

2021 ESG REPORT



TEGNA

At TEGNA, our enduring mission to serve the greater good of our communities centers on integrating purpose-driven commitments into our overall strategy.

Our Board's Public Policy and Regulation Committee oversees and guides our Environmental, Social and Governance (ESG) practices and initiatives. It reviews and reports on these efforts periodically to our Board.

We are especially proud that our efforts in 2021 were recognized for the second consecutive year by the global nonprofit Points of Light's Civic 50 as one of the nation's 50 most community-minded companies in the U.S. We also are honored to receive an inaugural Greater Good Award from Digiday for the COVID-19 relief efforts our stations led in their local communities.

Through Performance with Purpose, we are making a distinct contribution to our work, our company and our communities.



ENVIRONMENT

4



SOCIAL IMPACT

8



DIVERSITY,
EQUITY &
INCLUSION

25



SERVING OUR
PEOPLE

30



CORPORATE
GOVERNANCE

37

A LETTER FROM BOARD CHAIRMAN HOWARD ELIAS AND PRESIDENT AND CEO DAVE LOUGEE



Dear Shareholders,

With a purpose and promise to serve the greater good of our communities, we at TEGNA are embarked on a continuing journey to develop and demonstrate initiatives that make a difference across increasingly urgent environmental, social and governance – or ESG – areas.

Over the past several years, we have taken steps proactively to define this work more broadly, which explains why we titled this our ESG report rather than the customary Social Responsibility Highlights report.

We integrate ESG considerations into our overall strategy and regularly review our progress in the areas of diversity, equity and inclusion, social impact, people, the environment, and corporate governance. Discussing our ESG strategy and practices openly is an important part of our commitment to evolve our program continually.

We take very seriously our responsibility to ensure we make meaningful progress in these areas. In 2021, the Board and management team took several steps in our ongoing efforts to enhance and expand our ESG disclosures. Key ESG highlights include: achieving double-digit growth in Black, Indigenous and People of Color (BIPOC) representation in content teams, content leadership and company leadership during 2021; continuing to invest in our people and their mental health and well-being; completing a comprehensive greenhouse gas (GHG) emissions inventory; and continuing to serve our communities through grantmaking, fundraising and employee giving.

Simply put, we believe that with these and other ESG practices, TEGNA will continue to make a meaningful and sustainable impact that drives lasting, positive change in the communities we serve. We believe they will strengthen our business and advance our corporate responsibility actions, accountability and transparency.

Together with our approximately 6,200 colleagues, we pledge to continue our progress, backed by TEGNA's mission and purpose to make a difference in our work, our company, our communities – and our world.

A handwritten signature in black ink, appearing to read 'Howard D. Elias'.

Howard D. Elias
Chairman, TEGNA Inc.

A handwritten signature in black ink, appearing to read 'Dave Lougee'.

Dave Lougee
President and CEO, TEGNA Inc.

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



TEGNA stations regularly report on environmental and sustainability issues that impact their communities.

ENVIRONMENT

TEGNA is intensifying our evolutionary focus on being responsible stewards of our resources, recognizing the necessity for real progress on our planet's environmental and sustainability challenges. We have enhanced our oversight, programs, reporting and accountability to further our commitment to minimize our carbon footprint and protect and preserve the environment.

In 2021, we took several steps to inform our long-term environmental goals and action plans:

- We completed a comprehensive greenhouse gas (GHG) emissions inventory that included our scope 1 and 2 GHG emissions from our direct operations, as well as relevant indirect scope 3 GHG emissions across our value chain.
- The physical effects of climate change, such as droughts, floods, extreme precipitation, wildfires, extreme temperatures, and hurricanes, may impact TEGNA's assets. The transition to a low-carbon economy may also bring risks – such as the impact of carbon pricing – as well as opportunities – such as cost savings from energy efficiency investments. To best understand these risks and opportunities, we will be conducting a qualitative assessment per the Task Force on Climate-related Financial Disclosures (TCFD) framework. This assessment will allow us to both identify assets at risk from different climate change effects, and to understand the potential financial risks and opportunities TEGNA faces under different low-carbon economy transition scenarios, helping to inform our future ESG strategies and decisions.
- We have begun exploring setting a science-based GHG emissions target to reduce our contribution to global GHG emissions levels. Science-based targets are the gold standard for achieving ambitious climate goals for businesses. Achievement of a science-based target will require investments in energy efficiency and the use of renewable electricity across our sites.
- We are adopting responsible and sustainable procurement policies and programs within our supply chain to address our upstream scope 3 emissions – additional work in this area will take place in the coming year. This includes considering our suppliers' ESG performance as a factor in procurement decisions.

TEGNA 2019 and 2020 GHG Emissions

SCOPE	CATEGORY	2019 GHG EMISSIONS (tCO ₂ e)	2020 GHG EMISSIONS (tCO ₂ e)
1	Stationary Combustion	5,605	5,503
1	Mobile combustion	6,291	5,500
1	Refrigerants	1,083	1,083
Scope 1 subtotal		12,979	12,086
2	Electricity, chilled water	62,701	62,651
Scope 1+2 subtotal		75,680	74,738
Scope 3		165,408	158,015
Scope 1, 2, 3 total		241,088	232,752

Greenhouse Gas Emissions by Scope (metric tons CO₂e)^{1, 2}

	2019	2020
Scope 1	12,979	12,086
Scope 2	62,701	62,651
Scope 3	165,408	158,015
Total	241,088	232,752

- TEGNA uses the [GHG Protocol Corporate Accounting and Reporting Standard](#) as the basis for our scope 1 and 2 calculations. We report scope 1 and 2 GHG emissions based on operations over which we have operational control. Calculations are based on site-specific data for fuel consumed and utility energy purchased, applying published U.S. EPA emission factors and IPCC global warming potentials (GWPs). TEGNA's uses the [GHG Protocol Corporate Value Chain \(Scope 3\) Accounting and Reporting Standard](#) as the basis for our scope 3 calculations. Calculations are based on TEGNA's financial spend data, applying published U.S. EPA emission factors and IPCC global warming potentials (GWPs). Some estimates and assumptions were used in the calculation of the 2019 and 2020 GHG emissions values shown above. As such, our actual emissions could differ from these values. As we continue improving our GHG emissions accounting approach, our reported GHG values may change over time, and historical scope 1, 2, and 3 emissions values may vary from previous publicly reported values. This is due to updated reporting guidance, emissions factors, adjustments for acquisitions or divestitures, or correction of errors found during review..
- Scope 1 includes emissions from diesel, natural gas, and refrigerants from offices, studios, and transmitters; from diesel and gasoline used in the transportation fleet owned, leased, and controlled by TEGNA; and from helicopters leased and controlled by TEGNA.
 - Scope 2 includes emissions from electricity and chilled water used by offices, studios, and transmitters leased, controlled, and owned by TEGNA.
 - Scope 3 emissions are indirect emissions throughout TEGNA's value chain. Starting in 2019, TEGNA included emissions from all relevant categories in scope 3.

1 MORE DEGREE OF WARMING

The *Scorched Earth* series educates and inspires viewers by explaining complex environmental issues in an easy-to-understand format.

TEGNA stations generate significant content on environmental and sustainability issues. They regularly report on environmental, climate and sustainability issues that impact their communities and, increasingly, they generate stories about the impacts of climate change and solutions to those effects.

SCORCHED EARTH SERIES



With significant air quality issues across the United States and record drought and wildfires throughout the West, eight of TEGNA's western stations launched a series of 16 stories, entitled *Scorched Earth*, that investigated how drought, fire and smoke create significant health issues for humans and wildlife. They also presented the impact of new methods for fighting wildfires and new ways to ensure clean air.

The series has sought to educate and inspire viewers to approach our natural resources in a fresh way and help find solutions to the changing climate. For example, KXTV in Sacramento developed stories on California's growing wildlife and water crises, while KING in Seattle explored why Washington state wildfires are getting larger.

KPNX in Phoenix generated stories on how Lake Mead's severe water shortage has led to dry farmland and the demise of a once-thriving resort, and it developed an

interactive map of five impacts of water shortages in Arizona and the West. KTVB in Boise explored how extreme heat has hurt Idaho dairies, and KGW in Portland used the Klamath Basin water crisis as a microcosm for climate change in the West.

Also, WFAA in Dallas developed a report on how the sea is rising faster than at any time in the last 3,000 years and is slowly swallowing the Texas Gulf Coast. San Diego's KFMB looked at how prescribed fire burns impact the environment.

WLTX – Columbia, South Carolina

WLTX continued its 11-year-old *Climate Matters* program on climate change issues that touch viewers' lives directly. In 2021, the station focused on the climate's impact on allergy season, how viewers can become more energy efficient by making small changes, and five ways viewers can help to solve climate change while doing their laundry, among other features.

WUSA – Washington, D.C.

WUSA closely tracked a lawsuit against the Environmental Protection Agency by Washington, D.C., and three neighboring states. In its reporting, WUSA showed how the EPA isn't enforcing agreed-upon standards for a



WUSA traveled the 444-mile Susquehanna River to investigate how farms and industry affect the Chesapeake Bay.

SAVING THE CHESAPEAKE BAY

WUSA9® REPORTS



Left, WUSA showed how the EPA isn't enforcing agreed-upon standards to ensure the Chesapeake Bay's health. Right, News Center Maine explains how fishing harbors economically dependent on the water are threatened by rising sea levels.

multistate clean water pact to ensure the Chesapeake Bay's health. The station found that farming practices hurt the Bay's health the most, and that agriculture initiatives in New York and Pennsylvania involving dairy and other farmers are helping improve the Bay's water quality and health, although more improvements are needed.

News Center Maine – Portland, Maine

In a one-hour special on climate change in the state, News Center Maine explored how coastal towns adapt to rising sea levels, how apple farmers are now able to grow peaches, a Southern crop, and how boreal forests, a unique ecosystem in the northern hemisphere, are migrating northward, which could damage the world's carbon balance.

WFAA – Dallas

WFAA produced a series that coincided with November's United Nations Summit on Climate Change in Scotland and verified or debunked each of the top 10 claims about the climate.



Through the TEGNA Foundation, several stations also allocated grants to support their communities' sustainability efforts, including:

KARE – Minneapolis

KARE supported the local Freshwater Society in launching an Adopt a River program and engaging volunteers to clean the shorelines of lakes, rivers, wetlands and watersheds.



WKYC – Cleveland

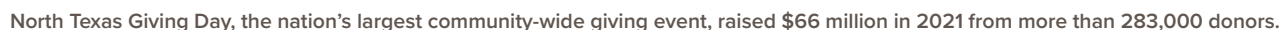
WKYC partnered with the Great Lakes Museum of Science, Environment and Technology to support a Girls in STEM event.

KING – Seattle

KING supported the nonprofit Green Plate Special by providing experiential gardening and cooking educational programming for low-income youth, encouraging healthier eating habits and environmental awareness.



Green Plate Special offers programs that range from basic food knowledge to advanced gardening and cooking skills.



EMPLOYEE HEALTH & SAFETY

For instance, our COVID-19 Task Force continued to track the case numbers in our markets, remained informed on the latest CDC guidelines, and provided practical and proactive guidance that prioritized employee health and safety while sustaining business operations. We maintained a COVID-19 handbook and employee site to share updated safety protocols including mask guidelines, building safety recommendations, mental health resources and a communications toolkit.

Our leadership team held meetings throughout the year with colleagues from across the company to share updated health and safety guidelines, respond to questions raised by employees, and ensure stations had the resources and support to maintain business operations.

