



Gannett ESG Report 2023

GANNETT

Photo: Florida Today, Tim Shortt



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Certain items in this Environmental, Social and Governance Report (the “ESG Report”) may constitute forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995 including statements regarding our environmental, social or governance targets, goals, expectations, commitments and programs, and other business plans, initiatives and objectives. Words such as “expect(s)”, “plan(s)”, “believe(s)”, “will”, “target”, “goal”, “focus”, “aim”, “achieve”, “strive(s)”, “commit(s)”, “intend(s)”, “look forward to” and similar expressions are intended to identify such forward-looking statements. These statements are not guarantees of future results. These statements are based on management’s current expectations and beliefs and are subject to a number of risks and uncertainties that could cause actual results to differ materially from those described in the forward-looking statements, many of which are beyond our control. Actual results could differ materially due to a variety of factors, including scientific or technological developments or changes, our evolving environmental, social and governance strategies, evolving government regulations, inaccurate or unattainable assumptions we make, and other changes in circumstances.

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Photo: Desert Sun, Jay Calderon



# Table of contents

04

Welcome

A message from our Chairman and Chief Executive Officer



05

Who

Who we are



06

What

What we do



07

Why

U.N. Sustainable Development Goals



08

How

People, Planet & Communities

# Welcome

## A message from our Chairman & Chief Executive Officer



Michael Reed

2022 was a great year for Gannett’s continued Environmental, Social and Governance journey and I am proud to share our continued efforts with you in this year’s report. When we aligned our corporate social responsibility pillars – people, planet and communities – with the U.N. Sustainable Development Goals (“SDGs” or “Global Goals”) in 2021, we set clear priorities and goals to work toward. During our second year aligning with this framework, we have actively built upon those goals to work toward setting specific targets.

As a leading media company, Gannett reaches millions of consumers every day across both the U.S. and U.K. through our trusted content. We actively report on issues that have an impact on all 17 of the Global Goals, but we have worked to ensure that our efforts to support Reduced Inequalities (Goal 10), Climate Action (Goal 13), and Peace, Justice and Strong Institutions (Goal 16) not only bring attention to these issues, but also help lead to action. We are excited to share our 2022 Journalism Impact Report with you, which was widely released across our network and with strong broader press support in January of this year.

Despite a challenging macroeconomic environment and competitive labor market, we were happy to report that we improved upon our workplace diversity, attracting and retaining People of Color (“POC”) and women in leadership at increased levels to the prior year. We also continued our commitment to both reporting on and driving climate action, including operating Gannett with a careful focus on our emissions footprint. A big effort for us this year was expanding our systems infrastructure to provide Scope 1 and 2 emissions for our entire global footprint, as opposed to only a portion of it when we reported FY2021 emissions. We also further reduced our manufacturing facilities from 35 to 29, meaningfully reducing our footprint. In conjunction with our commitment to Support the Goals, we also expanded the number of our vendors that we are working to educate about the U.N. SDGs and were excited to hear that nearly half of these contacted suppliers are publicly communicating their commitment to the Global Goals.

Chairman & Chief Executive Officer

“

While Gannett has made great strides, we know that we can do more, and we look forward to continuing to build upon our efforts in 2023 and beyond.

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# Who we are

Gannett Co., Inc. (“Gannett”, “we”, “our”, or the “Company”) is a subscription-led and digitally-focused media and marketing solutions company committed to empowering communities to thrive. We operate a scalable, data-driven media platform that aligns with consumer and digital marketing trends. Our mission is to provide unbiased, unique local and national content and unrivaled marketing solutions to the communities we serve. Our strategy prioritizes the growth of highly recurring digital businesses, while maximizing the lifetime value of our legacy print business, and we expect the execution of this strategy to enable us to continue our evolution to a digitally-focused content platform.

Our current portfolio of media assets includes the USA TODAY NETWORK, which includes USA TODAY and local media organizations in 43 states in the United States (the “U.S.”), and Newsquest, a wholly-owned subsidiary operating in the United Kingdom (the “U.K.”). We also own digital marketing services companies under the brand LocaliQ, and what we believe is the largest media-owned events business in the U.S., USA TODAY NETWORK Ventures.



**~11,200**

U.S. employees  
and **~3,000** employees  
outside the U.S.

**1906**

Founded

**Largest**

News media publisher  
in the U.S. by circulation







**2.0+**  
**million**

paid digital-only  
subscriptions

**OVER 80%**

of our daily media brands have  
been published for more than  
**100 years**



**172** million monthly  
unique visitors,  
on average



**96**

Pulitzer Prizes  
won since 1918



**585**

local U.S. media brands  
plus **USA TODAY**



A reach of  
**~ 1 in 2 adults**  
in the U.S.  
through our  
**USA TODAY  
NETWORK**



# What we do

We are committed to providing trusted, unbiased, global, national and local content through our 585 digital news and media brands, including USA TODAY and our network of local properties in the U.S. and U.K., which include 266 locally focused websites, extending our businesses onto digital platforms.

Through LocaliQ, we offer a cloud-based platform of fully-digital products to help local businesses thrive by delivering customers and driving leads through technology and insights. Our solutions work across the USA TODAY NETWORK and major online platforms such as Google, Facebook, Yahoo!, Microsoft, Snap and others. Our product portfolio offers a simple all-in-one platform powered by artificial intelligence and service experts that grows and adapts with the needs of local business owners. LocaliQ identifies the biggest opportunities and provides solutions by recommending the right mix of product platform features and measuring results.

USA TODAY NETWORK Ventures, our events and promotions business, creates impactful consumer engagement and experiences through world-class events, endurance races, promotions, and timing and event production technologies.

Gannett also offers commercial printing and distribution to third-party customers that leverages our significant pressroom footprints in the U.S. and U.K.



# The U.N. Sustainable Development Goals

The SDGs are 17 goals designed to create a better world by 2030 and are the only universally agreed framework to end poverty, fight inequality and address the urgency of climate change.

Undoubtedly, these Global Goals have the power to create a healthier, fairer, safer planet; but everyone needs to get behind them. From governments to non-governmental organizations, businesses to public, we all have a responsibility to advancing the SDGs.

That's why, at Gannett, our sustainability strategy is based upon the Global Goals. For us, the Global Goals translated the world's need and ambitions into a single agenda where we could identify the areas that our business can make the greatest contribution to. The SDGs support our corporate mission and purpose, while helping us address the urgent economic, social and environmental challenges facing our world.



Photo: The Providence Journal, David Delpoio



Photo: Palm Beach Post, Meghan McCarthy



# Priority goals

Whether reporting the latest news or providing business-to-business solutions, Gannett backs up its corporate mission and purpose with mindful and ethical business practices that positively impact people, the planet and communities. These three Global Goals have made up the Company’s long-standing corporate social responsibility position and are how we have aligned ourselves now to the SDGs. The three Global Goals that we have aligned to are relevant to our business objectives and have allowed us to create defined commitments to the efforts we will put against them. These are the areas where we know Gannett can help make the most significant impact.



