



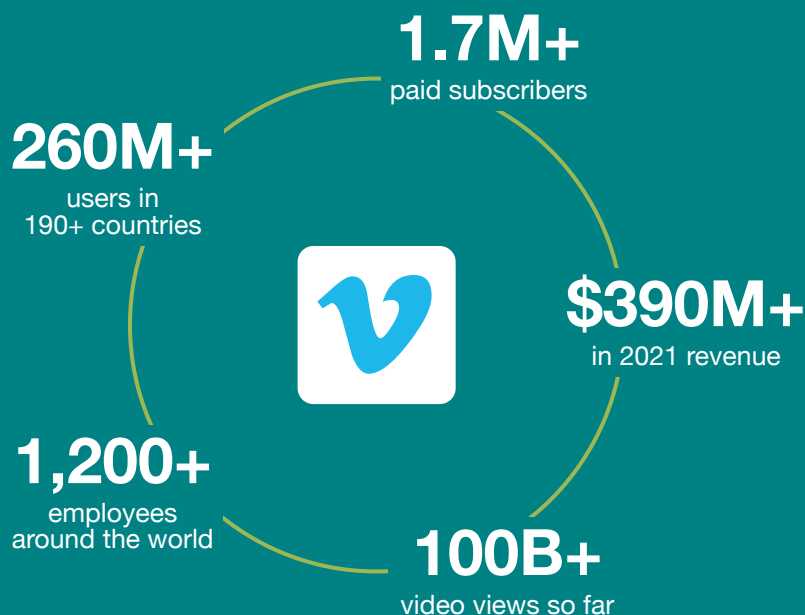
# 2021 ESG Fact Sheet

Vimeo's mission is to enable professional-quality video for all. In fulfilling that mission, we seek to responsibly address the environmental, social, and governance (ESG) factors that affect our stakeholders, long-term sustainability, and impact on the world.

## About Vimeo

We are the world's leading all-in-one video software solution. We provide a full range of cloud-based tools that empower professionals, teams, and organizations to unlock the power of video.

As of December 31, 2021, we had:



We believe that the world should be a better place because Vimeo is in it. Our first ESG Fact Sheet is an important step towards achieving this goal and outlining our commitment to operate with transparency, accountability, and a focus on what matters for all of our stakeholders – employees, shareholders, customers, and society.

**Anjali Sud**  
CEO

## Environment

We are currently laying the groundwork for a formal sustainability policy that will seek to mitigate our greenhouse gas (GHG) emissions on a long-term basis. In 2021, we partnered with Watershed, a climate technology platform, to produce our first carbon emissions report. The table below summarizes the GHG emissions associated with Vimeo's business activities in 2021.

### Emissions

GHG Category	Amount (kg CO <sub>2</sub> e)
<b>Scope 1</b> Direct release of greenhouse gasses from sources we own or control.	63,194
<b>Scope 2</b> Emissions from the generation of electricity, steam, heat, or cooling that we purchase.	700,059
<b>Subtotal Scope 1 and 2</b>	<b>763,784</b>
<b>Scope 3</b> Upstream emissions of products and services we purchase in our value chain as well as certain downstream emissions.	
<b>Subtotal Scope 3</b>	<b>23,358,274</b>
<b>TOTAL (Scope 1, 2 and 3)</b>	<b>24,122,058</b>

In 2021, Vimeo purchased carbon offsets for the first time. We did this through [Tradewater's Ghana II project](#), which located, collected, and destroyed containers of chlorofluorocarbons (CFCs). In total, we have offset over 1.3 million kg of CO<sub>2</sub>e— equivalent to our Scope 1-2 emissions in 2020 and 2021.



## Social

Our globally distributed and highly skilled employees are our number one resource, and we believe that diversity of thought and backgrounds across our team leads to better business outcomes. We also recognize our responsibility as an open video platform to ensure a positive, safe experience for our users and the community at large.

### Employees

We maintain permanent offices in India, Israel, Ukraine, the U.K. and the U.S.

**1,219**

full-time employees\*

**74%**

increase in employees in 2021

**40%+**

in engineering roles

**38%+**

based outside of the U.S.