All stations and facilities completed a COVID-19 safety scorecard identifying physical changes to their buildings that would help keep employees safe and healthy. They worked with their heads of technology to prepare their buildings for employees to return safely, including

updated floor plans and workspaces that allow for social distancing, signage and touchless restroom fixtures.

Stations and buildings also were provided with safety supplies, including N95 masks and deep cleaning and sanitizing materials, so they could properly maintain clean and sanitized workspaces.

In addition to their physical health, our employees' mental health has been a top priority. To ensure our employees and their families have even easier access to mental health resources, in October, we introduced a new mental health and employee assistance program through Spring Health. Through this program, employees and dependents receive 12 free therapy sessions annually and 24/7 confidential access to professional support to manage stress, anxiety, grief and financial concerns. More information can be found on page 35. Throughout the year, we hosted mental health webinars in partnership with our employee assistance program provider. They included a webinar for employees entitled "Returning to the Office to Prepare and Adapt to the New Normal," and, for managers, "Through the Looking Glass – Thriving in the New Normal."



Left, KARE's *Cruel & Unusual* investigation found that Minnesota and the state Department of Corrections ignored national standards to investigate and prevent inmate deaths. Right, KING's *After Hours: Fostering Chaos* investigation found gross violations in Washington state's foster care program.

We updated our mask guidelines to reflect the CDC's latest interim recommendations for areas with varying transmission rates. Using the CDC's county view tool to determine their local community transmission rate, our facilities in counties identified as having substantial or high transmission could let fully vaccinated employees take their masks off while at their desks but wear their masks when walking around the building, meeting in conference rooms or having a conversation with other employees. We established that facilities within a moderate-to-low transmission rate for at least 14 business days could allow fully vaccinated employees to remove their masks while in the building. Employees not fully vaccinated continued to wear a mask at all times when in the building and to social distance.

To create the safest workplace for all employees, we requested that employees confirm their vaccination status by the end of August if they would like to continue our health and mask guidelines for fully vaccinated employees. Finding nearly nine of 10 employees were already fully vaccinated, TEGNA implemented a vaccine policy for all employees that went into effect in mid-November. We also had a process to review medical and religious exemptions.

IMPACTFUL INVESTIGATIONS

Every year, TEGNA stations and their talented teams generate exceptional investigative journalism that changes lives and laws, and 2021 was no exception. Exemplary 2021 investigations that proved to be agents of change include:

KARE11 – Minneapolis

In a multi-part series, the NBC affiliate exposed how Minnesota jail officials ignored preventable inmate deaths, many involving the same for-profit company hired to provide medical and mental health care. The *Cruel & Unusual* series led to an overhaul of the state's



Public support resulted in a new review of Hardel Sherrell's death that revealed multiple Department of Corrections violations.

jail inspection unit and passage of sweeping reform legislation. It documented poor and sometimes nonexistent health care, falsified records, botched state investigations and weak enforcement that contributed to jail deaths and a suicide rate twice the national average. The yearlong effort involved hundreds of public records requests, whistleblower interviews and a review of thousands of pages of court filings and hours of depositions. The investigation is a 2022 Alfred I. duPont-Columbia University award recipient.

KING – Seattle

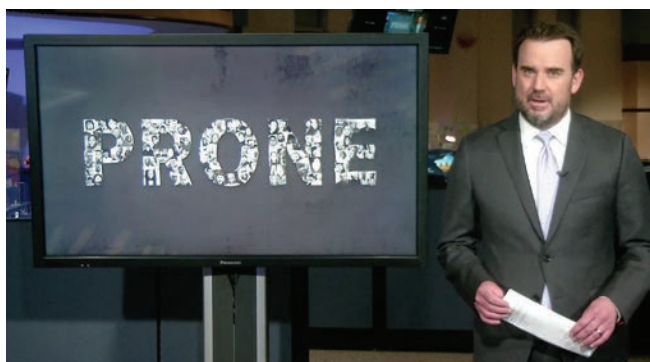
During a yearlong investigation, KING revealed that Washington state's foster care program housed youth in hotels, office buildings and even in state vehicles instead of in licensed foster care facilities. Through documents and interviews with dozens of state employees, its *After Hours: Fostering Chaos* series exposed what one expert called "a continuation of abuse and neglect" by foster care administrators. The series sparked investigations by the foster care system's oversight board and the state ombudsman's office, which confirmed KING's reporting. In conjunction with a federal court order, the state pledged to stop housing children in hotels, office buildings and cars.



Left, WTSP's five-month-long *Stop the Calls* investigation concluded that telemarketing companies had little or no state oversight. Right, KXTV's *Fire-Power-Money* series led to PG&E being held accountable for preventable wildfires.

KUSA – Denver

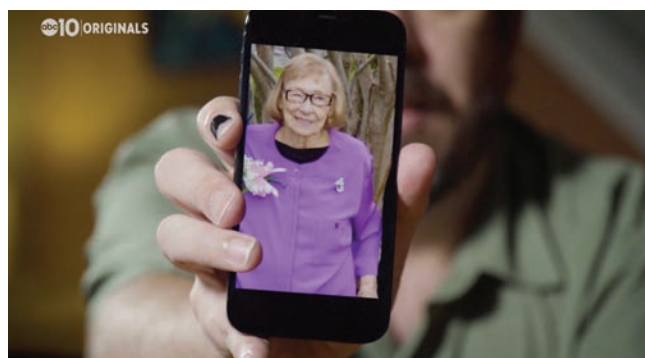
The NBC affiliate initiated an 18-month investigation – which preceded the May 2020 death of George Floyd by a Minneapolis police officer – that revealed for the first time the misuse of a common law enforcement chokehold restraint technique that the station documented had led to the deaths of at least 120 people. The investigation aired on Minneapolis' KARE, and the city's police department mandated prone restraint training of officers. Denver's police department later did the same and, in September, federal officers were barred from using chokeholds. The *Prone* series received a 2021 Alfred I. duPont-Columbia University award, a regional Edward R. Murrow award and two National Press Photographers Association awards.



KUSA's Chris Vanderveen investigates the misuse of a common law enforcement restraint technique.

KXTV – Sacramento

The station's continuing inquiry into Pacific Gas & Electric's role in the deadliest wildfire in California history played "an integral role" in the utility pleading guilty to 84 felony counts of manslaughter, prosecutors said. The *Fire-Power-Money* series led to PG&E being held accountable for sparking preventable wildfires. The investigation continues to expose how the state government enables PG&E's criminal behavior at the expense of past and future fire



The Paradise fire killed 84 people, including 96-year-old Colleen Riggs.

victims. The series won a 2021 National Edward R. Murrow award, is a Peabody Award nominee, and a 2022 Alfred I. duPont-Columbia University award recipient.

WTSP – Tampa Bay and KING – Seattle

The CBS affiliate serving the Tampa Bay and Sarasota area and the NBC affiliate collaborated on an investigation into a nationwide explosion of robocalls made by inmates on work release in the Florida prison system, which KING uncovered. The five-month-long *Stop the Calls* investigation found that on any given day, Washington state residents were receiving two million robocalls. KING enlisted a robocall blocking service to feed the calls to a specific phone, and that led to identifying one suspicious robocall firm. The WTSP investigation uncovered that at least two dozen Florida inmates were on work release and employed by the telemarketing company and encouraged to harass and deceive consumers. The station also found that telemarketing companies had little or no state oversight, and the department overseeing robocall firms didn't know inmates were granted licenses. WTSP confronted prison officials, who removed inmates from the positions. State legislators also began work on a bill to prevent inmates from being placed in these jobs while warning robocall companies to stop the practice.



Left, WWL's *Hidden Dangers* investigation triggered a raid by the FBI to seize records of the New Orleans Sewerage and Water Board. Right, WXIA's *Terminal 911* investigation led to the training of Atlanta Airport's 911 operators as Emergency Medical Dispatchers.

WWL – New Orleans

The CBS affiliate's three-part investigation, *Hidden Dangers*, into New Orleans Sewerage and Water Board, revealed that city plumbing inspectors got gas installation permits on the side for unlicensed contractors and employees falsified the licensing and inspections of gas hookups. If not inspected correctly, residential gas lines could explode. The initial broadcast led to a raid by the FBI to seize the board's records. Investigative reporter David Hammer found that the permitting process wasn't automated or available online but kept on paper index cards within one office. By cross-referencing thousands of gas work permits available online with the index cards, he and fellow investigative reporter Katie Moore discovered that plumbing department heads were getting private work as gas fitters on hundreds of jobs. Their staff would approve the plumbing work. Building inspectors and a contractor were arrested. City permitting officials contend they are working to address problems exposed by the WWL investigation, and that the records are now being scanned and digitized.



New Orleans permitting officials are working to address problems exposed by WWL's *Hidden Dangers* investigation.

WXIA – Atlanta

NBC affiliate's chief investigator Brendan Keefe wanted to determine why dozens of people were dying from heart attacks at the nation's busiest airport. He uncovered that the airport's 911 operators were not trained on or allowed to give CPR instructions over the phone. The *Terminal 911* investigation also found that the Atlanta Airport had bulldozed its busiest and closest rescue station and sent half its ambulance fleet to be rebuilt 500 miles away. The inquiry led to the airport's training of all its 911 operators as Emergency Medical Dispatchers, who now can give medical instructions over the phone, and to the renting of replacement ambulances. The airport also now places rescue vehicles and paramedics at the main terminal, which reduces the average EMS response time by 40 seconds.



WXIA's Brendan Keefe investigates medical emergency response times at Hartsfield-Jackson Atlanta International Airport.

Here's a Fact: VERIFY Helps Consumers Fight Misinformation

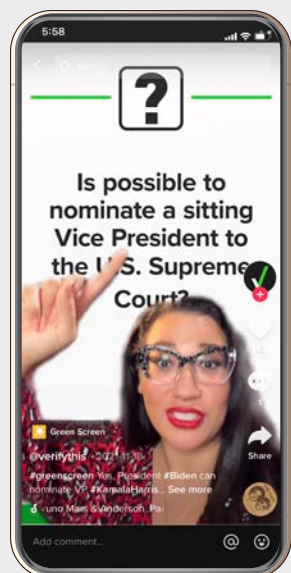
TEGNA's VERIFY fact-checking initiative expanded significantly in 2021 as the number of viewers interested in debunking disinformation, especially younger audiences, continues to grow. Traffic for its content surged 59 percent in 2021 on TEGNA stations' websites and averaged nearly 5 million monthly visitors across its various platforms.



The expansion in VERIFY operations reflects the arrival in January of its managing editor, Jonathan Forsythe, a veteran director of video operations. He assembled a 20-member editorial team, half of whom came from within TEGNA and its stations.

During the year, VERIFY launched several digital properties including a national website, daily newsletter, subscription via text feature, and presence on Facebook, Twitter, Instagram and TikTok. It freshened its branding and named hosts for its daily video packages for the VERIFY website, TEGNA stations, Snapchat's Discover platform and TikTok stories.

During daily editorial meetings, the VERIFY team discusses assignments and fact-checking issues that arise from viewers, social media and TEGNA's 64 stations. The staff produces two-to-three broadcast packages a day that are national in scope. Popular topics relate to COVID-19, health, personal finances, climate, immigration, and politics, especially at election time.



VERIFY launched several digital properties in 2021, including a presence on TikTok.