## People

Gannett supports a diverse, inclusive and equitable workplace offering opportunity for growth. We invest in our employees with policies, practices and resources to enable personal and professional advancement. Beginning in 2020, we made formal commitments to workplace diversity within our own Company and to broaden our reporting on diversity and inclusion. These efforts align closely to the broader SDGs covered in Goal 10, particularly target 10.2.

## Planet

Gannett strives to minimize its environmental impact through responsible and sustainable business practices for sourcing, consumption and waste. In the U.S. and the U.K., we have defined environmental policies that align with several of the key aims for Goal 13 and particularly targets 13.2 and 13.3. Additionally, we have committed to increasing our journalism resources for reporting on climate change and the environment.

## Communities

We are your neighbors. Gannett builds community through storytelling and connects readers and communities to empower actions that enhance the neighborhoods we serve. Our stories reach millions of readers each year and have the power to inspire people to become good global citizens. These efforts align closely to the broader aims of Goal 16, particularly targets 16.3, 16.5 and 16.10, and our efforts to educate and empower through our journalism.





# People

Reduce inequality within and among countries



## Commitment

**We are committed to creating a workplace that is inclusive** — where everyone can be their whole, authentic selves, which we believe will influence the stories we tell, the products we create, and how we connect with the communities we serve.



Photo: CUSA TODAY, Neville E. Guard



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percentage points increase in global female leadership representation **from 41% to 45%** among those at the director level and above

In 2022, female representation in our global workforce declined 1 percentage point from 46% to 45%



In 2022, people of color representation in our U.S. workforce **increased 0.6 percentage points from 23.4% to 24%**<sup>(1)</sup>



Diverse supplier spend in 2022 increased **9 percentage points from 30% to 39%**



In 2022, female representation at the leadership level within the U.K. declined **3 percentage points, from 36% to 33%**, reflecting the adjustment from our sizeable acquisition of Archant

At the leadership level, representation of people of color in 2022 increased by

2

percentage points **from 14% to 16%** of those at the director level and above<sup>(1)</sup>

# Commitment to People Targets



Our goal is to achieve year-over-year improvement in our workforce diversity breakdowns by functional area, with the **goal of achieving gender and racial parity with the diversity of the populations we serve by 2025**. We have targeted to increase the representation of people of color in leadership positions by 30 percentage points by 2025. And we will increase our spend with diverse suppliers by 10 percentage points by 2030, as compared to our baseline year of 2020.



<sup>(1)</sup> Restated from previously reported figures due to improvements in employee data collection and reporting processes.





# How are we working toward our commitment?

## Increasing transparency

Gannett shares our global workforce demographics both internally and externally biannually through our [Inclusion site](#). We also publish an annual Inclusion Report that includes current workforce diversity data as well as the steps we are taking to achieve our goals by 2025. Since its inception, we've **expanded the sharing of our demographic data and have published representation trends from 2020 through 2022**. While we have highlighted some of our largest inclusion efforts from 2022 in this report, we would recommend reading more about our complete efforts [here](#).

## Publishing our Human Rights Policy

The well-being of all of our employees is of paramount importance to us and we are committed to maintaining a corporate culture that conducts business in a responsible and ethical manner that includes promoting, protecting and supporting human rights across our operations and throughout our entire organization, which is why we have published a companywide Human Rights Policy. This policy expands upon an existing policy already

enacted by our U.K. operations. Our Human Rights Policy covers areas such as **our commitment to diversity and inclusion, a safe and healthy workplace, our communities and stakeholders, and freedom of association and collective bargaining, which ensures our employees' right to form and choose whether to join a labor union without fear of reprisal, intimidation or harassment. The policy also reflects our commitment to bargaining** in good faith with chosen representatives of such groups in accordance with applicable laws. To review Gannett's policy in full, please read it [here](#).

## Amplifying minority voices through the stories we tell

In 2022, our newsrooms in Tennessee **hosted live events featuring thought leaders and change-makers from throughout the state**. Two events were held in celebration of Black and Latino Tennessee Voices which hosted a combined 250 attendees and featured local storytellers sharing their personal experiences.



# How are we working toward our commitment?

## Launching our 'I AM' series

Diverse backgrounds and experiences make our organization stronger. One of the ways we celebrate this is through our 'I AM' series, part of our Inclusion Social Strategy, which elevates our employees' authentic voices and meaningful life moments. **In 2022, our 17 stories shared generated over 50,000 impressions across 3,000 engagements on our social media channels.** For 2023, we will be continuing to use the reach of our social media channels to tell more of our employees' stories.

## Providing accessibility product reviews and Awards

In 2022, Reviewed, USA TODAY's consumer product review brand, launched a dedicated Accessibility category led by Sarah Kovac, an award-winning author and speaker living with dexterity issues caused by arthrogryposis. **The team reviews products designed for consumers with disabilities in our Reviewed**

## test labs and in real-life settings.

To extend the impact of this important work, Reviewed launched its first AccessABILITY Awards at the Consumer Electronics Show (CES) in January 2023.

## Recruiting and developing diverse talent

Our HR teams focus on attracting diverse talent and supporting programs that further our mission. We actively cultivate diverse slates of candidates through our partnerships with organizations like the National Association of Black Journalists and the National Association of Hispanic Journalists. And **we offer summer news internships that focus on diversity** through our partnership with the Freedom Forum, Ida B. Wells Society for Investigative Reporting and Meta. These partnerships supported more than 40 summer interns across Gannett news sites in 2022.

We also work to ensure we are supporting career growth for diverse populations. **Gannett's Emerging**

## Leader's Program, which in 2022 supported over 150 aspiring leaders that are within their first two years of leadership, had 58% female and 21% people of color representation.

An investment in our development software also now includes "Career Ignite", which highlights the various programs employees can participate in to help them on their growth journey.

Across the Atlantic, our U.K. entity, Newsquest, has a clear and public diversity statement committing to encourage diversity in our workforce and publish news that reflects the views of the communities we serve. In 2022, our journalist Sophie Perry **launched a LGBTQ+ journalism network on Facebook** as a positive place for LGBTQ+ journalists to connect. It has become an industry-wide safe space to advise and support one another through conversation, social meet-ups and panel discussions.



## 'I AM' series





# How are we working toward our commitment?

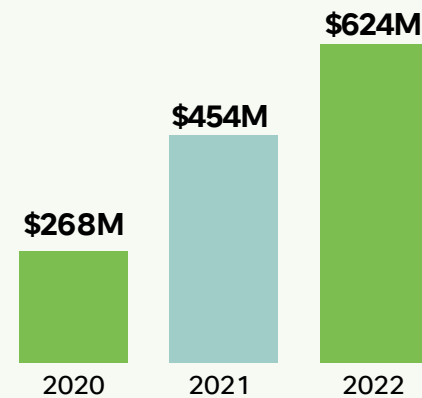
## Expanding Gannett’s supplier diversity

Gannett’s supplier diversity program is designed to connect diverse businesses, including companies owned by women, people of color, veterans, LGBTQ+, people with disabilities and small businesses to opportunities with Gannett while delivering on our mission to represent and empower the communities we serve.

