

vimeo

ESG Fact Sheet

2022





About Vimeo

Vimeo is the world's most innovative video experience platform. We enable anyone to create, manage, and share high-quality content.

Our mission is to elevate human expression through the power of video. 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.



As of December 31, 2022, we had

295M+

users in 190+ countries

1.5M+

paid subscribers

150B+

video views

650M+

videos uploaded



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We continue to believe that the world should be a better place because Vimeo is in it. We are committed to operating with the highest level of integrity, transparency, and accountability to deliver long-term value for our customers and stakeholders. We are proud of the progress we made in 2022 towards our ESG responsibilities, and look forward to advancing that progress in 2023.

Anjali Sud,
CEO

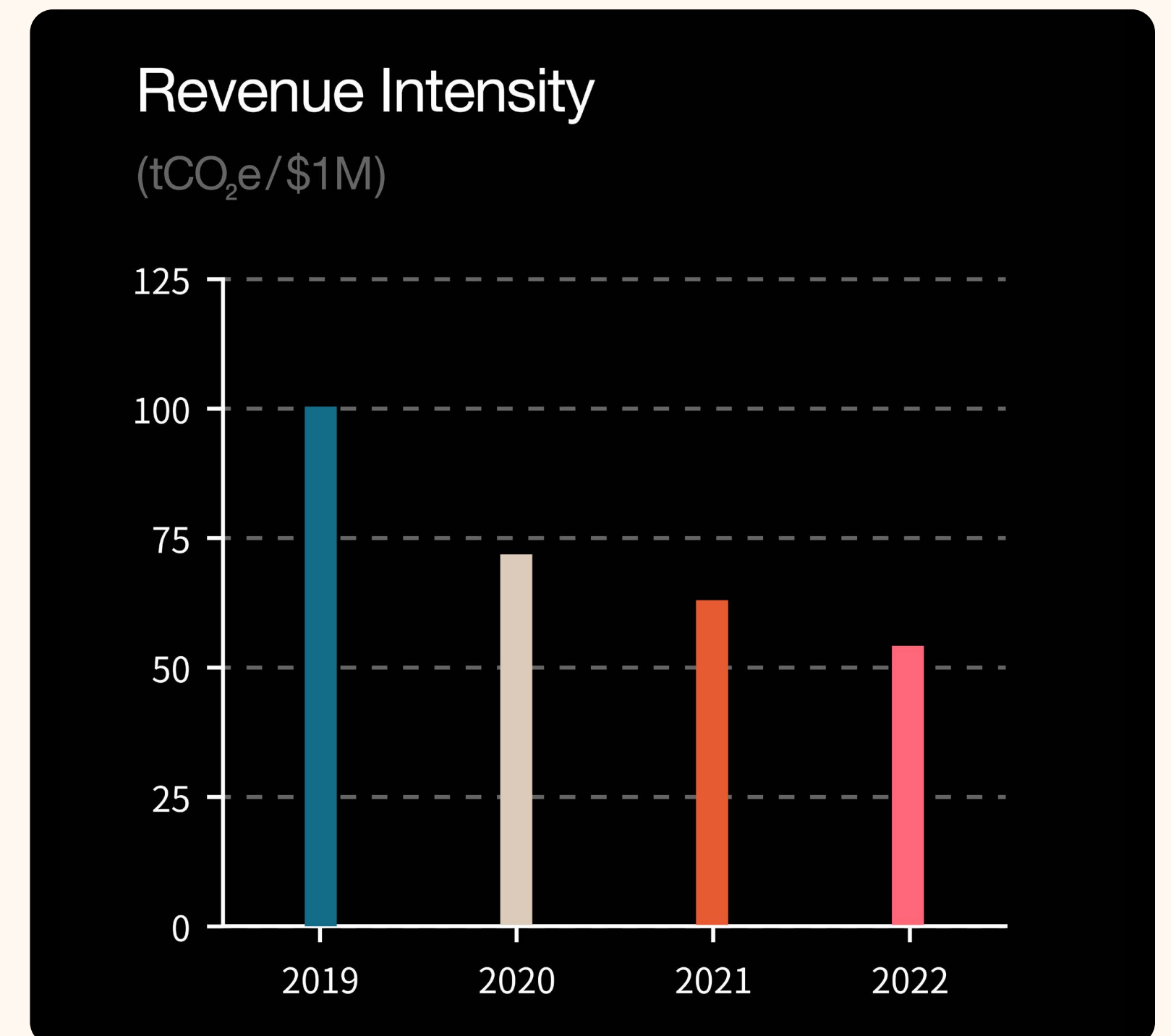


Environment

We partnered with Watershed, a climate technology platform, to produce a granular, audit-grade carbon footprint and track our climate progress over the last four years.

From 2019 to 2022, we achieved a 45% reduction in emissions intensity, or CO₂e produced per dollar of revenue. This means that as our business continues to grow, our emissions will not increase linearly.

Reducing emissions intensity is crucial for reaching our planetary climate goals, and demonstrates how climate-focused organizations like Vimeo can continue to scale while reducing environmental impact. In 2022, we saw the impact of this effort as our revenue grew, yet our total emissions decreased by 6%.