"With the prevalence of misinformation, there's no shortage of interest in what we're doing," says Jonathan. The challenge? "The prevalence of misinformation and what stories to direct our team to prioritize. There are so many options."

"With video, we have a storytelling advantage, and showing viewers who our sources are for our stories delivers transparency to our reporting."

— ADAM OSTROW, CHIEF DIGITAL OFFICER

Chief digital officer Adam Ostrow notes VERIFY's advantage over a growing number of fact-checking competitors in that video is its major component while others are more text-based. "With video, we have a storytelling advantage, and showing viewers who our sources are for our stories delivers transparency to our reporting," he explains.



VERIFY named hosts for its daily video packages for TEGNA stations, Snapchat's Discover platform and TikTok stories.

Award-winning Journalism

1

WALTER CRONKITE AWARD



Honoring KPNX for exceptional reporting on systemic racism for *The Work is Hard and Not Done: Being Black in the Valley*

1

PEABODY AWARD



Honoring KING 5 for *Facing Race* series that tackles the deep-rooted subject of racial inequality and racial privilege

1

NATIONAL ACADEMY OF TELEVISION ARTS & SCIENCES AWARD



Honoring WXIA for Outstanding Regional News Story: Investigative Report for 911: *Still Lost On The Line – Parkland*

2

2022 ALFRED I. DUPONT-COLUMBIA UNIVERSITY AWARDS



Honoring investigative reporting for KXTV's *Fire-Power-Money* and KARE's *Cruel & Unusual*

3

NABJ SALUTE TO EXCELLENCE AWARDS



Honoring WUSA and WVEC for their impactful work by the National Association of Black Journalists

6

ALLIANCE FOR WOMEN IN MEDIA FOUNDATION GRACIE AWARDS



WUSA, WKYC, WCNC and WBIR won six Gracie Awards recognizing women in media who have made inspirational contributions to the industry

10

NATIONAL EDWARD R. MURROW AWARDS



TEGNA stations received more National Murrow Awards than any other local television broadcast group

63

NPPA AWARDS



TEGNA stations received numerous National Press Photographers Association awards including WFAA for Large Market Station of the Year

86

REGIONAL EDWARD R. MURROW AWARDS



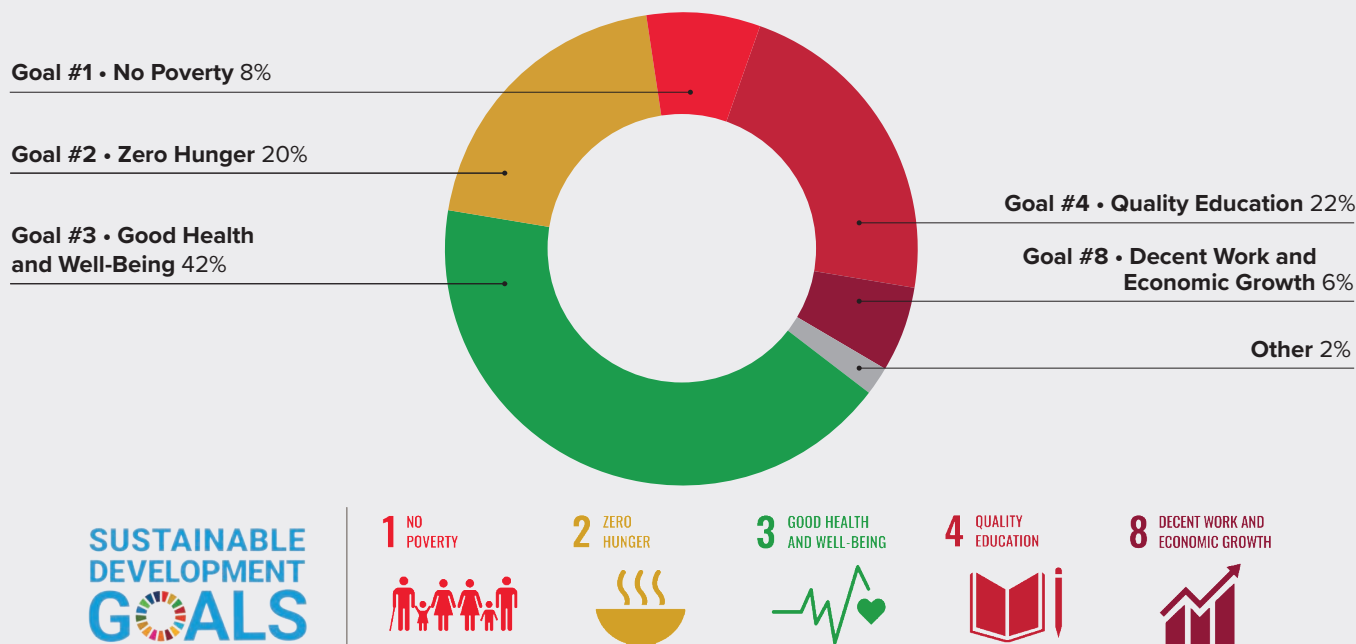
Received more awards than any other local broadcast television group, including six for Excellence in Diversity, Equity, and Inclusion

TEGNA Stations Recognized for Journalistic Excellence, Diversity

TEGNA stations continued in 2021 to win coveted awards for journalistic excellence:

- In 2021, seven TEGNA stations won 10 National Edward R. Murrow Awards for excellence in broadcast journalism from the Radio Television Digital News Association, which was more than any other news organization.
- More than one-third of TEGNA's 64 television stations were among recipients of 86 Regional Edward R. Murrow Awards, the most given to any local broadcast TV group. Six stations received the newest honor, Excellence in Diversity, Equity, and Inclusion, which is given for "outstanding advocacy journalism tackling the topic of diversity, racial injustice and/or inequality."
- KPNX won a 2021 Walter Cronkite Award for exceptional reporting on systemic racism, and KING received a coveted 2021 Peabody Award for public service for its series on systemic racism in the Pacific Northwest.
- KARE in Minneapolis and KXTV in Sacramento were two of the four local television stations that won 2022 Alfred I. duPont-Columbia University Awards. The National Association of Black Journalists (NABJ) honored WUSA in Washington, D.C., and WVEC in Hampton, Va., with its Salute to Excellence Award, including two won by WUSA.
- Receiving numerous awards from the National Press Photographers Association's 2021 Best of Photojournalism Award were KARE, KING, KUSA, KVUE Media Group in Austin, Texas, WFAA and WXIA. WXIA also won a News & Documentary Emmy® Award from The National Academy of Television Arts & Sciences for outstanding regional news story in the investigative reporting category.
- Winning 2021 Gracie Awards from the Alliance for Women in Media Foundation were WBIR, WCNC in Charlotte, N.C., WKYC in Cleveland and WUSA.

TEGNA Foundation Community Grants



RESPONSIBLE IMPACT

Our mission to serve the greater good of our communities goes beyond keeping our audience informed and safe. TEGNA and our stations take an active role in helping make our communities better places to live and work. Through the TEGNA Foundation, we work to improve lives in the communities we serve by contributing to a variety of local charitable causes through Community Grants. Through its other programs, the Foundation invests in the future of the media industry through Media Grants, supports employee giving and volunteerism, and contributes to a variety of charitable causes.

In 2021, TEGNA was again recognized by The Civic 50 as one of the 50 most community-minded companies in the United States.



The TEGNA Foundation's local Community Grants program is the main vehicle for distributing charitable donations within our communities. Each year, TEGNA stations identify pressing needs in their communities and partner with local nonprofit organizations to help address these issues. Grants are distributed within the United Nations Sustainable Development Goal framework, with the majority of 2021 grants supporting three major categories: Good Health and Well-Being, Quality Education and Zero Hunger.



Left, KSDK's employees volunteer at a home renovation project with Dream Builders 4 Equity. Right, KFMB's Jake Garegnani donates blood while conducting an interview at the Aztecs for Life Blood Drive in San Diego.

TEGNA stations amplify the impact of charitable donations through on-air and digital awareness campaigns to raise the profile of important issues and causes and through employee volunteerism. In 2021, through the TEGNA Foundation Community Grants program, stations made 330 grants totaling \$1.85 million.

In addition to the Community Grants program, TEGNA stations help to raise more than \$100 million each year to support diverse local causes that address specific needs in our communities. In the Tampa Bay area, TEGNA's WTSP partnered with Feeding Tampa Bay, the region's largest food provider, on the sixth Cereal for Summer drive. The pandemic and job losses dramatically increased the number of families needing food assistance, with Feeding Tampa Bay reporting that 70 percent of residents using its mobile pantries had never needed food supplies before.

Despite a downturn in the local economy, individuals, groups and businesses donated more than 160,000 boxes of cereal, a record. Along with cash donations, WTSP's drive provided more than two million summer meals for children.



WTSP partnered with Feeding Tampa Bay for the sixth Cereal for Summer drive that sparked donations of more than 160,000 boxes of cereal.

TEGNA employees also give back to their local communities by volunteering for and donating to the causes that matter most to them. In 2021, TEGNA Foundation continued to match employee donations two-for-one to the nonprofits most meaningful to them. As a result, the Foundation approved more than 3,100 employee matching gifts, a new record. More than 1,700 unique nonprofits were reached through TEGNA employees' giving. Their donations combined with TEGNA Foundation matches totaled more than \$2.2 million, a record. TEGNA supports employee participation in charitable causes, providing 10 hours of paid time off annually for volunteer work in addition to our employee matching gift program.

TEGNA employees also take part in mentoring our nation's veterans through our partnership with American Corporate Partners (ACP), helping veterans transition out of the military and guiding them as they re-enter life in the private sector. The program draws praise from veterans.



"ACP makes you feel right at home and matches you with mentors who are quite simply – amazing!"

– OLIVIA F.

"What an amazing resource to veterans of all ages, backgrounds, and cultures," says Olivia F., who served in the Navy and was paired with KENS account executive Sharon LePere in San Antonio. "ACP makes you feel right at home and matches you with mentors who are quite simply – amazing!"

Adds James M., an Army veteran, about his mentor, WUSA president and general manager Richard Dyer: "His insights continue to inform my philosophy on seeking post-Army employment. He has been critical in my success so far."

WFAA Support Lifts Annual North Texas Giving Day to New Record

When Communities Foundation of Texas began its annual North Texas Giving Day in 2009 to raise money for Dallas-area nonprofits, the 18-hour event raised \$4 million the first year and \$5 million the second. Then WFAA in Dallas partnered with the Foundation, running public service announcements and on-air reminders about the fundraiser. Donations and donors more than doubled in 2011.

Since then, NTX Giving Day has become the nation's largest community-wide giving event and has raised more than \$441 million. In 2021, with WFAA building awareness through public service announcements and a Party on the Plaza event during its daybreak show in September, the 6 a.m.-to-midnight fundraiser generated \$66 million from more than 283,000 donors.

\$66M
RAISED FROM MORE THAN
283,000
DONORS ON NTX GIVING DAY 2021

WFAA employees made a difference as well, thanks to TEGNA Foundation's two-for-one matching contribution. Employees got a firsthand glimpse of that when WFAA held an employee town hall on Giving Day and 10 nonprofits shared how they benefit from the event. As a result, employee donations and Foundation matches totaled almost \$20,000 to more than 40 charities.



WFAA built awareness for North Texas Giving Day with a Party on the Plaza during its daybreak morning show.

The annual event has grown so large that residents can choose the nonprofits they donate to from the Communities Foundation's enormous database. "This organization is phenomenal and its efforts have sparked enormous growth, and we are thrilled to be its partner in helping get the word out," says Stephanie Wilcox, WFAA's director of community marketing.