**76%**

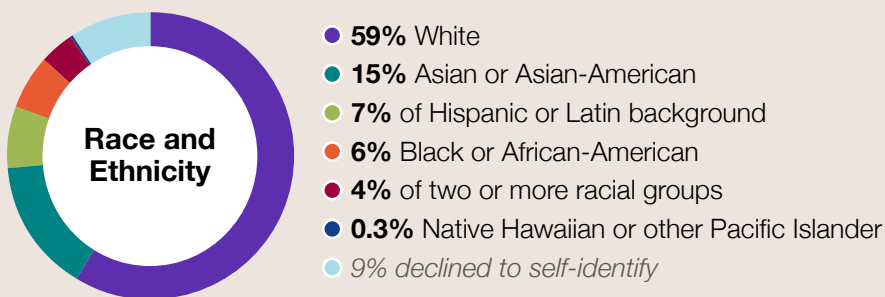
engagement level\*\*

\* As of December 31, 2021 \*\* From Company's last 2021 CultureAmp survey

To attract and retain talent, our employees receive competitive compensation packages, and we conduct a pay equity review annually to ensure that every person on our team is fairly compensated. All full-time employees receive equity in the company.

### Diversity, Equity & Inclusion (DE&I)

As of December 31, 2021, our U.S. workforce self-identified as:



### Gender

**60%**

Male

**39%**

Female

**1%**

Non-binary

We have a robust Diversity, Equity & Inclusion (DE&I) program headed by a dedicated DE&I leader. Since 2020, we have worked across selected departments in the U.S. toward a goal that at least 30% of candidates who are interviewed by hiring managers are from historically underrepresented groups. We support employee community groups (ECGs), which are employee-led groups of Vimeans drawn together by shared interests and identities.

### Trust & Safety

We strive to provide a platform where users can express themselves authentically and creatively while also ensuring that our platform is not used by some as a means to harm others. Our content moderation policies are set forth in our [Acceptable Use Policy](#) and [Community Guidelines](#).

In 2021, we secured court decisions that confirm our right as a platform to remove [discriminatory content](#) and [vaccine misinformation](#). We also added prohibitions on [false and misleading election content](#) after the events at the U.S. Capitol on January 6, 2021. Following the Russian invasion of Ukraine in February 2022, we [announced](#) a suspension of new business in Russia and the prohibition of Russian state media organizations on our platform.

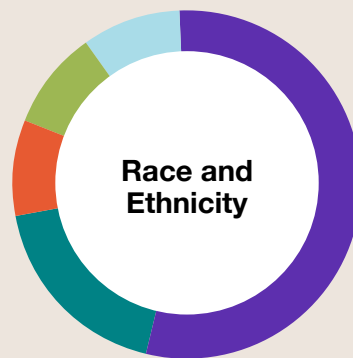
## Governance

We recognize that video is universal and believe that we need a variety of perspectives and diverse backgrounds to help us produce long-term value. We have established a governance structure to reflect these values.

### Our Board

Our eleven-member [Board of Directors](#) contributes experience and expertise across a variety of disciplines and backgrounds. The average age of our Board members is 47. We maintain separate Chairman and CEO roles.

#### Board of Directors (11 Total Members)



● 6 White
 ● 1 African-American or Black
 ● 2 Asian
 ● 1 Hispanic or Latinx
 ● 1 Undisclosed

**54%**

Directors identify as Asian, Hispanic or Latinx, African-American or Black, or LGBT+

**27%**

Female directors

**63%**

Male directors

*10% Did not disclose gender*

### Management

As of April 27, 2022, women comprise half of our senior management team and occupy the roles of CEO and CFO.

#### Management Team (6 Total Members)

**50%**

Female

**33%**

Management team members identify as Asian, or two or more races or ethnicities

### Code of Conduct

In 2021, our Board adopted a [Code of Conduct](#) that applies to all directors, officers, and employees. The Code expresses Vimeo's commitment to operating in accordance with the highest ethical standards and covers a range of subjects including workplace harassment, insider trading, and financial integrity. We encourage personnel to report potential violations in a number of ways, including anonymously.

### Cybersecurity & Privacy

**Data Security.** We have a dedicated Security Team that manages Vimeo's data security efforts, internal policies regarding information security, employee training and awareness programs, and a "bug bounty" program that encourages independent security researchers to report vulnerabilities. In January 2021, we obtained a [SOC 2 Type 2](#) report concerning our security and privacy control environment for Vimeo.com.

**Data Privacy.** We disclose our privacy practices via a [Privacy Policy](#). We do not sell user data, we do not serve targeted ads on our platform, we give users the ability to set their videos to various privacy levels, and we make it easy for users to download, modify, and delete their videos. In 2021, we published our first [Transparency Report](#) regarding third-party requests for data.