Gannett is a member of the National Minority Supplier Development Council (NMSDC), which further enhances Gannett’s ability to engage with diverse suppliers and match them with potential opportunities across the company. Our membership enables us to utilize resources provided by the NMSDC that will help continue to grow our program and identify diverse spend. The supplier diversity team also partners closely with our Employee Resource Groups to identify and promote opportunities for diverse suppliers within Gannett’s supplier ecosystem. We are increasing awareness of the program through quarterly Go Forward presentations and Board updates.



### Gannett Total Diverse Spend



## Diverse & Minority Owned Spend 2022<sup>(1)</sup>

8 (A) Designation	\$115
Alaskan Native Corporation Indicator	\$671
LGBT- Owned Business	\$4,021
Hubzone Certified	\$33,882
Historically Black College or University/Minority Institution	\$55,777
Disabled Owned	\$166,426
Veteran Owned	\$680,166
Disadvantage Business Enterprise	\$872,898
Minority	\$8,641,905
Small Disadvantage Business Enterprise	\$9,097,962
Woman Owned	\$22,792,160
Labor Surplus	\$337,416,829
Small Business	\$402,568,066



**39%**

of our total spend is now with diverse suppliers



# How are we working toward our commitment?



Our annual diversity spend report by Dun & Bradstreet provides a full breakdown of company spend. The results of the 2022 spend report indicate that 39% of our total spend is diverse, which is largely due to spend

with small businesses. A process is currently under development for tagging our company's vendor database with socioeconomic indicators to enable quarterly reporting of diverse spend. Gannett's policies require the inclusion of at least one minority supplier in all requests for proposal. In 2023 and beyond, we are focused on incorporating supplier diversity training in our onboarding process for new hires to ensure all employees are aware of the program and current goals in place. In addition, we're educating and supporting those in the eligible supplier community to become registered as a certified diverse supplier.

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United Scrap Metal has partnered with Gannett for more than a decade. During that time, we have worked together to create a national consolidated recycling program. As a Certified Woman Owned Business, we are proud to work alongside Gannett to streamline their processes and assist in their efforts to deliver quality service. Gannett's dedication to delivering news at a local and national level is unmatched. We appreciate their commitment to working with a diverse group of partners and look forward to continuing our relationship for years to come.

Jenna Dombroski

United Scrap Metal, Inc. National  
Account Manager - Specialty Markets

”



# Journalism supporting this goal



In the U.K., the 2021 Census included, for the first time, the ability for people ages 16 and over to provide sexual orientation

and gender identity information on a voluntary basis. Across our network, our newsrooms provided this historic census data to reveal how these populations are represented and bring visibility to these communities. Here are a few examples of that reporting: [East London Advertiser](#), [Hereford Times](#), [The Press](#), [Northwich & Winsford Guardian](#), [Salisbury Journal](#).

Reentering Society after Incarceration:

The Detroit Free Press and the USA TODAY Network produced “Coldwater Kitchen”, a revealing documentary about a culinary program inside Lakeland Correctional Facility in Coldwater, Michigan that follows Chef Hill and three of his students as they navigate the challenges within prison and the transition back into society.

Providing the Uvalde video and special Texas House Committee report in Spanish: A group of Spanish-language reporters and editors from the Austin American-Statesman were **the first to translate the formal report on the investigation of the tragic deaths of 19 children and their two teachers at Robb Elementary School in Uvalde**. Half of the residents of Uvalde County speak a language other than English at home, which spurred our newsroom to ensure access both digitally and in print, where copies were distributed free of charge. The Statesman was also the first outlet to obtain and publish the video from the school hallway that showed officers not intervening for more than an hour.

**Overdue recognition for African American achievements:** Two of our news organizations learned of honors not bestowed on deserving African Americans decades earlier. [The Asbury Park Press](#) brought to the forefront the longest home run ever hit from the Negro League. The column led to a community celebration and a

commemorative plaque being affixed to a rock behind the local baseball field backstop. At the [Springfield \(IL\) State Journal-Register](#), a story brought to light by a Black student who was denied valedictorian honors in 1984, even though she had earned the title. The school stopped bestowing valedictorian honors for the ten years following but righted the wrong during the premiere for a documentary highlighting the snub.

Substantial funding raised for undocumented students: The Tennessean in Nashville wrote in March about Dr. Michael Spalding, who started a fund years ago to help undocumented students in Tennessee go to college. More than 60 years ago as a broke teenager, Spalding got help going to college from an older golf buddy. He now returns that generosity. **The story sparked \$2 million in pledges and donations** to Spalding’s the Equal Chance for Education nonprofit. So far, 132 students have graduated with help from the nonprofit.







Photo: Cape Cod Times, Merrily Cassidy

## What's next?

Gannett is supporting its inclusion commitment through **ongoing education, empowerment, and embracing a culture of inclusion within our workforce**. Specifically, we continue to expand our self-identification options, ensuring the availability of non-binary choices, and the marketing of these options to our workforce. We expect to revamp our websites and recruitment materials to ensure we are presenting diversity throughout our communications. And we are committed to listening to our employees to continue driving their increased engagement in our employee resource groups and diversity leadership programming. We are also rolling out a new onboarding journey in 2023 that will support new employees throughout their entire first year with the Company to ensure an inclusive and welcoming experience.

As part of Newsquest's ongoing commitment to ID&E, 2023 has seen the **launch of their ID&E staff intranet site and newsletter to increase awareness** and support our employees in this area. To recognize individual achievements, an ID&E awards category was introduced to the annual Newsquest Recognition Awards. This year a key focus is increasing diversity in the newsrooms.

Our B2B organization is excited to build upon its successes from the 2022 internship program and has expanded its partnership beyond only historically Black colleges and universities to include additional schools with highly diverse populations. The program also now covers internship and externship opportunities year-round. **The program also now covers internship and externship opportunities year-round.**







# Planet

Take urgent action to combat climate change and its impacts

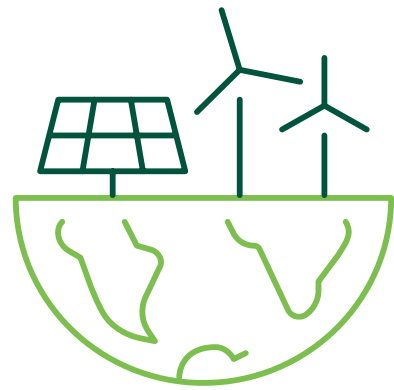


## Commitment

Gannett is committed to completing a comprehensive Greenhouse Gas emissions report that is expected to allow us to redefine our commitment and set targets around Gannett's carbon footprint. We expect to continue to represent the concerns of the local and national communities where we live and work, reporting on local issues including the environmental impact on our planet.







