

**IAC**

Subsidiaries: Angi Inc. (Angie's List)

Locations: New York (HQ)

Industries: Diversified Financials, Media and Entertainment

RISK LEVEL:**Medium Risk****DESCRIPTION:**

IAC scored a 85 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, IAC increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children and provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology criteria in marketing and philanthropic support. IAC forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. In 2020, then Angie's List pulled its advertising from Tucker Carlson's show on Fox News following comments Carlson made regarding the Black Lives Matter movement and the death of George Floyd. IAC and Angi host unconscious bias training for its employees. IAC partners with the Human Rights Campaign and other ideological organizations. For these reasons, IAC earns a Medium Risk rating.

Corporate Weaponization

Has denied service to customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries.

Medium Risk

IAC has a written policy pledging to vet vendors for LGBTQ policies. Its Code of Business Ethics requires vendors to include sexual orientation and gender identity in their nondiscrimination policy (1). However, it has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs.

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs.

Lower Risk

IAC does not discriminate against charitable organizations based on views or beliefs (1)(2).

Employment policies fail to protect against discrimination based on political affiliation/views and/or religion.

High Risk

IAC HRC 2023 CEI rating indicates the company provides gender transition guidelines for its employees (1)(2). IAC does not provide viewpoint protections for its employees (3).

Corporate Governance and Public Policy

Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. High Risk

IAC indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). By doing so, the company risks dividing employees, alienating customers and harming shareholders (3). This includes creating a job board to seek LGBTQ employees and other diverse employees (4). Angi Inc. hosts unconscious bias training for its employees (5).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. High Risk

IAC indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (1)(2). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. In 2022, IAC gave \$27,000 to the Ali Forney LGBTQ Youth Center (3). The company formed partnerships with Wall Street Bound, Project Come-Up, and Learn to Money to "address the effects of systemic and institutional racism" (4). IAC also partners with the Human Rights Campaign (5)(6). In 2020, Angi Inc. (then Angie's List) pulled its advertising from Tucker Carlson's show on Fox News following comments Carlson made regarding the Black Lives Matter movement and the death of George Floyd. Carlson suggested that the protests were "definitely not about black lives" and described them as "riots" (7)(8)(9)(10).

Uses corporate political contributions for ideological, non-business purposes. High Risk

IAC indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. IAC has not used its PAC donations or lobbying for ideological purposes (3)(4).

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