GIVE BLOOD, SHARE JOY GIFT OF LIFE

Left, WATN's *Give Blood, Share Joy* series builds awareness for the need of blood and organ donations. Right, KUSA partners with the Food Bank of the Rockies for the annual 9Cares Colorado Shares drive.

TEGNA Foundation Community Grants empower our stations to identify urgent needs in their communities and the local partners whose work could most benefit from community grant support. The following are a few examples of stations' efforts in 2021:

KSDK – St. Louis

The station's Project 5 initiative was created in partnership with community groups seeking to address specific community needs, while also providing funds for nonprofits to make a difference. The station uses their storytelling platforms for community advocates to share their organizations' missions throughout the year. The station also closely partners with their grantees on service projects. In 2021, KSDK's Project 5 community service projects included construction of a therapy garden for children experiencing trauma, the renovation of a property into a neighborhood center, and renovating a youth center.



KSDK's Project 5 community service projects in 2021 included construction of a therapy garden for children experiencing trauma and renovations of a neighborhood center and youth center.

KUSA – Denver

Since 1983, KUSA has committed to fighting hunger in Denver. In 2021, the station supported local nonprofit organizations working to fight food insecurity – Project Angel Heart and Servicios de la Raza. KUSA also partners annually with the Food Bank of the Rockies for the 9Cares Colorado Shares fundraising drive. Since the spring of 2020, KUSA helped to raise over \$1 million for the organization.



KUSA has helped raise more than \$1 million for Food Bank of the Rockies since early 2020.

WATN – Memphis, Tennessee

WATN partnered with the Memphis offices of Vitalant and the National Foundation of Transplants to address three specific community needs, including inspiring people to donate blood for a safe and ready local blood supply; raising money for transplant recipients to cover medical fees; and creating awareness by providing local volunteer opportunities for Memphians to get involved with the cause. As for blood needs, WATN works with community



Left, WCNC's Clear the Shelters campaign resulted in more than 1,000 animals being adopted from 11 participating shelters and rescues. Right, reporter January Keaton reads with students at the Charles Dickens School as part of WKYC's Education Station initiative.

partners including grocery stores, churches, Masonic lodges and retail centers to raise donations, especially in December when the need is greatest. A TEGNA Foundation grant to the National Foundation of Transplants supports their work. As a result of the campaign, Vitalant said, "hundreds of area residents answered the call to give blood, extending the opportunity for many patients and their loved ones to have a joyful holiday season."

WCNC – Charlotte, N.C.

The station teamed with NBC's Clear the Shelters campaign by encouraging pet adoptions. Nearly 700,000

pets have found a home in the six-year campaign. The Charlotte-Mecklenburg Police Animal Care and Control issued a plea in the summer when its kennels reached capacity. By the campaign's close, over 1,000 animals had been adopted from 11 participating shelters and rescues. \$21,000 was raised to reduce or waive adoption fees, including grants from WCNC, build additional outdoor play yards, support medical and rehabilitation needs and help with other expenses. Noted Josh Fisher, Ph.D., director of the police department's animal care and control, "This event comes at one of our busiest and most critical times and we count on its success to help get animals into their forever homes and to support our lifesaving programs."

WKYC – Cleveland

As part of its Education Station initiative, the station adopted the Charles Dickens School, where student reading scores had declined after a year of remote learning during the pandemic. WKYC partnered with Seeds of Literacy, providing a grant and working with the nonprofit to offer literacy training and preparation for General Educational Development tests to Dickens' parents. The station also offers parent engagement events to help families build reading-friendly environments.



WCNC's Fred Shropshire makes a new friend at the station's Clear the Shelters event.



WKYC's Education Station highlights challenges facing local schools as the coronavirus pandemic continues.

MEDIA GRANTS IN ACTION

The TEGNA Foundation in 2021 awarded 13 annual Media Grants, totaling \$135,000, to 12 organizations, with the Poynter Institute receiving grants for two projects. Media Grants 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.

2021 Media Grant Recipients:

American Bar Association Fund for Justice and Education: Support the 2022 Moot Court competition.

Asian American Journalists Association: Support the JCamp and Voices student programs.

The Carole Kneeland Project for Responsible Journalism: Support boot camps, training, and online continuing education.

Investigative Reporters and Editors Inc.: Support two FOIA sessions and the Media Journalist Brown Bag lunch session at the 2021 annual conference.

National Association of Black Journalists: Support a professional development session at the 2021 annual conference and to co-brand the 2021 Black Male Media Project.

National Association of Hispanic Journalists: Support the 2021 Student Project.

National Lesbian and Gay Journalists Association: Support the 2021 CONNECT: Student Journalism Training Project, a two-day virtual conference for LGBTQ student journalists in June 2021.

Native American Journalists Association: Support the *Covering COVID-19 in Indian Country* webinar roundtable series.

News Literacy Project: Support the Checkology Virtual Classroom Program, providing programs and resources for educators and the public.

Online News Association: Support student/new professional scholarships for the 2021 conference.

Poynter Institute for Media Studies Inc. (2): Support the Poynter Leadership Academy for Diversity in Digital Journalism, and support The Collective, a newspaper for and by people of color to provide strategies for getting the skills, connections, confidence and voice needed to succeed in their newsrooms and produce the journalism that matters in their communities.

Radio Television Digital News Foundation: Support the 2021 Student News Project.



AAJA Conducts Storytelling Workshop with TEGNA Foundation Media Grant



The American Asian Journalist Association, with funding from TEGNA Foundation, held a virtual Advanced Storytelling Workshop hosted by TEGNA journalists.

With a TEGNA Foundation Media Grant, the American Asian Journalist Association held an Advanced Storytelling Workshop at its virtual annual convention in August. Award-winning reporter and multimedia journalist Tiffany Liou of WFAA in Dallas assembled the video storytelling panel of five presenters from TEGNA stations that included Tiffany, who is president of the AAJA's Dallas chapter.

Panelists explained how they produce, write and edit videos to weave stories with lasting impact. Tiffany, a

“It was tough to go through personally and professionally, and I wanted to relay what was occurring and how to stop it.”

– TIFFANY LIOU, MULTIMEDIA JOURNALIST, WFAA-DALLAS

first-generation American of Taiwanese parents, talked about how she developed a March story and also her own WFAA Perspectives video about COVID-19-related attacks and hatred against Asian Americans.

Tiffany, who has experienced such hate as a journalist, explains, “It was tough to go through personally and professionally, and I wanted to relay what was occurring and how to stop it.”

Other panelists were Jennifer Pham, executive director at WFAA; photojournalist Michael Botsford at Seattle’s KING; Angela Chou, digital executive producer at Atlanta’s WXIA; and Heidi Wigdahl, a reporter at Minneapolis’ KARE.

The Foundation has awarded AAJA a media grant for four consecutive years. Besides the annual convention, for which TEGNA was a sponsor, the grant helped the AAJA’s JCamp and Voices student programs.



WOI-TV Morning Anchor Is First Male Hmong Anchor in U.S.
The son of refugees who emigrated to Minnesota after the Vietnam War, Chenue Her is morning anchor of *Good Morning Iowa*.

SPECIAL GRANTMAKING

In 2021, TEGNA continued to support the movement for racial and social justice and equality. The TEGNA Foundation made several grants to support this movement, including \$150,000 in total grants to Asian Americans Advancing Justice (in both Washington, D.C., and Atlanta), Stop AAPI Hate, Hispanic Heritage Foundation, the George Floyd Memorial Foundation, NAACP Legal Defense and Educational Fund and the Black Journalists Therapy Fund at the International Women's Media Foundation.



**STOP
AAPI
HATE**

Additionally, the TEGNA Foundation's Board of Directors approved in 2021 the creation of a formalized diversity, equity and inclusion grantmaking initiative, with funds dedicated specifically to forming partnerships with nonprofits making a difference in this space.

The Foundation also made several special grants, including:

- Recognizing the growing and important issue of journalist safety, we continued support for the Reporters Committee for Freedom of the Press, including its Local Legal Initiative that helps local journalists defend their rights to gather and report news.
- Support for local relief efforts in response to Texas's Winter Storm Uri and Hurricane Ida in Louisiana.



- Support for broadcasters in need, through the Broadcasters Foundation of America.
- Support for the Media Institute in its nonpartisan efforts to promote freedom of speech and encourage a competitive media environment and communications industry.

PUBLIC SERVICE ANNOUNCEMENTS

TEGNA serves and supports our communities by offering free airtime for nonprofits and charitable organizations to broadcast public service announcements (PSAs) that serve the public interest. In 2021, TEGNA stations provided \$42.4 million in free airtime for PSAs.



With donated airtime, KING 5 helped raise more than 21 million meals for Home Team Harvest, Washington state's largest annual food drive, in 2021.

WWL in New Orleans Raises \$3.5 Million for Hurricane Ida Relief

When Hurricane Ida hit Louisiana in late August, leaving bayou communities especially hard hit, WWL was the only New Orleans station to deliver uninterrupted coverage during the storm. It also launched a United Way Ida Relief Fund that raised \$2.5 million in cash donations and \$1 million of in-kind supplies.

The station's coverage proved invaluable as power went out across the region, leaving roughly 190,000 residents to view the storm's effects on their cell phones or devices via WWL's mobile app, which was downloaded more than 13,000 times during the storm. The station's Mobile Forecast Center provided coverage across the city and in local neighborhoods and was broadcast live on YouTube, Facebook and the station's Fire TV and Roku apps. We also dispatched reporters from TEGNA stations in San Diego and Maine to assist WWL in its coverage.

\$2.5M
IN CASH DONATIONS AND
\$1M
OF IN-KIND SUPPLIES

raised through WWL's United Way Ida Relief Fund

"In storms like this, people need answers to very basic and vital questions like where to get water and when the power will resume," says Candice Harrelson, WWL marketing director. "That's what we can and did provide." She noted that in their commitment and dedication to the community, station employees slept at the station for more than 10 days to provide critical and life-saving news and information to the community.

"In storms like this, people need answers to very basic and vital questions like where to get water and when the power will resume. That's what we can and did provide."

— CANDICE HARRELSON, WWL MARKETING DIRECTOR

The extensive coverage of the storm's heavy damage to small but historic bayou communities like Lafitte helped the United Way of Southeastern Louisiana's fundraising efforts. So did the public service announcements and



WWL president and general manager Tod Smith, center, presents a check to the United Way of Southeast Louisiana. Donations reached \$3.5 million.



New Orleans Saints' Cam Jordan volunteers at a food distribution center with support from WWL.



Hurricane Ida devastated Louisiana's bayou communities.

spots from New Orleans Saints players who rallied around the community.

"With support from WWL and the TEGNA Foundation, United Way of Southeast Louisiana responded to our neighbors at the speed of need in the wake of Hurricane Ida," said Michael Williamson, its president and CEO. "Our partnership provided immediate relief and continues to support long-term recovery as our community rebuilds."

TEGNA's Texas Stations Raise Nearly \$150,000 for Winter Storm Victims

The brutal and historic storm that caught all of Texas off guard Feb. 25 overwhelmed countless residents, many of whom faced three days without water and heat from rolling power blackouts.

Dale Lockett, director of local programming and community marketing at TEGNA's KHOU in Houston, and his family endured "unbearable" cold. Dale also faced treacherous travel to his mother's home after her water pipes burst from the cold.

"This is how we rally together to fulfill our mission to serve the greater good of the communities we serve."