100%

our footprint for our Scope 1 and 2 emissions were captured in 2022 and we are actively working to create our approach to reporting our Scope 3 emissions in the coming years

Our progress

- Q1 2022**

  - Set targets towards Goal 13 of the SDGs
  - Reported on 100% of Scope 1 and 2 emissions for the U.K. and approximately 76% for the U.S.
- Q2 2022**

  - Launch of Sustainability Forward ERG
  - Updated rankings from external counterparties
- Q3 2022**

  - Planning and collection begins for 2023 report
  - Improvement of ISS scoring
- Q4 2022**

  - Ongoing optimization of external scoring
  - Invested in Salesforce Net Zero Cloud to take carbon accounting in-house in order to track more assets with better accuracy
- Q1 2023**

  - Partnered with Green Impact to implement Net Zero Cloud for Scope 1 and 2 emissions

# Commitment to Planet Targets



We expect to continue our work toward completing a full inventory of Scope 1, 2 and 3 emissions, in line with various regulatory requirements. And we expect to develop and update a report on climate change annually and use our reporting to influence policy change at the State and National levels.







**20+**  
**million**  
page views

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**~12,480**  
new digital subscriptions



# How are we working toward our commitment?

## Creating robust, accurate climate-related content

Humanity faces no greater challenge perhaps than climate change. As temperatures rise, glaciers melt and coastlines flood, we are committed to vigorously and comprehensively covering the most important stories around climate change and its threat to our way of life on this planet. Gannett’s U.S. sites published thousands of stories, projects, photos, newsletters and videos about climate change and the environment in 2022. **Collectively, these items produced 12,480 new digital subscriptions and approximately 20 million page views.** Sometimes, Gannett journalists reported on climate change in the midst of their own, personal climate-related crises. This was the case for dozens of journalists who covered the aftermath of Hurricane Ian while dealing with damage to their own homes, widespread power outages and school and day care closures.

One key to Gannett’s success is delivering a growing audience news they can rely on and our [Climate Point Newsletter](#) shares our work every

week with readers from coast to coast. Climate Point curates content about the environment, sustainability and climate change from across the network for a national audience. The newsletter reaches subscribers through their inboxes. It also is published online at USA TODAY for a wider reach.

Reviewed’s Climate Control editorial series launched in April 2022 to examine the close relationship between climate change and ourselves. The series dedicated focus areas included wildfire, super storms, coastal flooding, air quality, energy and water usage. The series concentrated on **proactive consumer educational content on how to keep your home, family and investments safe for those in a geographic area sensitive to these occurrences.**

Looking ahead to 2023 the series plans to expand upon more focus areas with increased content in addition to previous focus areas of 2022 to include tornadoes, blizzards and severe drought. The expanded consumer education content will now move forward with a reactive lens to help with the aftermath of natural disasters and include more how-to content as well.



# How are we working toward our commitment?

## Harnessing employee enthusiasm

In April 2022, Gannett launched Sustainability Forward, an employee-led sustainability-focused employee resource group (“ERG”). As one of the outcomes from publishing our inaugural report, **employees from around our Company were inspired to create this group** to support Gannett’s ongoing effort to impact our Company and our communities. The group welcomed speakers focused on climate change, sustainable farming and impacts of the Inflation Reduction Act. With consistent growth throughout the year, the ERG ended 2022 with 120 employees across the company.

## Cutting carbon and sustainably sourcing

Throughout 2022, Gannett reduced the number of presses in operation by consolidating print operations, replacing equipment with more energy-efficient equipment whenever possible, and relocating employees to more energy-efficient office spaces. The combination

of reduced presses and other real estate consolidation led to a **reduction in our global footprint of 2.2 million square feet**, as of December 31, 2022, which has in turn reduced our global energy usage. The Company ensures all water discharged from our operations meets local regulatory requirements and commits to complying with all regulatory clean water standards.

Gannett has focused our sustainable paper sourcing efforts on the expansion of our current Forest Stewardship Council® (FSC®) Chain of Custody certificate scope under license code FSC®-C125108 and pursuit of a new Sustainable Forestry Initiative® (SFI®) certification. Standardized audit procedures shall be reviewed in conjunction with required document changes to provide Gannett pressrooms the ability to order and receive sustainably sourced paper. Gannett will only use the FSC® or SFI® logos on printed products which are respectively identified as FSC® or SFI®.



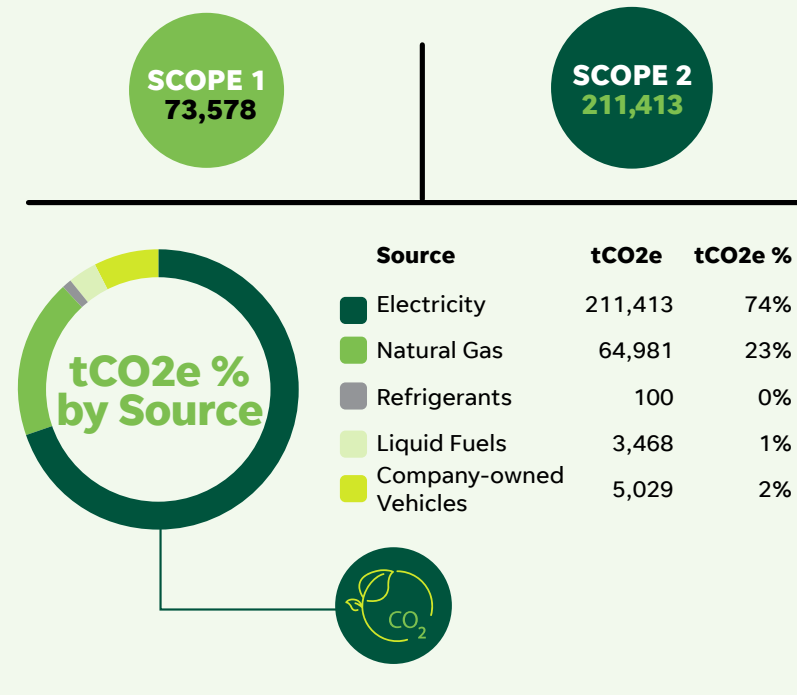
Photo: The Anderson Independent Mail, Ken Ruinard



Photo: Arizona Republic, Joe Randone



Our total carbon footprint for FY22 was **284,991 tCO2e**



**100%**

of Scope 1 and 2 emissions are accounted for, **67%** was primary data and **33%** is an estimation, which was calculated using the newly implemented Net Zero Cloud

# How are we working toward our commitment?

## Measuring our environmental impact

As scientists predicted, one of the biggest challenges impeding global climate action is that other subjects might cloud it and push it out of the headlines. Gannett has a unique ability to educate through journalism, pushing the agenda, and we believe our impact can be meaningful given our global reach across the U.S. and U.K.

