

People Incorporated

2025

GREENHOUSE GAS REPORT

Greenhouse Gas (“GHG”) emissions for the year ended December 31, 2025

GHG Emissions Data

Tons CO2e Emissions by Source	Location-Based	Market-Based
Mobile Fuel	1,957	1,957
Heating	721	721
Refrigerant	630	630
Other Gas Use	25	25
Scope 1	3,334	3,334
Electricity	5,967	6,364
Heating	254	254
Chilled Water	145	145
Scope 2	6,365	6,764
Total Scope 1 and 2 Emissions ¹	9,699	10,097

Location-Based Emissions by Greenhouse Gas	Tons CO2e
CO ₂	9,038
HFC-134a	630
N ₂ O	19
CH ₄	12
PFC	0
SF ₆	0
Total	9,699

¹ Heating is in Scope 1 for owned facilities and in Scope 2 for leased facilities.

Transparency

This Greenhouse Gas Report (the “Report”) has been prepared by People Incorporated (“we,” “us,” and “our”), formerly known as IAC Inc., in accordance with the applicable Greenhouse Gas Protocol standards and guidance in effect as of the date hereof. This Report is published as of June 17, 2026, and covers our Scope 1 and Scope 2 emissions for our fiscal year 2025 (January 1, 2025 through December 31, 2025).

This Report focuses on People Incorporated’s emissions and related operations of its owned and operated businesses (and excludes the operations and performance of its suppliers or contractors). This Report reflects People Incorporated’s structure during fiscal year 2025 except, as a result of the Angi spin, which was completed on March 31, 2025, Angi is excluded from this Report. This Report does not reflect any subsequent changes in People Incorporated’s structure that occurred after fiscal year 2025. This Report uses qualitative descriptions and quantitative metrics to describe People Incorporated’s greenhouse gas (“GHG”) emissions and related policies, practices and methodologies. Metrics used in this Report continue to evolve and are based on the assumptions of management and/or certain third parties believed to be reasonable, but they should not be considered guarantees.

The preparation of this Report required the use of estimates, assumptions, and emission factors that involve inherent measurement uncertainty. Actual emissions may differ from reported figures. A description of key assumptions and methodologies is provided in the Approach to Measuring GHG Emissions section of the Report.

In this Report, the inclusion of any information, including GHG emissions information, should not and does not constitute a conclusion by management as to the materiality of any such information for purposes of any current or future regulatory or other reporting by People Incorporated in the U.S. or any other jurisdiction.

Approach to Measuring GHG Emissions

Organizational Boundaries

People Incorporated establishes its organizational boundary for GHG emissions reporting using the operational control approach, as defined by the *GHG Protocol Corporate Accounting and Reporting Standard (Revised Edition)*.

Under this approach, People Incorporated accounts for Scope 1 and Scope 2 GHG emissions from operations over which it has operational control - that is, the authority to introduce and implement operating policies as of the end of the first quarter following the reported year.

For this reporting period, People Incorporated's organizational boundary includes the following entities under its operational control: People Inc., Search, Care.com, The Daily Beast, Vivian, NewCo, and People Incorporated Corporate. Following the completion of the Angi spin-off on March 31, 2025, People Incorporated no longer holds operational control over Angi. As a result, Angi's emissions are excluded from this inventory.

Operational Boundaries

In determining GHG emissions, the following six Kyoto Protocol gases are considered – CO₂, CH₄, N₂O, HFCs, PFCs, and SF₆. People Incorporated has emissions of all of these gases except for PFCs and SF₆. People Incorporated reports emissions for all of these gases in CO₂ equivalents, regardless of the Kyoto gas measured.

Activity Data

Facilities' electric, natural gas, and chilled water use was sourced from utility bills, where available. In cases where utility bills are unavailable, an energy use intensity (EUI) assumption was applied based on building type and square footage. Refrigerant use is also estimated based on building type and square footage. Mobile fuel usage is determined from purchase receipts.

