

TEGNA INC. 2024 SASB DISCLOSURE



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>2024 TEGNA employee composition:</p> <table border="1"> <thead> <tr> <th>Category</th> <th>Asian</th> <th>Black</th> <th>Hispanic or Latino</th> <th>White</th> <th>Other</th> <th>N/A</th> </tr> </thead> <tbody> <tr> <td>Management</td> <td>2.8%</td> <td>7.3%</td> <td>8.4%</td> <td>77.2%</td> <td>2.7%</td> <td>1.6%</td> </tr> <tr> <td>Professionals</td> <td>3.9%</td> <td>14.6%</td> <td>12.5%</td> <td>63.7%</td> <td>2.6%</td> <td>2.7%</td> </tr> <tr> <td>All Others</td> <td>2.1%</td> <td>12.6%</td> <td>9.4%</td> <td>71.2%</td> <td>2.5%</td> <td>2.2%</td> </tr> <tr> <td>Total</td> <td>3.3%</td> <td>12.7%</td> <td>10.9%</td> <td>68.2%</td> <td>2.6%</td> <td>2.3%</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Category</th> <th>Female</th> <th>Male</th> <th>N/A</th> </tr> </thead> <tbody> <tr> <td>Management</td> <td>41.1%</td> <td>58.9%</td> <td>0.0%</td> </tr> <tr> <td>Professionals</td> <td>45.2%</td> <td>54.8%</td> <td>0.0%</td> </tr> <tr> <td>All Others</td> <td>50.2%</td> <td>49.8%</td> <td>0.0%</td> </tr> <tr> <td>Total</td> <td>45.5%</td> <td>54.5%</td> <td>0.0%</td> </tr> </tbody> </table> <p><i>Employees are categorized by the Equal Employment Opportunity Commission's Employer Information EEO-1 report.</i></p> <p><i>Other includes American Indian/Alaskan Native, Native Hawaiian or Other Pacific Islander, or Two or More Races.</i></p> <p>TEGNA fosters a culture of meritocracy, creating an environment where opportunities, recognition, and advancement are based on individual performance, capability, and contribution. This is achieved through a well-informed workforce that brings together a wide range of backgrounds, perspectives, experiences, qualifications, and skillsets.</p>	Category	Asian	Black	Hispanic or Latino	White	Other	N/A	Management	2.8%	7.3%	8.4%	77.2%	2.7%	1.6%	Professionals	3.9%	14.6%	12.5%	63.7%	2.6%	2.7%	All Others	2.1%	12.6%	9.4%	71.2%	2.5%	2.2%	Total	3.3%	12.7%	10.9%	68.2%	2.6%	2.3%	Category	Female	Male	N/A	Management	41.1%	58.9%	0.0%	Professionals	45.2%	54.8%	0.0%	All Others	50.2%	49.8%	0.0%	Total	45.5%	54.5%	0.0%
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	SV-ME-260a.2	Description of policies and procedures for ensuring pluralism in news media content	<p>TEGNA's Inclusive Journalism Program continues to bring meaningful change to our 49 newsrooms and their coverage. In partnership with The Poynter Institute and Horowitz Research, the program trains content teams to authentically represent perspectives and experiences of all our audiences and foster trust while better serving the needs of our communities. In 2024, Poynter provided an annual training to all new content employees.</p> <p>Our Principles of Ethical Journalism emphasize 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 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 and operates in substantial compliance with 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 conducts 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 and 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>																																																							
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 2024, we incurred a monetary loss of \$65,000 as a result of a legal proceeding associated with libel.																																																							
	SV-ME-270a.2	Revenue from embedded advertising	We recorded \$17,788,000 of embedded advertising in 2024.																																																							

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, (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 and attend training sessions on ethical journalism covering ethics, social media, conflicts of interest and fairness issues. New hires must review our Principles of Ethical Journalism as part of their onboarding and are required to pass mandatory evaluations.</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>The Principles of Ethical Journalism require journalists to be free of outside interests, investments, business or personal relationships that could compromise the 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 2024, content leaders in our newsrooms were offered more than 600 hours of training opportunities. We partnered with the Poynter Institute to train more than 2,800 journalists on how to spot disinformation and educating our audience to be more informed as news consumers. Our chief ethics officer also conducts libel, privacy and fairness training for all journalists.</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> <p>TEGNA also defends the public's right to know. In 2024, TEGNA stations filed or joined numerous actions to secure access to public records and proceedings and fought to allow camera coverage of high-profile proceedings.</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 all relevant laws and our Ethics Policy, which includes 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	(1) Not applicable (2) Households reached in 2024 by broadcast TV: 35,239,812 (3) Not applicable (4) Not applicable
	SV-ME-000.B	Total number of media productions and publications produced	Scheduled TV hours produced in 2024: 96,180 hours ¹ Radio hours produced in 2024: 4,695 hours ²

¹ From September 1, 2023, to August 31, 2024, 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.