Gannett is continuing to work towards establishing an accurate and complete picture of our carbon footprint. In 2022, we invested in a best-in-class carbon accounting software, Net Zero Cloud. We are partnering with Green Impact to implement this software and enhance our ability to capture emissions data on an expanded number of assets and scopes. We will continue to serve the communities where we live and work by perpetually improving our sustainability efforts and transparently reporting on our progress.

To build upon our progress in measuring and tracking our Scope 1 and 2 emissions, **we have plans to expand into Scope 3 categories.** Gannett recognizes

that if we are to contribute towards achieving Net Zero, we need to establish our full carbon footprint baseline, implementing reduction strategies along our journey. We will continue to work with our partners and suppliers to gather the data needed for this and report our progress in our 2023 full year report report our progress in our 2023 full year report.



**GREEN IMPACT**  
Making Sustainability Good Business







Gannett makes a

**\$10K**

charitable donation to the winning supplier's charity of choice every year

## The Company actively works to minimize energy use and water use through actions such as:

- Significantly reducing our water usage by switching to dry/chemical-free methods of photo and plate processing.
- Using violet/low VOC (volatile organic compound) chemicals in our processes, which are drawn off before any water is discarded.
- Capturing process chemicals and holding them for pickup/recycling before water disposal.
- Discontinuing onsite truck washing to prevent contaminated runoff or requiring that the runoff be collected and disposed of properly.
- Uses aluminum and steel plates in our printing processes. Our used plates and other scrap metals are collected and returned to suppliers for recycling to reduce waste, with more than 5.3 million pounds of used metal returned for recycling in 2022.

# How are we working toward our commitment?

## Our ongoing reductions

Gannett and its U.K. subsidiary, Newsquest, are committed to environmental protection and sustainability within their own operations. Their respective environmental policies can be found online here: [U.S. policy](#), [U.K. policy](#).

## Encouraging sustainability within our supply chain

We strive to incorporate sustainability throughout our supply usage and supply chain. All contract terms and conditions require compliance with applicable statutory and regulatory requirements.

To further encourage sustainability among our suppliers, **we award our Supplier of the Year and Quality Supplier of the Year annually**. Recipients undergo an extensive review of survey scores provided by all pressrooms and Gannett Supply. The survey ranks suppliers in the areas of quality, delivery, service and environmental sustainability. As part of these awards, Gannett makes a \$10,000 charitable donation to the winning supplier's charity of choice. In past years, the donations have supported organizations like Second Harvest, Western Regional Hospital Foundation, Youth Emergency Services of Pend Oreille County (Y.E.S.), as well as local community nonprofit organizations.



# Journalism supporting this goal



**Perilous Course:** A team of reporters in **more than 35 newsrooms from New Hampshire to Florida** spent months

**investigating how people up and down the East Coast are grappling with the climate crisis.** The team tracked climate change in real time, uncovering innovative solutions while noting the dire circumstances for millions in the U.S.

**Colorado River:** Relentless drought and climate change have pushed the Colorado River to the brink of collapse. Lake Powell and Lake Mead, the two largest storage reservoirs on the Colorado River, are collapsing, imperilling the water future of 40 million people in the West who rely on the river. **We spent a year documenting the high stakes for farmers in southern Arizona, developers in Los Angeles and Indigenous people forced to give up agrarian lifestyles** who are fighting to restore their rights to Western waters.

**Sweet Deal:** An investigation about a Saudi Arabian agricultural company whose sweetheart deal lets it tap into Phoenix’s backup water supply with no limits or fair compensation. **After The Arizona Republic’s investigation, former Gov. Bruce Babbitt called for reparations and Attorney General Kris Mayes called for an investigation.**

**Hurricane Ian:** Among the consequences of a warmer planet is more extreme weather, and on Sept. 28, one of the strongest hurricanes on record hit southwest Florida with deadly force. Ian levelled entire neighbourhoods with 155 mile-per-hour winds and up to 13-foot storm surges. More than 300 journalists across our many local news organizations documented the devastation and told the stories of the people whose lives were forever changed.

U.K. Climate Change Risk Assessment: The Intergovernmental Panel on Climate Change released its climate change risk assessment in February

2022 depicting which cities across the U.K. may experience amplified impacts due to climate change. Our newsroom network reported how this assessment would impact the cities we cover both with potential significant flooding as well as dramatic heating change. Examples of stories provided include: Norwich Evening News, The Packet, The National.







## What's next?

Gannett is expanding the efforts within its Sustainability Forward ERG with robust programming during April in support of Earth Day along with sustainability-focused speakers at their monthly meetings throughout the year. The **ERG will kick off their month-long celebration in April** with topics focused on our National Parks, Environmental, Social and Governance investing, global sustainability and sustainability around our coastlines. They will also co-sponsor presentations with several other Gannett ERGs and highlight many benefits the company offers.

We recently **partnered with two new vendors, Net Zero Cloud and Green Energy, in an effort to build out our ability to scope Gannett's emissions use on an ongoing basis.** Scope 3, in particular, will be a challenge for Gannett to report upon given the large number of vendors that we work with across the U.S. and U.K. Several areas of focus that the Company is exploring to begin with in 2023 include business travel, employee commuting, purchased goods and services, and capital goods. Gannett is also committed to working towards completing the CDP Forestry and Climate Action surveys.

In 2023, Gannett's U.S. National Climate Change Cross team will focus on declining water reserves in the Southwest, devastating floods on the coasts and efforts in the U.S. to change the climate future by spending billions from the Inflation Reduction Act on a sustainable energy infrastructure. We are **committed to continuing to include more articles to provide broader context** to news in health, environment and science and include in-depth analyses that explore questions of how and why health and climate trends matter to our readers.







# Communities

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.



## Commitment

Through trusted, fact-based journalism that adheres to the highest ethical standards, Gannett is steadfast in its commitment to expose wrongs, shine a light on threats to fundamental freedoms, and seek solutions that empower citizens to hold their governments accountable.



Photo: the Knoxville News-Sentinel, Brianna Patorika





## Commitment to Communities Targets

Gannett is committed to ensuring our coverage is widely available, actively promoted across our media sites and marketed to our millions of registered users. To bolster this effort, the Company is committed to the ongoing publishing of an annual network-wide Impact Report, that surfaces the top stories we produced that led to action every year. This report will specifically commit to updates on inclusion, diversity and equity as well as climate coverage as well as a rotating third topic and we plan to disseminate it digitally across our entire network.

Gannett commits to refreshing its rotating topic annually to address the most pressing threats to fundamental freedoms.



Gannett's newsroom network **reaches ~ 1 in 2 adults** in the U.S.