– DALE LOCKETT, DIRECTOR OF LOCAL PROGRAMMING AND COMMUNITY MARKETING AT KHOU–HOUSTON

As he left her house after shutting off the water, Dale called Stephanie Wilcox, director of community marketing at WFAA in Dallas/Fort Worth. "We need to rally our colleagues around the state and help those who are dealing with these challenges," he recalls telling Stephanie. This was the first disaster to affect all of the massive state, and Dale and Stephanie felt they needed to act fast.

In just four days, the one-day Texas Cares Winter Storm Relief campaign launched on March 1 in all 13 TEGNA stations in 11 Texas markets. The stations partnered with the nonprofit United Ways of Texas, which could provide relief assistance needed by storm victims in the communities the individual stations reach.

Promoting the fund drive on-air and via public service announcements on social media, the stations – KAGS,



The Texas Cares Winter Storm Relief campaign launched on March 1 at all 13 TEGNA stations in the state.



KHOU photographer Sergio Soto covers the historic Winter Storm in Houston.

KBMT, KCEN, KENS, KIDY, KIII, KJAC, KVUE, KWES and KXVA, besides WFAA and KHOU – raised nearly \$150,000, including a \$100,000 TEGNA Foundation grant.

Stephanie notes that while it's the stations' duty to tell people's stories during a crisis like the winter storm, "to go one step further and help the entire state to take action is unbelievable." Adds Dale, "This is how we rally together to fulfill our mission to serve the greater good of the communities we serve."

TEGNA Stations Drive Support After Year-end Weather Events in Colorado, Kentucky

TEGNA stations lost little time to drive financial aid and support after two year-end weather-related calamities occurred, including a devastating fire in Colorado and deadly tornadoes in Kentucky.

After wildfires driven by fierce winds sparked the most destructive blaze in Colorado history on Dec. 30, burning 1,000-plus structures in Boulder County, KUSA in Denver quickly partnered with the Community Foundation to spur contributions to its Boulder County Wildfire Fund. The station continually ran public service announcements promoting the campaign and they were shared with Gray Television's KKCO in Grand Junction, Colo., to drive support from the entire state. The drive raised more than \$26 million.

In addition, KUSA anchor Kyle Clark's Word of Thanks campaign raised more than \$2 million, double its \$1 million goal. A global outpouring of generous support led to over \$10 million in fund donations.

After the deadliest outbreak of tornadoes in a decade tore through Kentucky and other nearby states on Dec. 10-11, six TEGNA stations worked together with the Red Cross to create a virtual telethon to raise disaster relief funds. The tornadoes led to a record 77 deaths in Kentucky, more than 1,000 properties destroyed, and hundreds left homeless and jobless.

TEGNA Foundation helped jump-start donations with a \$50,000 grant to the Red Cross. The stations participating in the 90-minute telethon on Dec. 15 were WHAS in Louisville, KSDK in St. Louis, KTHV in Little Rock, WTHR in Indianapolis, WATN in Memphis and WBIR in Knoxville.



Word of Thanks Campaign doubled its fundraising goal, raising over

\$2M



KUSA anchor Kyle Clark's Word of Thanks campaign raised more than \$2 million for the Boulder County Wildfire Fund.



TEGNA is committed to building a diverse team that reflects the communities we serve.

DIVERSITY, EQUITY & INCLUSION

Committed to building a more diverse, equitable and inclusive culture, in 2020 the Board adopted specific oversight for each Board committee regarding how TEGNA approaches diversity:

- The Leadership Development & Compensation Committee is responsible for monitoring the Company's performance in diversity, inclusion and equal employment opportunity, supporting our commitment to these principles and the continuation of our efforts to gain and maintain diversity among our employees and management.
- The Nominating & Governance Committee is responsible for overseeing the racial, ethnic and gender diversity of the Board.
- The Public Policy and Regulatory Committee reviews with management the Company's approach to, and initiatives and support for, promoting racial and ethnic diversity in our news and other content, through inclusive journalism and racial and ethnic diversity in our editorial decision-making and leadership.
- The Audit Committee is responsible for monitoring the Company's finance and asset management-related diversity and inclusion efforts, including our investment and purchasing involving minority-owned businesses.

The Board and management team early in 2021 undertook several initiatives to drive meaningful and sustainable progress toward becoming more inclusive and racially diverse, including setting quantifiable five-year Diversity, Equity & Inclusion (DE&I) goals.

We established these goals with the belief that a deliberate approach and focus on improving Black, Indigenous and People of Color (BIPOC) representation on content teams, content leadership and company leadership roles will enable us to make the biggest impact to our inclusive culture and for our communities.

Content Teams: With most of our employees at our local stations, it is important that our content teams, which are comprised of news, digital and marketing employees, reflect the communities we serve. This includes both our on-air teams that our audience sees every day, and our off-air content creation teams that are integral to how we represent our communities in storytelling.

Content Leadership: We also believe it's important to have diversity in our leadership roles that guide our content teams and make key editorial decisions daily. This is often a catalyst to ensuring that we have inclusive discussions

2025 Diversity and Inclusion Goals and 2021 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			
2021 BIPOC Progress	1/1/21 – 27% 12/31/21 – 30% ↑ 11% Increase	1/1/21 – 17% 12/31/21 – 20% ↑ 18% Increase	1/1/21 – 16% 12/31/21 – 18% ↑ 13% Increase	1/1/21 – 25% 12/31/21 – 27% ↑ 8% Increase		
2021 Female Representation	1/1/21 – 46% 12/31/21 – 46%	1/1/21 – 45% 12/31/21 – 44%	1/1/21 – 41% 12/31/21 – 42%	1/1/21 – 47% 12/31/21 – 47%		
	ASIAN	BLACK OR AFRICAN-AMERICAN	HISPANIC OR LATINO	WHITE	OTHER	N/A*
2021 All Employee Representation	3.0%	12.0%	9.9%	70.0%	2.3%	2.8%

* N/A = not available or not disclosed

that guide the way we inform and represent the communities we serve on all platforms.

Company Leadership: We believe in the power of having diverse perspectives in leadership positions at the Company level, which studies have indicated leads to better decisions and outcomes for our audiences, customers and employees. We believe that increasing diversity within our leadership ranks provides both a competitive advantage and reinforces the inclusive culture that is core to our values.

Through our efforts, by the end of 2021, we achieved double-digit growth in BIPOC representation in content teams, content leadership and company leadership during the year.

We have more work to do, but with the support of our Board of Directors, management team, station

management and input from our Diversity & Inclusion (D&I) Working Group, we are on a solid path to increasing representation at TEGNA and reaching our objective of being as diverse as the dozens of communities we serve.

To reach our goals, we are actively seeking diverse talent through recruiting and professional development, investing in a multiyear Inclusive

Journalism program, requiring unconscious and implicit bias training of all employees and gathering regular input from our 17-member D&I Working Group led by our Chief Diversity Officer. We are proud that the Human Rights Campaign named TEGNA a best place to work for LGBTQ equality for the fifth consecutive year with a score of 100 on its Corporate Equality Index.



Five Pillars Support our DE&I Goals

Talent Pipeline and Bench Strength

Increase partnerships with diverse professional organizations, historically black colleges and universities (HBCUs), Hispanic-serving institutions, and universities. Continue building on our existing internship, Producer-in-Residence and other programs.

Progress: In addition to our ongoing engagement and support of long-standing partners, we enhanced our relationships with such professional organizations as the T. Howard Foundation and Asian American Journalist Association. We expanded our connections with HBCUs at both the local station and the companywide recruiting level. These relationships and a renewed focus across our company led to women and people of color comprising a majority of our participants in both our company internship and Producer-in-Residence programs. Internally, our content leaders and talent development team enhanced our News Leadership Forum program that is tailored to emerging content leaders, of which more than half were employees of color and over two-thirds women.

Leadership Compensation Tied to Diversity and Inclusion Goals

Enhance our diversity and inclusion goals for key leaders in the organization.

Progress: We delivered on our commitment to ensure that D&I goals are embedded meaningfully into both our annual performance management and our bonus processes for 2021. We also finalized our 2022 measures for key leaders.

Multiyear Inclusive Journalism Program

Development and launch of customized, multiyear inclusive journalism program with expert external partners.

Progress: Partnering with the Poynter Institute on our Inclusive Journalism program, we delivered training on unconscious bias, inclusive reporting and leadership coaching to all 49 of our newsrooms. This training led to development of local action plans by our stations to increase our focus on accurately reflecting the entirety of the communities we serve. We also partnered with Horowitz Research to conduct an external audit of our digital, broadcast and marketing content across all of our stations. We are fostering new ways for our newsrooms to engage and represent communities better. These include creation of Race and Culture positions and units, community days so journalists can develop relationships with underrepresented communities, external/community DE&I committees, and an employee-initiated recruiting video centered on inclusive culture.

Leverage Insights from Employee Feedback

Employ employee input to improve our action planning and accountability.

Progress: Our companywide D&I Working Group continues to provide valuable insights and contributions to our diversity and inclusion actions. The group's focus has expanded to elevate issues, ideas and opportunities across identities. Also, our local D&I teams at the station level continue to partner with local leaders to apply ideas that enhance inclusion at our stations. Input from these groups led to several actions, including development of an inclusive leadership interview matrix as well as establishment of local diverse interview panels, local mentoring networks and inclusive hiring training for managers, among others.

Employee Training

Provide employees with ongoing resources and platforms to increase learning and discussion on D&I topics to support a culture of belonging.

Progress: In 2021, we launched a companywide D&I Discovery Series that covered a different DE&I learning topic each month and sparked broad participation by station groups, with discussions often led by station leaders and local D&I groups. We also launched a partnership with the National Center for Civil and Human Rights to engage in a training series on implicit bias, microaggressions and other DE&I topics for leaders and employees that we plan to train all employees on by mid-2022.



abc10 RACE & CULTURE TEAM

KREM employees share their thoughts on diversity in a recruiting video to welcome diverse candidates. In 2021, KXTV launched its Race & Culture Team to ensure Sacramento's diverse communities have a voice.

Inclusive Journalism Program Drives Progress in 2021

TEGNA's desire to accelerate the pace of racial diversity and inclusion at our stations parallels our determination to ensure our coverage and storytelling reflects the communities we serve. Our customized Inclusive Journalism Program seeks to deliver such coverage through unconscious bias, inclusive reporting, leadership training and diversity and inclusion content audits in all 49 of our newsrooms.

Developed in 2020 in partnership with the Poynter Institute, the program will drive meaningful change, according to program leads Joanie Vasiliadis, vice president of digital content, and Eric Valadez, content director. "We are looking at the program holistically and expect that it will become part of the fabric of what TEGNA does," says Joanie.

"We're a results-oriented organization. Coming out of this year's work, each station will have an action plan for improving diversity and inclusion coverage they can apply locally," Eric says. "As a result of the work we've done so far, our content conversations are starting to change."

Early takeaways and actions stemming from the program include:

- In markets where diversity was underrepresented on air and among guests and the community, stations are improving that representation.
- Stations took a magnifying glass to the language used from an editorial standpoint and found biases that injured diverse audiences. This proved especially true in crime reporting that often favored police reports and law enforcement language without adequate community and other perspectives.
- Stations found they overlook certain neighborhoods and communities in their coverage except when reporting crime or poverty, and they are striving to expand their general coverage of them.



Kandace Redd leads the Race & Culture Team at KXTV.

