnering with Google on a multi-year initiative to transition experienced journalists with primarily print news backgrounds into broadcast news careers. Google has made a financial commitment to Scripps to underwrite the newly created Scripps Journalism Journey Initiative, and journalists selected for participation will be hired into full-time career positions in Scripps' local and national media newsrooms.

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In addition, Scripps employees have the opportunity to participate in the Google Career Certificates program with access to in-demand skills through job training in the fields of data analytics, IT support, project management, user experience (UX) design and digital marketing. These college-level courses are taught and developed by Google employees with decades of experience in these fields and are hands-on, practical and rigorous.

We strongly believe Scripps' success depends on employees understanding how their work contributes to the Company's overall strategy. To that end, we communicate with our workforce through a variety of channels and encourage open and direct communication, including frequent emails and videos from corporate leaders to all employees; daily company social media posting; annual all-employee awards program; employee engagement surveys; and regular town hall meetings with the CEO and other executives.

In support of keeping our employees healthy and safe, Scripps uses an employee-focused mass-communication system, allowing us to activate teams, allocate resources and provide critical direction to employees at a moment's notice in the event of any incident and/or threat of physical harm. The program is tested on an annual basis with all locations and businesses. These exercises are a key training tool in preparing our local and enterprise leaders as well as our staff in dealing with and responding to a wide range of threats.



## Equity, Diversity and Inclusion

Scripps is committed to an equitable, diverse and inclusive workplace that reflects the communities where we live, work and play. Our goal is to support all employees with the resources and development opportunities they need to write their own stories. Our overarching Equity, Diversity and Inclusion (EDI) strategy focuses on building awareness of the importance of EDI in our workplaces and communities, empowering leaders to employ EDI practices in their business units or reporting structures, and tracking equity, diversity and inclusion efforts, which culminates in regulatory reporting, divisional analysis and regular reports to the Company's Board.

Leading Scripps' diversity, equity and inclusion strategies across the enterprise is a chief diversity officer. She and her team partner with business and human resources leaders to develop and implement the EDI strategy as well as action plans that continually evolve Scripps' EDI commitment. The components of these plans include:

- HR/EDI Strategic Purpose/Enterprise HR Objective: Foster diverse, inclusive, respectful workplaces focused on recruiting and developing talent that drives a high-performance, mission-oriented culture to support business objectives.
- EDI Mission: Cultivate a culture of inclusion where everyone is valued, informed, and empowered to fully realize their Scripps story.
- EDI Vision Statement: Transforming our business and the communities where we live, work and play by acknowledging, incorporating and uplifting our increasingly diverse world.

The EDI team has developed plans to direct our Company based on our guiding principles:

- Culture – To foster a culture that embraces each person's diversity and empowers employees to reach their full potential,
  - People – To attract and retain diverse talent through strategic recruiting practices and professional development to reflect the communities we serve, and
  - Business – To create additional value for Scripps and drive stronger business results by leveraging new ideas and innovation that stem from a culture of inclusion.
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Our four diversity pillars are: Race, Gender, LGBTQ+, and Veterans.



As a key focus of our EDI journey, we have labored to help both employees and external stakeholders understand how and why Scripps is focused on a more equitable, diverse and inclusive workplace. The awareness and educational part of our strategy is foundational to improving representation in our workforce. We celebrate our history and heritage months and ensure ongoing learning opportunities through The Welcome Table, which highlights educational awareness; Courageous Conversations, showcasing robust, candid discourse among employees and speakers; EDI Academy, which promotes intimate topical exchanges; and our annual Diversity Symposium. To engage employees deeper in our organization, we've also introduced our EDI Advisory Council, which will leverage employee perspectives on our EDI strategy and supporting tactics. Our Employee Resource Groups have increased across the organization, with each diversity pillar represented.

We kicked off several new opportunities in 2022, including incorporating EDI discussions into the onboarding process, ensuring each new employee has a firm grasp of our EDI strategy, and regularly offering unconscious bias trainings to all employees. We also have been focused on evolving our television programming through the lens of our EDI goals. In 2022, we created a dedicated position to lead efforts in inclusive journalism, helping our news markets better connect with their audiences. This person partners with news leaders in implementing the Company's audience and demographic research findings, developing EDI best practices and placing a greater emphasis on representing all sectors of our audiences.

In 2022, we held our second annual EDI Symposium, which is our annual, weeklong event featuring internal and external speakers talking to our employees about topics related to EDI. More than 3,800 employees joined 14 inspiring sessions – a 31% increase over last year's symposium. Of those, 42% were in manager and executive roles.

At its core, our EDI work is about engaging every employee and helping them to participate at work at their fullest level, to achieve the satisfaction of belonging and performing well.