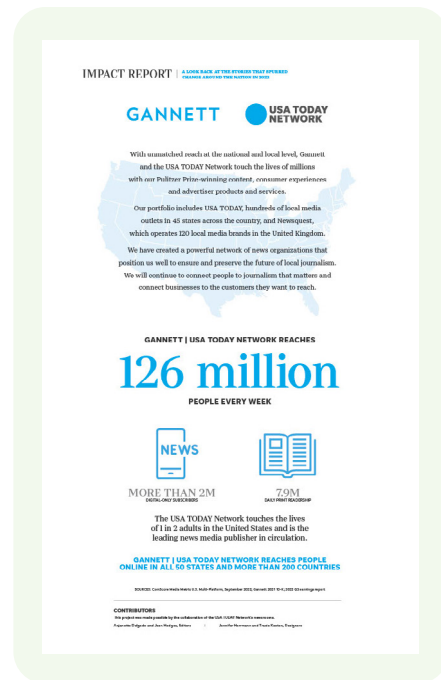


During 2023, we **expect to publish key reproductive rights coverage** coverage as an additional topic within the annual Impact Report





# How are we working toward our commitment?



published in  
**200+**  
 Gannett newspapers and associated websites, including **USA TODAY**

## Telling stories that create impact

Journalism makes a difference in people’s lives every day. And with Gannett’s significant reach, we are proud to impact outcomes in communities around the U.S. and U.K., leveraging our power as an organization that covers both locally and nationally. **In 2022, we stood up for consumers, we held the powerful accountable and we protected the vulnerable.** To share the magnitude of that impact, we published our 2022 Journalism Impact Report across all of our properties in January 2023. Many of the stories we highlight show direct correlation to helping reach one of the SDGs we have committed to supporting – Diversity and inclusion, climate change, and holding society accountable to build inclusion at all levels. In 2022, we specifically committed to our support of U.S. voting rights, which have seen significant change across various states and territories. To read about the full impact of our newsrooms, please [read the complete report here.](#)

## Exposing how voting rights are changing across the U.S.

Ahead of the 2022 midterm elections, the USA TODAY Network gathered information on how voting laws in each state and across the nation are changing and [published it in a comprehensive voting rights guide.](#) The guide also provides information for how to register to vote and cast a ballot in all 50 states and several U.S. territories. A team of editors, reporters, graphic artists and others worked for several months collecting data from state legislatures and secretaries of state to uncover what state leaders across America are doing to make voting easier or harder. It was **published in more than 200 Gannett newspapers and associated websites, including USA TODAY and will remain free for all to access** across our desktop and mobile experiences. Our team of journalists also reached out to the Brennan Center for Voting Rights, a nonpartisan voting rights advocacy group, to offer additional insights. Despite its broad reach, the center had never attempted such a comprehensive examination of voting rights across every state. Gannett has committed to updating the online guide for future election use.



# Journalism supporting this goal



**16 PEACE, JUSTICE AND STRONG INSTITUTIONS**

Men exonerated of murder convictions after Delaware, Detroit investigations: The Wilmington News Journal **helped to free Mark Purnell, who remained in custody despite his murder conviction being overturned** in 2021. The story shed light on evidence being withheld by investigators that included another person confessing to the crime. The following day all charges were dropped and Purnell was released.

North Carolina Investigation leads to child welfare class-action suit: A six-month reporting investigation in 2021 **exposed shocking problems with the North Carolina system of locked psychiatric wards for children**. In 2022, a class-action lawsuit from child advocates, kids, families and the state NAACP against the state's Department of Health and Human Services was filed in federal court that cites the USA TODAY Network – North Carolina project.

Afghan refugees in Iowa receive support promised: Over 900 Afghan refugees were relocated to Iowa after the fall of the Taliban, but resettlement agencies were overwhelmed and unable to meet their housing and resourcing needs. The Des Moines Register highlighted interviews with dozens of refugees as part of an ongoing series in the spring of 2022 that **drove significant reader response and spurred individuals and the agencies to improve and meet much of what was needed**.

IndyStar red flag probe leads to stronger enforcement of law: The Indianapolis Star uncovered over 100 gun violence cases where law enforcement or prosecutors failed to file “red flags”, some of which could have prevented at least 14 deaths and 8 injuries. Red flag laws allow the removal of firearms from people who may be dangerous to themselves or others. Since this reporting, **more than 90% of Indianapolis police gun seizures have resulted in red flag court filings, up from 36% previously**. This investigation was also a finalist for the 2022 Pulitzer Prize in Local Reporting.

Supporting consumers manage rising costs of living: The U.K. newsrooms have worked with 38 Degrees on their campaign to **highlight the challenges faced by consumers due to the rising cost of living**. The map is populated by residents who are facing challenges and shares their specific stories. In commitment of this campaign, the U.K. newsrooms launched the “Your Money Matters” series to help report on money-saving deals, competitions, giveaways and offer ways to mitigate the surge in cost of living. Some examples of our reporting include: Isle of Wight County Press, The Argus.

Exposing sea life death crisis: Massive wash-ups of crustaceans along the North East and North Yorkshire coastlines of the U.K. caused significant concern among fisherman who were dissatisfied with the original reasoning Environment Agency found as the cause, an algal bloom. The fishing industry reported widespread reductions in their catch rates and advocated for additional independent investigation to occur due to dredging in the area and increased levels of industrial

toxins found within the sea life that were washing up. The ongoing reporting by The Northern Echo **led to an investigation exposing a more widespread crisis effecting marine life** and included an emergency hearing on the matter by Parliament's DEFRA Committee.

Judge lifts order to name killers of Edward Reeve: The two defendants convicted of murdering Edward Reeve, a talented musician who was killed in his home, were named after the Daily Echo filed their application with the judge in the case. The judge cited that open reporting could have a “deterrent effect” on youth crime and attacks.





# What's next

In 2023, Gannett will continue to package our extensive coverage of the topics we are targeting to share an annual report with the public. In addition to our continued focus on inclusion and climate change reporting, we expect to focus on highlighting the risks and threats to reproductive rights through the U.S.