- The pandemic reduced actual community reporting, leading to a reliance on stock images instead of authentic or representative voices, and stations are getting back out in the community more.
- Stations are expanding the stable of diverse experts and authorities they tap for appearances and interviews; during election season, more diverse commentators contributed.

"As a result of the work we've done so far, our content conversations are starting to change."

— ERIC VALADEZ, CONTENT DIRECTOR

For 2022, we are continuing the intentional, no-one-size-fits-all action plan, including further evolving newsroom cultures to ensure editorial process equity. We also intend to focus on increasing diversity in content leadership positions, providing ongoing training for all content leaders and developing programs to grow journalists of color. On specific content subjects, TEGNA is providing training or guidance on covering the unhoused, prisoners, immigration and LGBTQ-plus issues, among others.



TEGNA is committed to ensuring diverse perspectives are heard.

SUPPLIER DIVERSITY

TEGNA wants to ensure our supply chain represents the diverse communities we serve. Consequently, we are striving to expand our spending and relationships with diverse vendors and partners in a thoughtful and sustainable manner. Our procurement team requires a diverse vendor to be included in each request for proposal, and the team engages internal stakeholders to explore alternative, diverse options when renewing

agreements. TEGNA also enhanced our cash management and short-term investing programs to focus on diversity, equity and inclusion impact. Based on an analysis of our top 200 vendors, including small businesses of 1,500 employees or less, 16 percent of TEGNA's spending on outside products and services went to diverse suppliers. Further, we have engaged a third-party to help track certified, diverse spending and we currently transact with 285 certified diverse vendors.



Representatives from every department at WXIA along with Grady Tripp, TEGNA's Chief Diversity Officer, participated in Diversity, Equity and Inclusion training at the National Center for Civil and Human Rights in Atlanta.

SERVING OUR PEOPLE

In today's ever-changing media landscape, our people play an essential role in TEGNA's success. We seek to attract, retain and develop the highest caliber talent in our industry, and our human resources programs support these objectives by providing competitive pay, industry-leading benefits, and development and growth opportunities. We foster diversity, inclusion and innovation in our culture through our human resources, diversity and journalism programs and policies.

In 2021, TEGNA was named among the **A50 MOST ENGAGED WORKPLACES® 2021** Achievers 50 Most Engaged Workplaces, an annual award that recognizes top employers displaying leadership and innovation in engaging their workplaces.

TALENT DEVELOPMENT AND PERFORMANCE MANAGEMENT

TEGNA provides a range of training and development programs that center on content leadership training, leadership development, manager training, and Inside Out sales training.

TEGNA invests in the continual learning and development of its managers because our leaders' effectiveness is critical to our long-term success. Our Manager Training Program is based on TEGNA's critical leadership skills and provides managers a targeted and progressive curriculum that delivers content for all levels of managers depending on their experience. The program provides content on foundational policies and procedures, how to lead effectively, how to become more inclusive leaders, and how to foster a high-performing team.

Producer-In-Residence Program Trains Future Newsroom Leaders

If an initiative's success depends on how fast it's grown, TEGNA's Producer-In-Residence (PIR) program will become a legend. Since launching as a pilot in 2018, it has become the industry's largest program developing broadcast and digital producers.

Two years of entry-level training molds college seniors and graduate students into becoming regular full-time producers for TEGNA's 49 newsrooms. When the program launched in 2018, it had six trainees in three newsrooms. Since then, the number of trainings has nearly tripled and another sharp increase is expected in 2022.

A key PIR selling point is the cross-platform training that recruits receive, especially in the first six months that includes a jam-packed two-week virtual boot camp. From that experience, participants "have the chance to reinvent journalism in the digital age," program lead Noah Cooper maintains. "We give them a long leash to do that."

And they do. From the 2020 PIR group, a Penn State graduate developed a TikTok strategy for all of TEGNA. From the 2021 class, a University of Missouri graduate developed Instagram reels from hard news stories and an original Find the Fun feature for WLTX in Columbia, S.C., showcasing weekend events. Her Instagram posts have nearly quadrupled the station's Instagram reach. She will show producers how to replicate it at a quarterly PIR training session.

"This entry-level journalism talent is so outstanding and passionate that from these great producers will come the next great show and digital producers and newsroom managers."

— NOAH COOPER, SENIOR CONTENT RECRUITER

TEGNA searches for PIR participants at major journalism schools as well as regional universities and colleges, including several historically Black institutions. Noah and other recruiters seek out curious and whip-smart students who have had some type of journalism-related training, which can include public relations and marketing, and who write well.



TEGNA Producer-In-Residence participants share their enthusiasm for the opportunities ahead.



They also are intentional about seeking diverse students who offer underrepresented viewpoints and backgrounds and can provide different perspectives to a newsroom. These include diversity of race, sexual orientation, religion and geography. In 2019, about three in five of the PIR class were from such diverse circumstances, and that rose a bit in 2020 and 2021. Diversity makes a difference. During 15 months in Charleston at WLTX, a PIR resident who is an Orthodox Jew generated a Jewish perspective in stories the newsroom hadn't considered before.

Noah gets an acceptance rate to PIR offers of 65-70 percent, and those who accept sign a two-year contract. The program has attained a strong rate of promotion to a regular producer role after that period. As Noah sees it, PIR isn't simply creating producers but the next generation of newsroom leaders.

"This entry-level journalism talent is so outstanding and passionate that from these great producers will come the next great show and digital producers and newsroom managers," he predicts.

Unique Training Program Develops Diverse Pipeline of News Leaders

Eager to build a diverse talent pool of next-generation news leaders, TEGNA in January launched a unique eight-month-long News Leadership Forum training program of high-performing news managers. Nearly half of the initial 33 participants had been promoted by year-end. A somewhat larger group will complete the program in May 2022.

News senior vice president Ellen Crooke explains that TEGNA wants to ensure its high-potential journalists, especially women and people of color, have the tools and resources they need and that a promising career growth path awaits them.

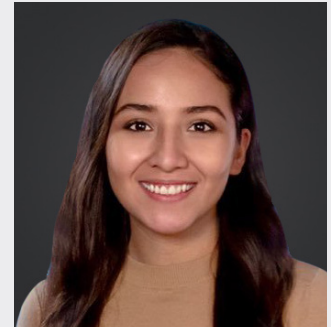
“This program allows us to grow our strong managers and expedite their move into top content management roles,” she explains. “It’s also very clear that it will help us retain top talent and serve as an extraordinary recruiting tool.”

“This whole experience has taught me so much in and out of the office.”

Forum participants, selected by station general managers, include a mix of broadcast and digital employees as well as strong representation of women and people of color. The inaugural and the second groups primarily comprised women and people of color.

Those promoted among the first class became assistant news directors, news directors and digital directors, among other posts.

Within the eight-week session, participants are trained on a host of management-related topics. They include transitioning to a strategic leader, legal and ethical issues,



Clockwise: Cari Hernandez, assistant news director at WUSA, Washington, D.C.; Sara Roth, executive producer, VERIFY; Violeta Trevizo, assistant news director at WATN, Memphis; Sheena Autin, assistant news director at WFAA, Houston.

recruiting, providing feedback and smart performance reviews, staff development, budgeting, transforming content, and partnering with other departments, among others. Trainers include news professionals and others from inside and outside TEGNA.

Participants rate the program very highly. “Wonderful program; I feel more prepared for leadership,” says one. From another: “This whole experience has taught me so much in and out of the office.”

TEGNA’s Critical Leadership Skills

Intentional
Decision
Maker

Adaptive
Strategic
Thinker

Change
Leader

Talent
Developer

Results
Achiever



Our employees celebrate their local communities and sports teams. Left, WTSP welcomes viewers to Tampa Bay Lightning's Fan Fest. Right, News Center Maine's Samantha York with a viewer at Maine Mariners hockey game.

To support our culture of belonging, we provide all employees with ongoing resources and platforms to increase learning and discussion on diversity and inclusion topics and valuing differing perspectives. This includes unconscious and implicit bias training for all employees, a companywide learning and discussion series, and other activities for fostering brave spaces for our collective growth.

We also reimagined the curriculum and set expectations for outcomes for our Leadership Development Programs, including our Executive Leadership Program that develops current and future general manager and vice president talent, and our Leadership in Action Program that helps develop current and future director-level talent.

Within our Inside Out training, besides preparing new sellers, we provide a Managers Master Class that develops leaders of our Inside Out sales process in

coaching and recruiting to foster diversity of ideas and talent. We also began an online MTA (Manager Talent Assessment) Sales Assessment resource for the sales organization that in the hiring process enables managers to be more inclusive when recruiting. We enhanced and added more on-demand and go-to-market training resources to help sellers succeed.

During the year, we also designed, developed, and executed two performance management training courses on giving and receiving feedback and developing S.M.A.R.T. (specific, measurable, attainable, relevant, and time-based) performance goals that were implemented during the 2021 Performance Management process at year-end. Additionally, we hired a learning and development business partner to help with development and application of our Manager and Leadership Development programs into 2022 and beyond.

Updates and improvements we have made to employee benefits:

2018

- Introduced rate table for medical premiums by salary tier
- Expanded benefit coverage to include part-time employees
- Enhanced 401(k) to vest 100% on day 1 (rather than 3-year vesting) and match up to 4%

2019

- Kept employee premium costs flat
- Kept expanded vision and dental benefits



Interns at TEGNA get meaningful assignments and gain professional development opportunities.

Summer Internship Program Creates Pipeline of Future Talent

TEGNA hosts a summer internship program that creates a pipeline of diverse entry-level candidates for early-career positions at the stations interns worked in and elsewhere.

In 2021, 22 interns participated in the 10-week training and mentorship program from across the news and marketing producer disciplines. TEGNA interns are given meaningful assignments, engage with stations' communities, and gain professional development opportunities. The majority of 2021 interns were women and people of color, and many of them have joined TEGNA in such positions as producers-in-residence and digital content producers since completing their internship.

The success of the 2021 program has led to the addition of a fourth career track, with sales joining news producer, digital producer, and marketing for the 2022 program.



Twenty-two interns participated in TEGNA's 2021 summer training and mentorship program.

2020

- Annual premiums reduced by \$400 for singles and \$1,000 for families
- Introduced new PPO plan
- Increased Health Savings Account annual contributions
- Introduced 12 weeks of maternity leave paid at 100%
- Introduced Health Care Flexible Spending Accounts for PPO plan
- Established Juneteenth as a paid company holiday

2021

- Parental leave expanded to 6 weeks paid at 100% for all new parents
- Enhanced fertility coverage
- Introduced Applied Behavioral Analysis (ABA) Therapy
- Added Care@Work Membership
- Added HIV PrEP coverage



Live Well.

TEGNA benefits that work for you.

Our employee volunteers are essential to helping our communities thrive. Left, KXTV employees volunteer at a Habitat for Humanity Rock the Block event. TEGNA has made numerous improvements to its benefits package to ensure employees Live Well.

INVESTING IN EMPLOYEE MENTAL HEALTH

Recognizing the toll the continuing pandemic has taken on everyone, TEGNA introduced a new mental health and employee assistance program in October that aims to help employees and their covered dependents live their best lives.

The program, administered by mental health benefits provider Spring Health, provides convenient, comprehensive and confidential wellness services available 24/7. A dedicated Care Navigator guides employees and dependents in using 12 free therapy sessions and also recommends an in-network mental health provider. Spring Health also offers 24/7 confidential access to professional support to help manage stress, anxiety, grief and financial concerns.

