

J2 Global Labor Rights Policy
(Last revised June 2020)

At J2 Global, we are committed to complying with all applicable labor and employment laws and regulations. We are committed to doing so in every aspect of our operations, for all of our brands and subsidiaries, in every location in which we operate.

We further expect our vendors to share our beliefs and commitments to labor rights, and to abide by our Vendor Policy and Code of Conduct, which requires our vendors to substantially comply with, or adopt a substantially similar policy to our Labor Rights Policy.

Consistent with our commitments, we respect the right to freedom of association and collective bargaining, and we will engage in good faith with collective bargaining groups.

With respect to all of our facilities and operations, we will endeavor to provide a workplace that is safe and healthy, as set forth in our Corporate Policies and Practices.

We will further endeavor to provide a workplace free from discrimination of any kind (including based on gender, race, disability, ethnicity, nationality, religion, sexual identity, gender identity or gender expression), as set forth in our Anti-Harassment Policy.

J2 Global undertakes these commitments across all of its brands and subsidiaries, in connection with the company's business, strategy and financial planning. J2 Global's Board of Directors and management are charged with maintaining these commitments.