Emission Factors

Emission factors are drawn from multiple sources, including, but not limited to, IPCC, DEFRA, eGRID, EPA, IEA, Green-E residual market based mixes and other country specific sources. Emissions factors are assigned based on activity type, location and other calculation factors (e.g., location vs. market based emissions factors).

Quantification Method

People Incorporated uses the following methodologies to quantify GHG emissions from various sources across its facilities:

Direct emissions (Scope 1)

- **Mobile Fuel:** Emissions are calculated by applying appropriate emission factors to the volume of fuel purchased during the reporting period.
- **Heating (Owned Facilities):** Emissions are calculated by applying appropriate emission factors to actual and estimated natural gas and diesel consumption at owned facilities.
- **Refrigerant:** Emissions are calculated by applying appropriate emission factors to estimated refrigerant leakage from facility air conditioners during the reporting period.

Indirect emissions (Scope 2)

- **Electricity:** Emissions are calculated by applying appropriate emission factors to actual and estimated electricity consumption during the reporting period. People Incorporated calculates and reports market based emissions and location based emissions separately in accordance with the GHGP.
- **Heating (Leased Facilities):** Emissions are calculated by applying appropriate emission factors to actual and estimated natural gas and diesel consumption at leased facilities.
- **Chilled Water:** Emissions are calculated by applying appropriate emission factors to actual and estimated chilled water consumption during the reporting period. We assume that chilled water uses electricity.

Global Warming Potential

We prioritize using the latest AR values possible, AR6 as of now, specifically in cases where a per-gas breakdown is available or are provided having used AR6 values. However, some emission factors (EFs) are only provided as CO₂-equivalent using AR4 or AR5 values, which we use as published and cite accordingly. As part of our methodology updates, we incorporate the latest available factors to maximize alignment with AR6. However, since not all sources update their data regularly, some EFs continue to reflect AR4 or AR5 GWP values from their most recent publication.

Adjustments

Changes will be made to calculations and emissions factors as we deem necessary to align with applicable regulatory changes, scientific and engineering judgment, or if the EPA or GHG Protocol guidance is updated.

Internal Review

We have an Inventory Management Plan, which is used to ensure the Greenhouse Gas Inventory is in compliance with current protocols and guidance and to document processes and controls, promote consistency year over year and identify potential data improvements in the future.

Limited Assurance

People Incorporated's 2025 GHG Inventory was independently verified by Advanced Waste Management Systems (AWM) in accordance with ISO 14064-3, to the level of limited assurance. AWM is accredited by the ANSI National Accreditation Board. Please find their assurance statement at the end of this report.

CLIENT & VERIFICATION BODY (ISO 14063-3:2019, 6.3.3 a-b, h)

Client

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Verification Body

Advanced Waste Management Systems, Inc.
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Assurance Limited assurance - where the nature and extent of the verification activities have been designed to provide a reduced level of assurance on historical data and information (ISO 14064-3:2019, 3.6.7)

Audit Type n/a

SUBJECT (ISO 14063-3:2019, 6.3.3 c-d)

AWM has verified the GHG emissions in the responsible party's GHG statement for the period of 1/1/2025 to 12/31/2025, which comprise the following:

- Scope 1
 - stationary combustion;
 - mobile combustion;
 - fugitive emissions.
- Scope 2
 - indirect emissions from purchased electricity and heating

Responsibilities of the client

The responsible party is responsible for the preparation and fair presentation of the GHG statement in accordance with the criteria specified in this report. This includes designing, implementing and maintaining a data management system relevant to the preparation and fair presentation of a GHG statement that is free from material misstatement.

Responsibilities of AWM

AWM's responsibility is to express an opinion on the GHG inventory based on our verification. AWM conducted our verification in accordance with ISO 14064-3. This requires that we comply with ethical requirements and plan and perform the verification to obtain the agreed upon level-of-assurance that the GHG emissions in the GHG statement are free from material misstatement.