Employees and their families also have access to several medical and mental health resources and benefit options:

- For employees on TEGNA's benefits plan, BlueCross BlueShield of Texas offers telehealth benefits that deliver live video or phone consultations with a provider, including mental health providers.

- Teladoc telemedicine delivers convenient access to behavioral health care available 24/7 by phone, video desktop or mobile app to all employees, even if they are not on TEGNA's benefits. Covered are the cost of the first nine sessions.
- Time away from the office is an important benefit that enables employees to relax and refresh mentally and physically. TEGNA's paid time off program gives them the flexibility to take time off by combining vacation, sick days and floating holidays.
- A partnership with Care@Work **care@work** by Care.com helps employees manage family care needs while balancing work, including child, elder or pet care. Through the premium membership, employees have unlimited access to find local caregivers 24/7 and the ability to message caregivers and review background check options.
- Throughout 2021, we hosted mental health webinars focusing on building resilience in uncertain times, handling mental health and isolation during COVID-19, and managing holiday stress.

spring health



Coaching



In-person and
Virtual Therapy



Medication
Management



Health Plan
Integration



Crisis Support



TEGNA has been conducting training for all our newsrooms and has guidelines to ensure journalist safety.

Journalist Safety

Increasing physical attacks against journalists and other safety concerns have underscored the importance of what senior vice president of news Ellen Crooke has been emphasizing for years: “There is no story, there is no shot, there is no video, no picture, no interview that is more important than the health and safety of our journalists.”

Marcus Snipe, head of security and safety, coordinated safety training as part of a robust investment in protection protocols. He joined TEGNA in November 2020 from the National Basketball Association, where he headed facilities security and international events, and he partners with general managers, station heads of technology, and others at TEGNA sites on physical security guidelines, policies and procedures.

INVESTING IN EMPLOYEE WELL-BEING

Over the last several years, TEGNA has made tremendous improvements to our benefits based on our employees’ direct feedback. These changes have included introducing new healthcare options, making premiums more affordable, increasing the company’s contribution to health savings accounts, introducing paid time off, expanding our holiday schedule, and improving options to help growing families, including expanded parental leave and fertility coverage.

Simply put, our goal is to provide benefits choices that help our colleagues and their families live their best life. In 2022, several new benefits take effect:

- **Family planning support:** Expanded adoption reimbursement to \$10,000 from \$2,500 and introduced a surrogacy reimbursement benefit of \$10,000 to support the path to parenthood and cover family planning goals.
- **Enhanced eyewear benefit:** Added EyeMed’s Freedom Pass Plus coverage that allows the purchase of frames at LensCrafters or Target Optical at no out-of-pocket cost, even if it exceeds the plan’s frame allowance.

- **Coverage for a group of jaw joint and muscle disorders:** Commonly called TMJ, the conditions cause pain and dysfunction in jaw joint and muscles that control jaw movement. It is now covered by Delta Dental of Virginia as a major service and, under it, night mouth guards are covered once every five years.
- **New critical illness and accident insurance provider:** Such coverage is now covered by Aflac, which provides enhanced coverage at a lower rate than the previous provider.
- For those treated for cancer or another diagnosis that causes hair loss, the reimbursement level for wigs increased to \$1,000 from \$500.

TEGNA provides a company-matching 401(k) Savings Plan for future financial security and additional and optional benefits that, among others, include life and disability insurance plus supplemental insurance options, virtual 24/7 telehealth access, paid time off and nine company holidays, active duty leave, caregiver leave, employee discounts, a volunteerism program, two-for-one matching gifts, and student loan refinancing and tuition reimbursement.



CORPORATE GOVERNANCE

Strong corporate governance practices and policies ensure that TEGNA operates in ways that support shareholders' long-term interests. These include:

- Solid board independence, with CEO Dave Lougee the only TEGNA employee on the 12-member Board of Directors, and an independent Board chair, which allows for effective, autonomous Board oversight and communication while enabling the CEO to focus on executing strategy and managing operations.
- Ongoing refreshment of our diverse Board with four new independent directors added since 2017 whose skills provide greater insights into creating value for shareholders by identifying opportunities.
- Annual election of directors and an annual evaluation of the Board to insure its and its committees' effectiveness.
- Regular engagement with shareholders to receive investor feedback on TEGNA's management and performance in key areas, as well as a proxy access bylaw provision and removal of supermajority voting provisions.
- Enhancement of ESG – environmental, social and governance practices and initiatives – across the company to secure a sustainable future.

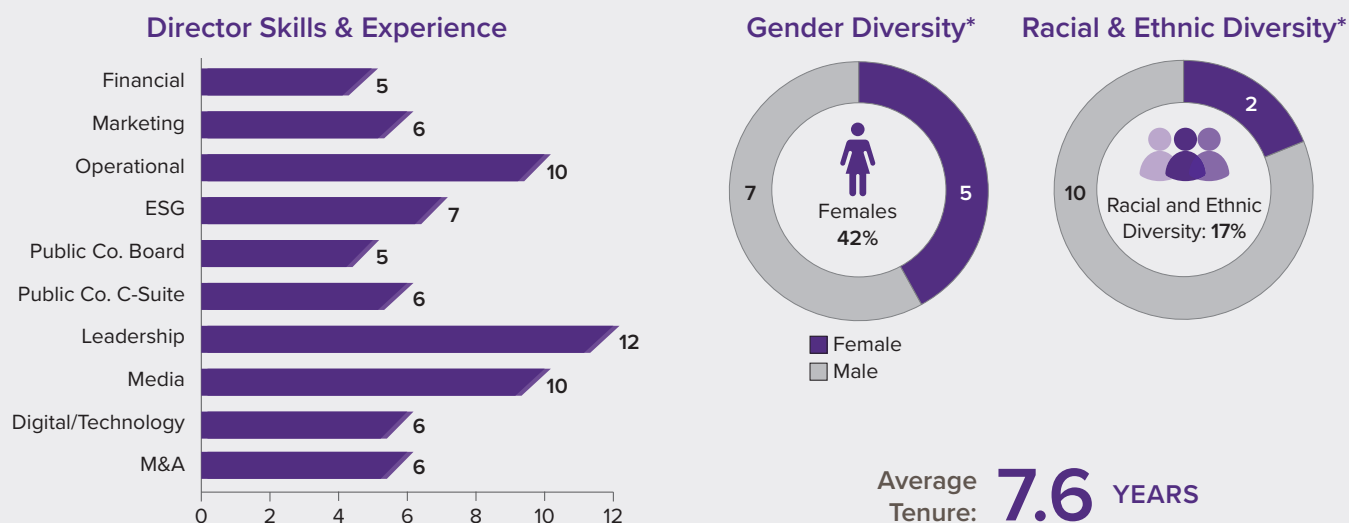
- Commitment to diversity, equity and inclusion, with specific areas of DE&I oversight incorporated into each Board committee charter, to ensure TEGNA reflects the diversity of the communities we serve.
- Policies that require directors and senior executives to follow stock ownership guidelines, prohibit a shareholder rights (poison pill) plan, establish a proxy access bylaw provision, and generally allow for mergers and other business combinations to be approved by a simple majority vote.

In 2021, TEGNA progressed ahead of schedule on each of our specific and publicly disclosed diversity and inclusion goals and took further action to support DE&I across the company.

The Women's Forum of New York honored TEGNA for achieving 42 percent female representation on its board, recognizing it as a corporate game-changer for promoting women's leadership in the boardroom.



TEGNA Board of Directors



POLICIES

TEGNA's policies and programs include:

- **Environmental:** It is TEGNA's policy to operate our business as a corporate citizen committed to sound environmental management and with concern for the well-being of our common environment. Our stations also report regularly on local, national and global environmental and sustainability issues that impact their communities.
- **Codes of Conduct:** Applying to all our directors, officers, employees and vendors, our Codes of Conduct reflect our values and expectations on a number of issues. They include a discrimination-free work environment, efficient use of our assets, professional business conduct, supplier diversity and fair compensation. Employees may seek advice or report violations by contacting TEGNA's dedicated ethics hotline. The TEGNA Code of Vendor Conduct provides our expectations with regard to fair labor practices; protection of human rights; privacy and data security; anti-bribery and anti-corruption protections; and compliance and misconduct reporting.
- **Ethics:** TEGNA's Ethics Policies ensure all directors, officers and employees are held to the highest professional standards. As a company that produces and distributes the highest-quality news and information content, journalistic integrity is critical to make sure our stations are the most trusted news sources in their communities. Our Principles of Ethical Journalism define the behavior all employees who gather, report, produce and distribute news and information on any platform must abide by. Our core principles of Truth, Independence, Public Interest, Fair Play, and Integrity form the foundation for all news content produced by our stations. In 2020, we also strengthened our Whistleblower and Ethics Violations Reporting Policy to protect employees who report any suspected violation of company policies.
- **Social Media:** All employees are expected to follow TEGNA's Social Media Policy. Additional policies are outlined for TEGNA's community-facing employees and news and editorial employees.

CYBERSECURITY AND DATA PRIVACY

In today's digital world, protecting our systems and our data from cyberattacks and unintentional or malicious breaches is a priority for TEGNA's leadership and our Board of Directors. Our Board receives regular updates and reports about cybersecurity and data privacy initiatives.

In 2021, we began new security initiatives as part of our ongoing commitment to the highest standards for data security and privacy protection. We conducted a third-party audit of our security procedures and practices, enhanced our security safeguards, and improved and established new business continuity practices.

Cybersecurity

Policy and Governance – Our cybersecurity team is led by a Director of IT Security and Compliance, reporting to our Vice President of IT and Station Operations. IT leaders provide quarterly and annual cybersecurity updates to our Board of Directors. TEGNA uses the NIST Cybersecurity Framework and has clearly defined policies and standards for all employees and technical systems. We also have an internal Cybersecurity Council that conducts quarterly meetings to discuss cybersecurity risks, processes and controls, and strategy.

Technology – Following the NIST Cybersecurity Framework, TEGNA utilizes policies, software, training programs and hardware solutions to protect and monitor our environment, including multifactor authentication on all critical systems, firewalls, intrusion and detection and prevention systems, vulnerability and penetration testing and identity management systems. Our network is continuously monitored, and our cybersecurity team responds to any anomalies. TEGNA has an extensive patching and software update program, and performance metrics are reported to our Board.

Training and Awareness –

In 2021, we introduced Secure TEGNA, a new cybersecurity program that includes quarterly training modules covering different topics such as data protection, safe browsing, email safety, and social media account protection. During October, which was Cyber Security Awareness Month, we launched training as part of Secure TEGNA for all employees to increase awareness of cybersecurity threats that can compromise our data and networks.

Third-Party Vendors – We require all vendors to adhere to our Information Security policies and practices. Vendor access is narrowly limited in scope, granting access only to necessary systems with the lowest level of privileges required. Vendor access is monitored and accounts are reviewed and attested to on a quarterly basis.

Incident Response – TEGNA has documented and tested incident response plans, which are updated annually and verified by an outside law firm specializing in cybersecurity. We were among companies impacted by the Kronos Private Cloud ransomware attack in late 2021, which we use for payroll processing. While the service was unavailable, we took steps to ensure our employees did not experience any delays in receiving their pay.

Compliance – We conduct annual compliance reviews of all cybersecurity policies and procedures and utilize an outside cybersecurity firm to evaluate the overall program. Business units are required to attest to applicable TEGNA security controls on a monthly basis.

SECURE TEGNA





TEGNA's new Stream Center maintains rigorous security protocols to ensure uninterrupted station operations.