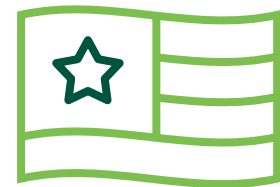




**“A Community Thrives”**  
crowdfunded an additional  
**\$3.3M from**  
**24K+** donors

**\$3.2**  
**million**

in grants in 2022



**\$6.5+**  
**million**

contributed to non-profits in  
and around U.S. community  
networks in 2022



**\$60K**

in social impact  
grants directed  
by Gannett ERGs

# Giving Back



Photo: Move for Hunger, Arcadia Farm, Gannett Foundation



# The Gannett Foundation

The Gannett Foundation (the “Foundation”) supports the development of diversity in the journalism field, invests in issues important to our employees, and provides opportunities and a national platform for consumers to raise ideas and community solutions. **In 2022, the Foundation granted \$3.3 million across the U.S. and U.K.** supporting initiatives in social justice, homelessness and resettlement, education and literacy, maternal health and more. Some highlights include:

- Gannett’s **ERGs distributed \$60,000 in grants** as part of the company’s social impact initiative. We align a portion of the Foundation’s grantmaking with Gannett’s values supporting our inclusion, diversity and equity initiatives as well as underserved communities. In 2022, it supported nonprofits across the U.S. such as the Asian American Journalists Association, America’s Warrior Partnership and History UnErased.
- In 2022, the Foundation’s **“A Community Thrives” grantmaking and crowdfunding program gave \$2.3 million in grants and crowdfunded \$3.1 million from more than 24,000 donors** to support hundreds of nonprofits in and around the communities our media serves.
- The Foundation supports **increasing diversity in the field of journalism** through its Media Grants program, which supports recipients such as:
  - The Poynter Institute’s Leadership Academy for Women in Journalism to provide tuition scholarships and private leadership coaching for 12 women. The Academy increases graduates’ earning potential, enhances their management skills, and leads to professional growth, as measured by roles, earnings and responsibilities.
  - The Association of LGBTQ+ Journalists to support 10 LGBTQ+ student journalists from across the United States to learn from 10 professional mentors and produce portfolio-quality work and present at the NLGJA conference.

## The Foundation donated a total of \$163,000 to local charities across the U.K. in 2022 via Newsquest titles. Examples of the grants include:



Galashiels and Area Foodbank received a grant supporting their work providing food/energy items free or at discounted rates. Specifically, they were able to utilize the grant to **offer a six-week cooking course with recipes designed by an NHS Dietician.**



Welcome to the U.K. received support to purchase ESOL (English for Speakers of Other Languages) workbooks for its service users. This organization works with **people newly arrived in the U.K., some of whom do not know how to speak English.** These people may be unable to integrate into the local community and the inability to speak English may make them more vulnerable to crime and exploitation. The ESOL classes provide women with the opportunity to learn English in a supportive environment, and their creche provision means that childcare is not a barrier to attending.



Wiltshire Treehouse received support for their work providing **bereavement support to over 340 children and young people**, of all ages up to 25. They work with the children and young people to increase emotional literacy and resilience while building social connections.



# Local Network Giving

Over the course of 2022, **an additional \$6.5 million was contributed to nonprofits in and around the communities our U.S. network serves** through locally driven giving programs including:

- Austin American-Statesman’s Season of Caring campaign ran for its 24th year, raising over \$1.4 million in 2022 to support 10 Central Texas nonprofit agencies and 11 families in need. Each family in the program has been nominated by a respected Central Texas community service organization and the funding donated by our readers is disbursed to these organizations through the nonprofit Austin Community Foundation. Donations in excess of what’s needed to help the featured families is used by the nominating agencies to help

other Central Texas families amplifying this program’s reach to supporting hundreds of local families annually. Some of the agencies that benefitted this year include SAFE Austin, Caritas and Interfaith Action of Central Texas.

- Seasons of Sharing, a partnership between The Arizona Republic / azcentral and the Arizona Community Foundation now in its 29th year. The program raised \$1.65 million in 2022 for nonprofit organizations across the state.

In 2023, the Foundation expects to continue as an important resource through our Gannett Match employee benefit program, which matches employee donations greater than \$50 (up to \$10,000 annually), as well as Gannett Cares, which provides employees impacted by natural disasters tax free financial assistance.

The Foundation’s National Merit Scholarship Program will also award grants, but due to the economic environment, we are pausing *A Community Thrives (ACT)* and external giving in 2023 with the intention of reviewing such programs in the future.



Photo: Small Group Move for Hunger, NY, Signed 9/19/2022, Gannett Foundation



Photo: Move for Hunger, NY, Signed 9/19/2022, Gannett Foundation



Photo: Small Group Move for Hunger, NY, Signed 9/19/2022, Gannett Foundation



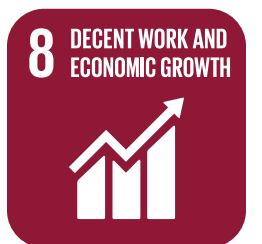
# How we support other SDGs

## USA TODAY NETWORK Ventures supports local charity partners

Through our charities team at USA TODAY NETWORK Ventures, our events and promotions business, **over \$540,000 was raised for 19 endurance race charity partners in 2022.** Our largest beneficiary is St. Jude Children’s Research Hospital, which has been our charity partner since 2020 for our Rugged Maniac, Warner Brothers, and Hot Chocolate Race series. To date, this has raised more than \$1.6 million has been raised through these races for St. Jude. The remaining charity beneficiaries are primarily local non-profit organizations such as Girls on the Run New Hampshire, WHAS Crusade for Children, and the Highland Park Community Foundation.

## Grants and funding to support journalism

To further expand the reach of our journalism on crucial topics that support our communities, Gannett has applied for and **received over \$4.6 million in grants to fund reporters at USA TODAY and in over 40 communities across our network.** Grants have funded reporters that focus on coverage of climate change, housing and homelessness, focusing on societal inequities, and enhancing engagement with marginalized communities using a social-media-first storytelling lens. One specific example in 2022 was the hiring of three summer fellows as part of a “Revisiting the Rochester Narrative” funded by the Rochester Area Community Foundation. This effort led to a partnership with a Black-owned arts center, where the fellows staged a storytelling workshop for teenagers, hosted an exhibition with their videos, images and text, and organized a neighborhood block party supporting the arts center.





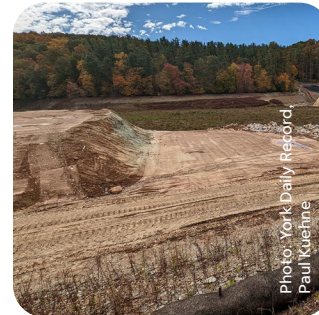
# Our commitment to working with suppliers

Gannett commits to leading our industry in developing a sustainable supply chain, especially as this specifically relates to our priority goals for inclusion and climate change. In 2022, we worked with Support the Goals to encourage our supply chain to receive their sustainability rating, targeting a 5-star rating for Gannett. We joined Support the Goals, which researches and rates suppliers' support of the goals and provides resources to help them improve. By doing this, we aim to raise awareness of the goals at scale.

As Gannett's supply chain is vast, we started this engagement by targeting our largest suppliers. **From this group, 47% of suppliers received 2-stars or more, and 32% received 4 stars.** This means that nearly half of these

suppliers are publicly communicating their commitment to the Global Goals. The team at Support the Goals also made us aware that these percentages are significantly greater than average supply chain statistics.

