

Match Group, Inc.

UK Modern Slavery Act Statement

January 2025 reporting for fiscal year 2024

Match Group, Inc., through its portfolio companies, is a leading provider of digital technologies designed to help people make meaningful connections. Our global portfolio of brands includes Tinder®, Hinge®, Match®, Meetic®, OkCupid®, Pairs™, Plenty Of Fish®, Azar®, BLK®, and more, each built to increase our users' likelihood of connecting with others. Through our trusted brands, we provide tailored services to meet the varying preferences of our users. Please visit our corporate website at www.mtch.com to learn more about Match Group, as well as our Investor Relations page for financial and operational results, including as provided in our Quarterly Earnings and other News and Events, and in our filings with the U.S. Securities and Exchange Commission.

Pursuant to section 54 of the Modern Slavery Act 2015, Match Group, Inc. and its subsidiaries provide the following statement:

Match Group respects human rights and workplace rights and remains committed to conducting its business in a manner that protects these rights, including (but not limited to) prohibiting and opposing modern slavery, servitude, forced labor and human trafficking.

Policies and Practices

Code of Business Conduct and Ethics

Match Group has adopted Codes of Business Conduct and Ethics that set forth our core principles and values, and expectations regarding responsible business conduct (our “Codes”). As such, our Codes provide the standards of integrity that Match Group requires all of its directors and employees to follow. In particular, our Codes set forth our commitment to act ethically and with integrity in all our business relationships and to comply with all applicable laws, including labor and employment laws, rules and regulations, as well as providing guidance on how to report any violations of our Codes.

Third Party Vendors

Match Group endeavours to maintain business relationships with third-party vendors that are committed to respecting human rights and workplace rights. In particular, Match Group takes steps to reference the human trafficking and modern slavery laws in agreements with its third-party vendors to ensure that they also respect and comply with these laws.

Users

Match Group monitors its platforms, using both human reviewers and sophisticated technology, with a particular goal of preventing use of our sites for instances of human trafficking, slavery, servitude, or other forced or compulsory labor. To help us further maximize the safety of our users and to bring awareness to these important issues, Match Group enlists the help of experts through our Match Group Advisory Council, which includes executives of Polaris (which runs the United States National Human Trafficking Hotline) and Thorn, two organizations dedicated to the prevention of human trafficking.

Employees

Match Group respects and values its employees. To ensure that our employees are not subject to undue influence and are treated fairly and with respect, Match Group maintains human resource policies and procedures, as well as recruitment processes, in place across all of its operations.

Awareness

Match Group's Codes specifically require all employees to comply with all applicable laws, including labor and employment laws, rules and regulations. Match Group requires that all of its directors and employees, including all executive officers and senior financial officers, comply with Match Group Codes. As part of Match Group's commitment to ethical conduct, all new hires are required to complete Business Code of Conduct training during their onboarding process and acknowledge receipt of the applicable Match Group Code. Additionally, all employees must complete Business Code of Conduct training and reaffirm their acknowledgment of the Match Group Code on an annual basis. Match Group employees have trained and dedicated professional staff to oversee and coordinate safety measures across all platforms, including measures related to the prevention and detection of human trafficking and modern slavery.

Whistleblowing

Match Group maintains a twenty-four hour phone hotline and an online portal for anonymous reporting, for employees to raise concerns without fear of retaliation. Employees can confidentially report any concerns, which may include concerns relating to modern slavery and human trafficking. These reports are then investigated in accordance with company policies and procedures, and appropriate action taken where necessary.

Accountability

Match Group's Codes govern and guide the business conduct of Match Group and its employees. As we hold ourselves to these high ethical principles and values, we endeavor to ensure that the business conduct of our vendors complies with all laws and that vendors represent that they do not participate in modern slavery or human trafficking of any kind. Employees who violate the Match Group Codes are subject to disciplinary action, up to and including dismissal (except where prohibited by law). We also reserve the right, pursuant to contractual provisions or to the extent permitted by law, to terminate relationships with vendors who do not comply with applicable laws or who otherwise engage in illegal activities.

Consistent with Match Group's ongoing review of its business practices, and as the understanding of and approaches to address the complex issue of modern slavery and human trafficking develop, Match Group expects to further refine its policies or practices as it deems appropriate and effective.

This Statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and has been approved by the Board of Directors of Match Group, Inc.

/s/ Spencer Rascoff
Chief Executive Officer
On behalf of the Match Group, Inc. Board of Directors

This statement is for the financial year January 1, 2024 ending December 31, 2024.