Data Privacy

We are committed to maintaining the most stringent protections to ensure sensitive or private information and data about our business, employees, customers and consumers is not compromised. Our Board of Directors, through the Public Policy and Regulation Committee (PPRC), oversees TEGNA's compliance with data privacy laws and regulations. Our Chief Privacy Officer works closely with our technology and other business units to address privacy issues when they arise. The PPRC reviews TEGNA's privacy policy with the Chief Privacy Officer on an annual basis to ensure our standards reflect applicable legal requirements and our current data practices. Our Chief Privacy Officer also provides regular reports to the PPRC.

Employee Data – Our employee data, including human resources and payroll data, is generally maintained by outside vendors under long-term contracts. Our vendors' data security programs are thoroughly vetted by our IT department, and contracts include strict protection requirements, including assurances that data is encrypted while at rest. We also require access to annual SOC-1 and/or SOC-2 compliance reports whenever available.

Consumer Data – Given the nature of our business, we do not collect sensitive personal information from our viewers, but we do collect basic personal information such as names and email addresses when individuals participate in services like receiving email newsletters or entering contests. All our digital properties have a privacy policy which clearly discloses how we collect, maintain and use consumer information and describes in clear language the ways in which our audience can limit and/or opt out of our collection and use of their data. We have taken measures to ensure we are compliant with the California Consumer Privacy Act, most notably by integrating the OneTrust preference center into our television station websites to facilitate users' ability to opt-out of the sale of personal information in connection with ad targeting.

Customer Data – We are compliant with the Payment Card Industry Data Security Standards (PCI DSS) and complete an annual PCI attestation. To help ensure that we remain compliant, we use a third-party vendor to process all credit card transactions with our advertising customers. As a result, we do not intentionally collect or otherwise have access to our customers' payment card data, allowing us to significantly limit the risk of exposing such data in the event of a security incident.

2021 SASB Disclosure



SASB's mission is to establish and maintain disclosure standards on sustainability matters that facilitate communication by companies to investors of decision-useful information. We support SASB (the Sustainability Accounting Standards Board) because its work contributes directly to generating comparable and consistent data. The table below provides information for the Media & Entertainment industry standard.

MEDIA & ENTERTAINMENT			
	SASB Code(s)	SASB Requested Metric(s)	TEGNA Response
Media Pluralism	SV-ME-260a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) professionals, and (3) all other employees	<p>For an overview of our Diversity, Equity and Inclusion initiatives and how we are fostering equitable representation, please see page 25 of TEGNA's 2021 ESG Report.</p> <p>We actively seek diverse talent through recruiting, investing in a multiyear inclusive journalism program, requiring unconscious and implicit bias training of all employees, gathering regular input from our 17-member D&I Working Group led by our chief diversity officer.</p>
	SV-ME-260a.2	Description of policies and procedures to ensuring pluralism in news media content	<p>In 2021, TEGNA partnered with the Poynter Institute on our Inclusive Journalism program, which included training on unconscious bias, inclusive reporting, and leadership coaching in all 49 of our newsrooms.</p> <p>This training led to development of local action plans by our stations to increase our focus on accurately reflecting the entirety of the communities we serve. We also partnered with Horowitz Research to conduct an external audit of our digital, broadcast, and marketing content across all of our stations.</p> <p>We are fostering new ways for our newsrooms to engage and represent communities better. These include creation of Race and Culture positions and units, community days so journalists can develop relationships with underrepresented communities and external/community DE&I committees.</p> <p>TEGNA's ethics policies also reflect our commitment to practicing inclusive journalism. Our Principles of Ethical Journalism emphasize inclusivity and making editorial decisions with input from a variety of voices. TEGNA journalists are ethically bound to seek multiple perspectives from sources of different backgrounds and cover all communities with respect and balance. Our journalists are trained to seek various perspectives within communities. The Principles require our journalists to produce content that is representative of the diverse viewpoints and perspectives of the communities we serve. In addition, the Principles require journalists to identify race evenly and only when it is critical to understanding the story.</p> <p>TEGNA is committed to editorial independence. Our newsrooms are managed independently and separately from sales, and the Principles prohibit sponsors or advertisers from influencing editorial content. TEGNA closely observes the FCC's sponsorship disclosure requirements and conducts annual training on our own Sponsorship Identification Disclosure Guidelines.</p> <p>TEGNA journalists report the news accurately, thoroughly, and free from the appearance of conflicts of interest. To that end, TEGNA journalists are prohibited from making political contributions or publicly sharing political views. TEGNA's Social Media Policy guides online interactions for all employees, and TEGNA regularly offers social media training for journalists. In addition, TEGNA does not pay sources for information or news. For more information on TEGNA's conflict of interest policies, please see SV-ME-270a.3.</p> <p>TEGNA defends the First Amendment. TEGNA is a member of the Media Law Resource Center, which was founded by leading American publishers and broadcasters to assist in defending and protecting free press rights under the First Amendment. TEGNA also supports the Reporters Committee for Freedom of the Press ("RCFP") and frequently signs onto RCFP amicus briefs supporting First Amendment issues, including freedom of expression, access to public records and public proceedings, protection of journalists, and protection of reporter-source communications. TEGNA is also a proud supporter of The Media Institute, a nonprofit, nonpartisan organization dedicated to promoting freedom of speech and encouraging a competitive media environment.</p> <p>TEGNA stations take legal action to protect First Amendment values. TEGNA intervenes in civil and criminal court cases to uphold the public's First Amendment right of access to proceedings. TEGNA supports camera coverage of courtroom proceedings and petitions courts to permit camera coverage of newsworthy criminal and civil trials. Similarly, TEGNA files actions to enforce the public's right to know under state public records laws and the federal Freedom of Information Act. TEGNA acts in the public interest by joining First Amendment organizations around the country to protect and strengthen public records statutes.</p> <p>See page 25 of the 2021 TEGNA ESG Report for more information on how we are advancing Diversity, Equity and Inclusion.</p>
Journalistic Integrity & Sponsorship Identification	SV-ME-270a.1	Total amount of monetary losses as a result of legal proceedings associated with libel or slander	During 2021, we incurred less than \$175,000 in monetary losses as a result of legal proceedings associated with libel.
	SV-ME-270a.2	Revenue from embedded advertising	We recorded \$21,421,667 of embedded advertising in 2021.

Journalistic Integrity & Sponsorship Identification (continued)	SV-ME-270a.3	Description of approach for ensuring journalistic integrity of news programming related to: (1) truthfulness, accuracy, objectivity, fairness, and accountability, and (2) independence of content and/or transparency of potential bias, and (3) protection of privacy and limitation of harm	<p>TEGNA's Principles of Ethical Journalism spell out our guiding principles of truth, independence, public interest, fair play and integrity. All employees who gather, report, produce and distribute news and information on any platform review our code of conduct annually and attend annual training sessions on ethical journalism covering ethics, social media, conflicts of interest and fairness issues. Editorial interns and new hires must acknowledge the code of conduct. Our chief ethics officer also conducts libel, privacy and fairness training for all journalists.</p> <p>TEGNA's policies require journalists to respect copyright and transparently attribute material obtained from third-party sources. TEGNA frequently conducts training on copyright and fair use, including the use and sharing of content on social media. Plagiarism is not tolerated.</p> <p>TEGNA maintains a vigorous compliance program that encourages reporting of alleged misconduct. We have an ethics hotline that allows employees and members of the public to anonymously report concerns. We investigate all complaints received by the hotline. TEGNA's Whistleblower Protection and Ethics Violations Reporting Policy ensures employees will not be disciplined or suffer retribution for reporting violations or suspected violations in good faith.</p> <p>As part of annual ethics training, all TEGNA employees complete a conflicts of interest survey. All surveys are reviewed by the chief ethics officer. The Principles of Ethical Journalism require journalists to be free of outside interests, investments, business or personal relationships that could compromise credibility of our news coverage. Journalists are counseled to avoid conflicts of interest and potential conflicts of interest, and are required to disclose conflicts when they arise. TEGNA journalists are prohibited from accepting gifts or anything of value from sources or organizations we cover.</p> <p>In 2020, all TEGNA journalists completed training on monitoring and countering the spread of disinformation, and that training is incorporated into our newsroom practices. The Principles now require journalists to actively work to stop the spread of provably false information. TEGNA also routinely participates in external annual journalism training, including widespread participation in workshops and conferences conducted by Investigative Reporters & Editors (IRE) and the Online News Association (ONA).</p> <p>TEGNA journalists are committed to fair play and treating people with dignity, respect and compassion. The Principles of Ethical Journalism include a commitment to minimizing harm and recognizing that editorial decisions can have lasting consequences for sources and story subjects. In 2021, TEGNA revised the Principles to limit the use of mugshots in coverage of criminal accusations, and we adopted removal guidelines for content on station websites, including past coverage of arrests and convictions for minor crimes and offenses. TEGNA journalists recognize that we take special care when covering those unaccustomed to dealing with journalists, including children.</p> <p>TEGNA frequently moves to quash subpoenas served by prosecutors, defense attorneys and civil litigants that seek to compel disclosure of source information and raw, unpublished newsgathering materials. TEGNA opposes all efforts to interfere with newsgathering and the free flow of information.</p>
Intellectual Property Protection & Media Piracy	SV-ME-520a.1	Description of approach to ensuring intellectual property (IP) protection	<p>TEGNA employees create much of the intellectual property used by the Company. In order to best meet our business needs, we incorporate a variety of approaches in order to protect this intellectual property, including:</p> <ul style="list-style-type: none"> • Working with outside legal counsel to manage our federal and state trademark registrations. • Analyzing potential new trademarks with respect to protectability against infringers as well as with respect to potential infringement of existing marks. • Maintaining a portfolio of material copyright registrations. • Incorporating a digital rights management system into our companywide content management system in order to prevent the unauthorized redistribution of our digital media. • Including provisions in our content distribution agreements that require distributors to abide by applicable intellectual property laws and prohibit the unauthorized use of our content. • Contracting with a third party to administer rights claim management on a digital platform. • Working directly with social media platforms to remove content that infringes our intellectual property rights. <p>In addition, per our Code of Vendor Conduct, we require our suppliers to abide by our Ethics Policy and all relevant laws, which include requirements to protect Company assets and confidential information. We also include work-for-hire language in our standard independent contractor agreements, ensuring that we retain ownership of content created under such agreements.</p>
Activity Metrics	SV-ME-000.A	1) Total recipients of media and the number of (2) households reached by broadcast TV, (3) subscribers to cable networks, and (4) circulation for magazines and newspapers	<p>(1) Not applicable (2) Households reached in 2021 by broadcast TV: 48,023,430 (3) Not applicable (4) Not applicable</p>
	SV-ME-000.B	Total number of media productions and publications produced	<p>Scheduled TV hours produced in 2021: 94,900 hours¹ Scheduled radio hours produced in 2021: 4,532 hours²</p>

¹ From September 1, 2021, to August 31, 2022, which corresponds with a standard television season. Management has elected to report scheduled hours produced instead of number of programs produced since management believes it is a superior measure for indicating the level of activity over a period of time.

² Management has elected to report hours produced instead of number of programs produced. Refer to footnote 1 for explanation.

For more on TEGNA's ESG initiatives, visit [TEGNA.com/social-responsibility](https://www.tegna.com/social-responsibility).

TEGNA

TEGNA Inc. | 8350 Broad St., Suite 2000 | Tysons, VA 22102 | www.TEGNA.com