

**Code of Ethics for Executive Officers  
of USA TODAY Co., Inc.  
November 2025**

USA TODAY Co., Inc. and its subsidiaries (the “Company”) is committed to full and accurate financial disclosure in compliance with applicable laws, rules and regulations and to maintaining its books and records in accordance with applicable accounting policies, laws, rules and regulations. This Code of Ethics for Executive Officers, applicable to the Company's Chief Executive Officer, Chief Financial Officer, and Chief Accounting Officer (together, “Senior Officers”), sets forth specific policies to guide the Company's Senior Officers in the performance of their duties. As Senior Officers, you perform a task that is critical to the Company. This Code is designed to assist you in that task.

The Company's Code of Business Conduct and Ethics, which this Code of Ethics is intended to supplement, sets forth the fundamental principles and key policies and procedures that govern the conduct of all of us in our business. You are bound by the requirements and standards set forth in the Code of Business Conduct and Ethics, as well as those set forth in this Code of Ethics and other applicable policies and procedures.

### **Compliance with Rules and Regulations**

The Company is committed to conducting our business in accordance with all applicable laws, rules and regulations and in accordance with the highest standards of business ethics. As a Senior Officer, you must not only comply with applicable laws, however. You also have leadership responsibilities that include creating a culture of high ethical standards and commitment to compliance; maintaining a work environment that encourages employees of the Company to raise concerns; and promptly addressing employee compliance concerns.

### **Conflicts of Interest**

In order to maintain the highest degree of integrity in the conduct of the Company's business and your independent judgment, you must avoid any activity or personal interest that creates or appears to create a conflict between your interests and the interests of the Company. A conflict of interest occurs when your private interests interfere in any way, or even appear to interfere, with the interests of the Company as a whole. You should conduct the Company's business in an honest and ethical manner, and never act in a manner that could cause you to lose your independence and objectivity.

Although we cannot list every conceivable conflict, following are some common examples that illustrate actual or apparent conflicts of interest:

- You or a member of your family has an ownership interest in, is employed by or serves as a director of an entity that competes with the Company, is a significant source of investment or financing opportunities for the Company, such as an entity from whom the Company regularly purchases any of its target assets; and

- You or a member of your family personally participates in a joint venture, partnership or other business arrangement or investment with the Company or that was brought to your attention in your capacity as an executive officer of the Company.

Before making any investment, accepting any position or benefits or participating in any transaction or business arrangement that creates or appears to create a conflict of interest, you must obtain the written approval of the Audit Committee of the Board of Directors.

### **Disclosures in Periodic Reports**

As a public company, the Company is required to file various periodic reports with the Securities and Exchange Commission (the “SEC”). It is Company policy to make full, fair, accurate, timely and understandable disclosure in compliance with all applicable laws and regulations in all required periodic reports and other documents filed with, or submitted to, the SEC and other public communications made by the Company.

### **Compliance with the Code of Ethics**

If you have questions about this Code of Ethics, you should seek guidance from the Audit Committee of the Company’s Board of Directors. If you know of or suspect a violation of applicable laws or regulations or the Code of Ethics, you must immediately report that information to the Audit Committee of the Company's Board of Directors. *No one will be subject to retaliation because of a good faith report of suspected misconduct.*

### **Waivers of the Code**

The Company will waive application of the policies set forth in this Code of Ethics only when circumstances warrant granting a waiver, and then only in conjunction with any appropriate monitoring of the particular situation. Changes in and waivers of this Code of Ethics may be made only by the Board of Directors or the Audit Committee of the Board and will be disclosed as required under applicable law and regulations.

### **No Rights Created**

This Code is a statement of the fundamental principles and key policies and procedures that govern the Company's Senior Officers in the conduct of the Company's business. It is not intended to and does not constitute an employment contract or assurance of continued employment, and does not create any rights in any employee, client, supplier, competitor, shareholder or any other person or entity.