## Compliance, Professional Integrity & Ethics

The Company demonstrates its commitment to operate at the highest ethical standards through its employee Code of Conduct. Our Code of Conduct was updated significantly and re-released to employees in January 2023. Our chief ethics officer is responsible for implementation and oversight of the Code of Conduct and the ethics program and reports to the Board's Nominating & Governance Committee on quarterly activity. We have in place a Code of Business Conduct and Ethics for the chief executive officer and the senior financial and accounting officers. It is the responsibility of the Nominating & Governance Committee and the chief financial officer to make sure this policy is operative and has effective reporting and enforcement mechanisms. Both the Code of Business Conduct and Ethics for the chief executive officer and senior financial officers and the Code of Conduct are available for review on the Company's website at [www.scripps.com](http://www.scripps.com) (click on "Investors" and then on "Corporate Governance") and to any shareholder who requests a printed copy from the Company's secretary at [secretary@scripps.com](mailto:secretary@scripps.com) or at 312 Walnut Street, Suite 2800, Cincinnati, Ohio 45202.

We believe we have an obligation to provide employees with the guidance and support needed to ensure that lawful and ethical choices are made at work. To support this commitment, we make available to all employees, as well as our directors, an online learning module annually to ensure that employees understand the concepts included in the Code of Conduct and the importance that the Company places on ethical behavior and compliance with the law. We have also established several ways for employees to raise workplace concerns. To submit a report, employees are encouraged to contact a manager or the chief ethics officer. Employees also can submit a concern anonymously, either through a company-monitored toll-free number

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or through a third-party vendor, EthicsPoint. EthicsPoint operates its own toll-free number (888-397-4911), which is operational 24 hours a day, seven days a week. Employees may also raise questions online through the Internet ([www.ethicspoint.com](http://www.ethicspoint.com)).

We take our responsibility for compliance very seriously and want to ensure our employees are knowledgeable and confident about the risks the Company faces. We provide quarterly training modules to employees relevant for their role and level within the Company.

**Cybersecurity:** Protecting our systems and data from cyber threats is important for ensuring continuity of operations and maintaining the trust of our customers and stakeholders. Scripps is committed to having a strong cybersecurity program and employs a chief information security officer (“CISO”). The CISO is supported by a team of cybersecurity professionals responsible for protecting the Company from potential threats. The cybersecurity team has implemented a comprehensive cybersecurity program that includes, but is not limited to, the following measures:

- Strict controls that limit access based on job responsibilities and enforce authentication measures, which includes strong password policies and multifactor authentication;
- Regular cybersecurity assessments to identify vulnerabilities and implement remediation measures;
- Annual cybersecurity training for employees that includes recurring phishing simulations with real-time feedback;
- Routine exercises to ensure the Company is prepared to respond to cyber incident;
- Software updates and patches to address potential vulnerabilities; and
- Engaging external cybersecurity experts to ensure that our systems are secure and compliant with industry standards.

The Board monitors cybersecurity and technology risks through its audit committee, which receives quarterly updates from the CISO. Intermittent updates are provided to the full Board for education purposes or when special needs arise.

**Privacy:** Scripps is committed to the conscientious stewardship of the personal data in our care. Our chief privacy officer oversees an enterprise-wide privacy program that includes annual training, a ‘privacy by design’ ethos within our development teams, privacy-specific contract reviews and an enterprise-wide privacy platform to manage rights, requests and consent management. Our privacy policies are updated annually and are conspicuously displayed on all applicable digital properties.



## Greenhouse Gas Emissions

Because it is a broadcast company, Scripps’ carbon footprint is relatively small. However, we all have a role to play in environmental sustainability, and Scripps is taking an active approach to further lighten its impact. Many of our operations have undergone energy audits to identify more opportunity for efficiency. Recycling programs are run at the corporate office and many of our local and national media locations.

In 2022, we engaged a third-party consultant to help us identify and calculate our Scope 1 and Scope 2 carbon emissions. The majority of our carbon footprint is produced by our newsgathering vehicles, broadcast towers and backup generators. Once our carbon emissions are calculated, we can identify opportunities and solutions to reduce our footprint.

To more effectively manage the impact of weather-related events and emergencies on our operations, we have been upgrading our technologies and infrastructure such as replacing our transmitters with more efficient models. These technologies are both more efficient and make us more resilient. The more-efficient new transmitters create a smaller energy footprint. We have replaced approximately 90% of our transmitters since 2017.

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To reduce our existing carbon footprint and to find energy efficiencies, LED lighting is being installed as needed. All of our Scripps Networks office lighting is LED efficient. In our Local Media offices, we have several projects planned to convert to LED lighting in 2023. Additionally, new construction projects, including our new KMGH facility in Denver, Colorado will make use of LED lighting almost exclusively. Some of our stations also have purchased or plan to purchase electric or hybrid news-gathering vehicles.

As a news organization, we strive to inform our audiences about climate change and environmental impact across our local stations' news coverage and our national news outlet Scripps News. Scripps News has partnered with 2030 Districts, whose initiatives are to reduce greenhouse gas emissions by 50% by 2030, to produce a 23-minute segment on modern metropolises and their impact on the environment in 2022.

Scripps knows sustainability will be an ongoing effort.

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