EVIDENCE GATHERING PROCEDURES (ISO 14063-3:2019, 6.3.3 e)

Strategic analysis

AWM did not identify any material risk from items such as the verification sector, scope of the client and the verification, or significant changes in the client.

Risk assessment

AWM did not identify any material risk to the objectives of this verification as a result of the client's GHG management system or data collection systems.

Sample Selection Criteria

Buildings: Scope 1 contribution >10%, Scope 2L contribution >10%, Scope 2M contribution >10%

Mobile: Highest contributor

Recalculation results

	% Material	% Sampled
Scope 1	2.0%	51.3%
Scope 2 (Location)	-0.1%	78.3%
Scope 2 (Market)	1.8%	76.6%

Description of the verification work

AWM conducted an analysis of the data based upon IAC's initial data set and IMP. This analysis was used for the evidence request defined above. Based on this evidence recalculations were conducted in order to verify the inventory. Several rounds of ICAL discussions were completed, including a virtual meeting to review refrigerant calculation methodology. All ICAL items have been closed and final recalculations are within the materiality threshold.

VERIFICATION OPINION (ISO 14063-3:2019, 6.3.3 f)

AWM has determined that the client's emissions report for the year of 2024 may be Verified without modification (Unmodified).

Discrepancies found during this verification total less than the materiality threshold of 5% each for Scope 1 and Scope 2.

VERIFICATION TEAM AND OBSERVERS

Team Leader	Rob Ellis	QC Reviewer	Andrew Machalick
Team		IPR	Andrew Machalick
Observer			

SUMMARY GHG STATEMENT (ISO 14063-3:2019, 6.3.3 j)

Reference: 2026.05.11 2025 IAC GHG Inventory Management Plan

Scope 1 (tCO ₂ e):	3,334
Scope 2 Location (tCO ₂ e):	6,365
Scope 2 Market (tCO ₂ e):	6,764
Scope 1 + Scope 2 Location	9,699 tCO ₂ e
Scope 1 + Scope 2 Market	10,097 tCO ₂ e

CRITERIA (ISO 14063-3:2019, 6.3.3 k)

Criteria for this verification were:

- The Climate Registry
 - General Reporting Protocol (v3.0, May 2019)
 - General Verification Protocol (v2.1, June 2014)
 - GVP Updates and Clarifications (October 2019)
- ISO 14064-1:2018 Part 1: Greenhouse gases – Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals
- Ontario Regulation 390/18 Greenhouse Gas Emissions: Quantification, Reporting, and Verification
- the client's GHG management system

VERIFICATION SCOPE (ISO 14063-3:2019, 6.3.3 l)

Boundaries (ISO 14043-3:2019, 5.1.6.a)

IAC accounts for 100% of the Scope 1 and 2 GHG emissions from operations over which it owns a majority interest as of the end of the first quarter following the reported year. For the current report, this reflects the following businesses: Dotdash Meredith, Search, Care.com, The Daily Beast, Vivian, NewCo, and IAC Corporate.

Facilities, physical infrastructure, activities, technologies, and processes (ISO 14043-3:2019, 5.1.6.b):

See IAC GHGMP.

GHG sinks, sources, and reservoirs (ISO 14043-3:2019, 5.1.6.c)

See IAC GHGMP.

Types of GHGs (ISO 14043-3:2019, 5.1.6.d)

CO₂, CH₄, N₂O, HFC

Time period (ISO 14043-3:2019, 5.1.6.e)

1/1/2025 - 12/31/2025

USE OF INFORMATION AND COMMUNICATION TECHNOLOGY (ICT)

Remote audit

An online video conferencing system (e.g., Google Meet) was utilized to conduct the remote audit, including displaying documents and records, conducting interviews, and conducting site tours as necessary.

It is the opinion of the audit team that the use of ICT was effective in achieving the verification objectives.

APPROVAL (ISO 14063-3:2019, 6.3.3 g, i)



Lead Verifier

May 27, 2026

Date