**We have been awarded Support the Goal's maximum 5-star rating for not only communicating our plans, actions, and progress toward the SDGs but also for involving our suppliers.**

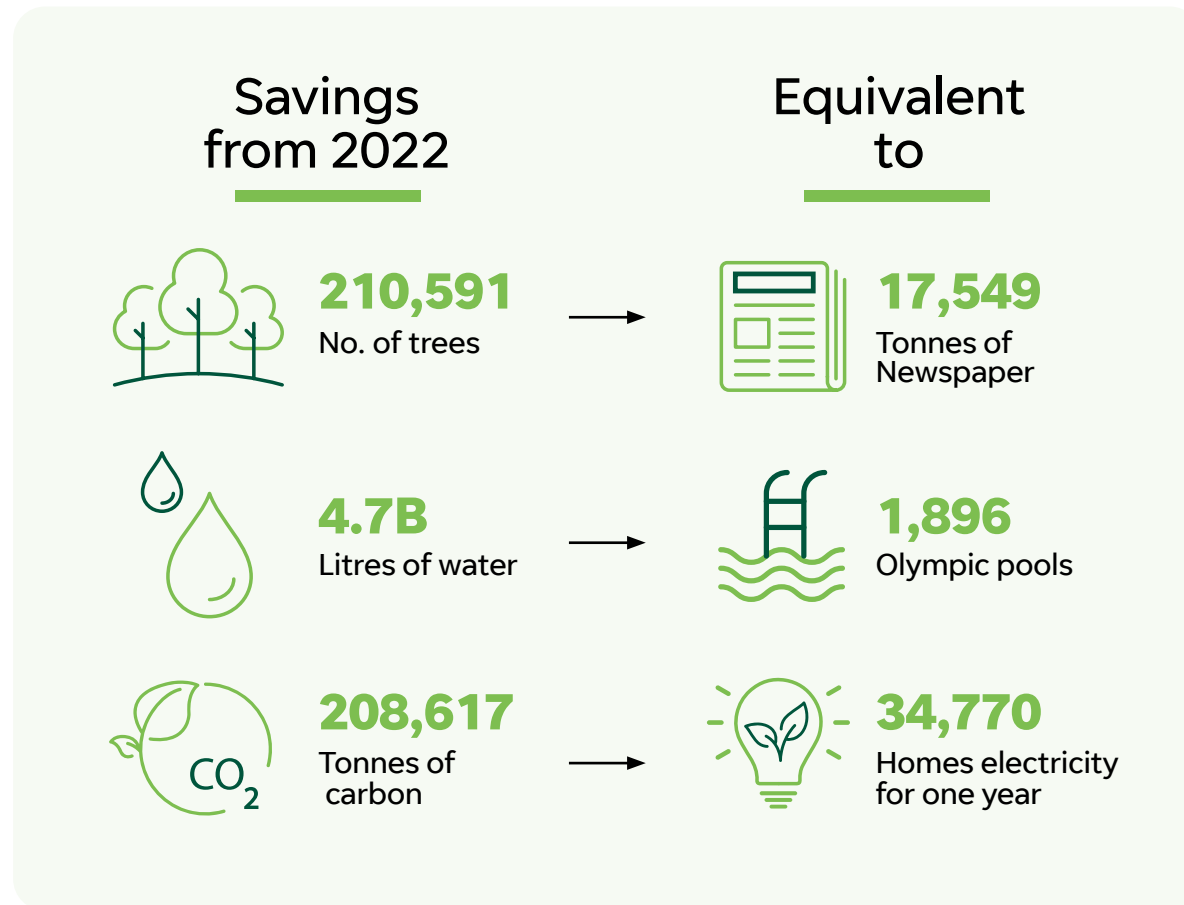
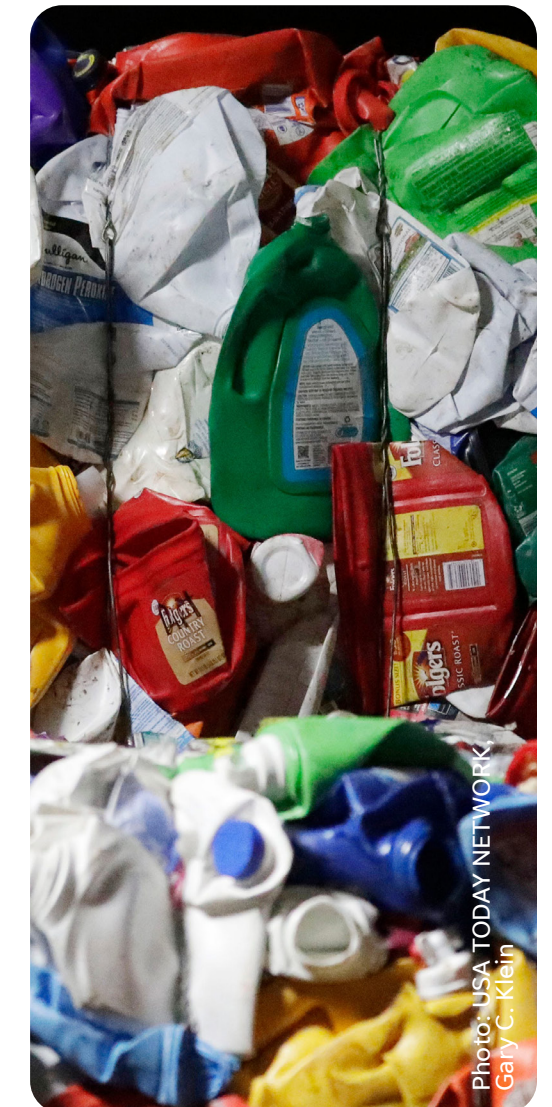




# Recycling and sourcing efforts

Gannett is committed to recycling, and we are highly cognizant of our consumption of natural resources, which aligns well to Goal 12 - Responsible consumption and production. We recycle batteries, light ballasts and other wastes and either donate or send to recycling facilities any used electronics we discard. Additionally, Newsquest follows the European Union’s WEEE Directive for disposal or recycling of electrical or electronic equipment.

As a publisher of newspapers, Gannett closely monitors and manages its consumption of paper. In 2022, our total paper consumption was approximately 149,256 metric tons, including consumption by our owned and operated print sites, third-party printing sites and Newsquest. **Total paper consumption in 2022 was 17% lower than in 2021.** 12% of our U.S. newsprint purchases contained recycled content, with an average recycled content of 21%. We continue to moderate newsprint consumption and expense by using lighter basis weight paper. In 2022, basis weight and web width reductions were completed at multiple domestic print sites, helping lead to the overall consumption reduction.





# Closing statement

We have enjoyed sharing how we continued our environmental, social and governance journey at Gannett during 2022. We look forward to publishing this report annually to share with you how we are building upon our commitments to reach our targets. Gannett is committed to furthering our disclosures and exploring additional standards beyond the U.N. SDGs as part of our journey.

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## Contact

We would love to hear your feedback on our efforts and intentions, please contact us at [ESG@gannett.com](mailto:ESG@gannett.com).







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