Ecotrust, Trees For Global Benefits

Environment

Last year, we purchased carbon offset credits through Tradewater’s Ghana II project to counteract our 2021 Scope 1 & 2 emissions.

This year, we purchased carbon removal credits from a reforestation project in Uganda, ensuring the complete removal of our direct

emissions and a Net Zero Scope 1. The selected project, [Trees for Global Benefits](#), is a long-running, community-led forestry and agroforestry program that increases carbon sequestration, encourages sustainable land-use practices, and provides farmers with performance-based payments.

In addition, we purchased international EACs (Energy Attribute Certificates) equivalent to our global direct electricity consumption for 2022, resulting in 100% clean power usage and a Net Zero Scope 2 footprint.

Greenhouse Gas Category	Amount (tCO ₂ e)*
Scope 1 Direct release of greenhouse gasses from sources we own or control.	116
Scope 2 Emissions from the generation of electricity, steam, heat, or cooling that we purchase.	696
Subtotal Scope 1 and 2	812
Scope 3 Upstream emissions of products and services we purchase in our value chain as well as certain downstream emissions.	
Subtotal Scope 3	23,033
Total (Scope 1, 2, and 3)	23,845

* Note that our 2021 ESG Fact Sheet reported amounts in kilograms. We have reported amounts in metric tons beginning with our 2022 ESG Fact Sheet.



Social

Our global team of 1,100+ employees is what makes Vimeo special.

Our collective time and energy is our greatest asset in making the world a better place.

We believe that a highly engaged workforce that is diverse in thought and background 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

Beginning with the hiring of our first Chief People Officer in late 2021, our People Team has undergone a significant transformation. We now have a strong People team spanning areas from employee experience and talent acquisition to people operations.

In 2022, we added two new roles with a specific focus on sustainability, social impact and DEI: an Employee & Sustainability Communications Lead, and a Social Impact Program Manager.



Employees

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

We view every team member as a critical driver of the company's success, and strive to provide employees with holistic and impactful benefits that support their needs across all life stages.

Mental Health

Comprehensive mental health care for employees and their dependents.

Wellness

Access to wellness providers, meditation, stress, and sleep exercises and community events.

Time Off

16 paid holidays each year plus office closure at 1pm the day before all holidays.

Offices are closed between Christmas Day and New Year's Day each year.

Unlimited Paid Time Off for exempt employees.

Volunteer Time Off and Voting Time Off.

Unlimited sick days, 12 self care days, jury duty, and 20 bereavement days.

Donation Match

1:1 donation match for employees' charitable giving. Vimeo's corporate match totaled \$131,417 in 2022.

401K

In the U.S., 100% of pre-tax and Roth contributions are matched, up to \$10,000 or 10% of annual gross pay.

Family Support

Access to care navigation for parenthood, fertility, pregnancy, adoption and donor-assisted reproduction.

In the U.S., a \$5,000 annual stipend for fertility, family planning and adoption expenses.

In the U.S., 16 weeks of fully-paid leave to birth, non-birth, and adoptive parents.



Employees

We support six Employee Community Groups (ECGs), which are employee-led groups of Vimeans drawn together by shared identities, interests, and allyship.

The ECGs empower team members to build bridges between the many communities that comprise our diverse culture at Vimeo. ECGs leverage the economic and creative power of diversity to build and support a vibrant, innovative, and impactful workplace environment.

ECGs create space for:

- **BIPOC @ Vimeo** - Black, Indigenous, and People of Color
- **Accessibility @ Vimeo** - Employees with disabilities, accessibility champions
- **Vimeown** - Women and non-binary folks
- **Queereo** - LGBTQIA+ community
- **Vimeans for Good (VFG)** - Volunteering, community engagement
- **VimEco** - Environmentalism and sustainability





Supporting Ukraine

Vimeo employees around the world rallied together throughout the year to support Ukraine following the invasion by Russia.

Between the generosity of team members and our company donation match, we raised over \$54,000 for nonprofits aiding Ukrainians seeking safety and relocation support.

These funds were distributed to Ukraine specific campaigns with [UNICEF](#), [International Medical Corps](#), and the [US Association for UNHCR \(UN Refugee Agency\)](#).

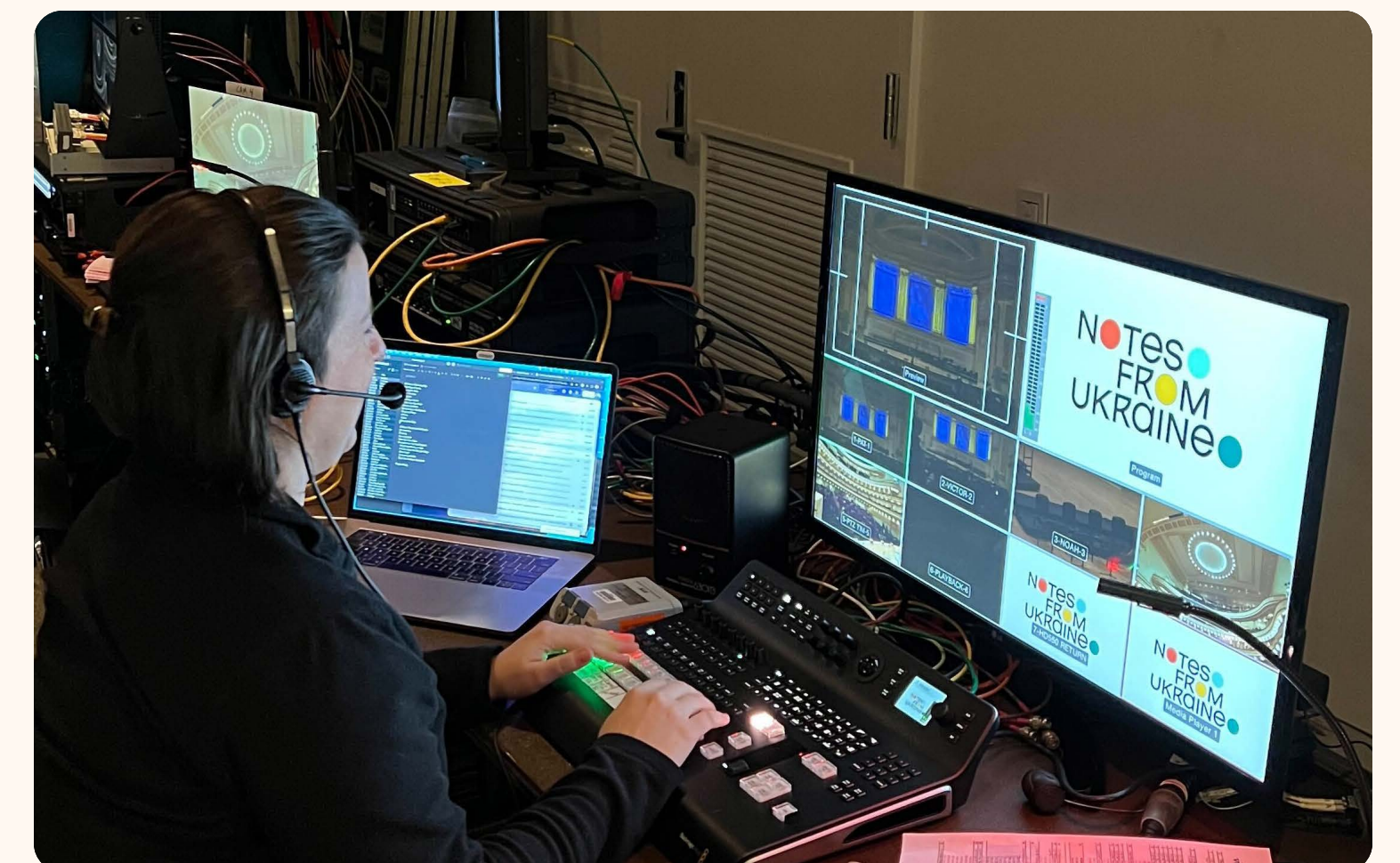
We provided relocation assistance, including travel and lodging, to nearly 70 individuals

including our employees and their family members. This included a volunteer group of nearly 20 Vimeans to provide 24/7 on-the-ground support to employees and their families in need of relocation assistance, covering support with logistics, travel arrangement needs, foreign language needs, firsthand knowledge of local regions, and more.

Additionally, in December, we partnered with [Razom for Ukraine](#), a nonprofit dedicated to supporting Ukraine and amplifying Ukrainian voices. We provided video production and streaming services for their sold-out [Notes From Ukraine](#) concert at Carnegie Hall,

which celebrated the 100-year anniversary of Mykola Leontovych's "Carol of the Bells". The event featured four distinguished choirs, including the Shchedryk Children's Choir, and was co-hosted by Academy-Award winning director Martin Scorsese, and Ukrainian-American actress Vera Farmiga.

The concert, co-presented with the [Ukrainian Institute](#) and the [Ukrainian Contemporary Music Festival](#), was enjoyed across the globe and has garnered more than 76,000 views.





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At Vimeo, one of our principles is 'Be Real'. We tell our employees to be direct, and candid – but most of all be you. And that really is my north star for our DE&I efforts. Together, we are maturing into an organization with a culture and environment that deserves the trust required for such a personal call to action.

Renee MacLeod
Senior Director, DE&I

Diversity, Equity & Inclusion (DE&I)

We seek to embed DE&I practices into our operations as essential principles for building high-impact teams and products.

We believe that creating a culture that is fair, transparent, and rooted in belonging will allow our employees to do their best work and deliver better outcomes for

our users. This in turn leads to better outcomes for our business, our shareholders, and the broader community we serve.

We formally set out on this journey a few years ago and this 2022 DE&I report highlights the team's representation data, the progress we've made, areas of

opportunity, and how the team plans to evolve our DE&I strategy in 2023 and beyond.

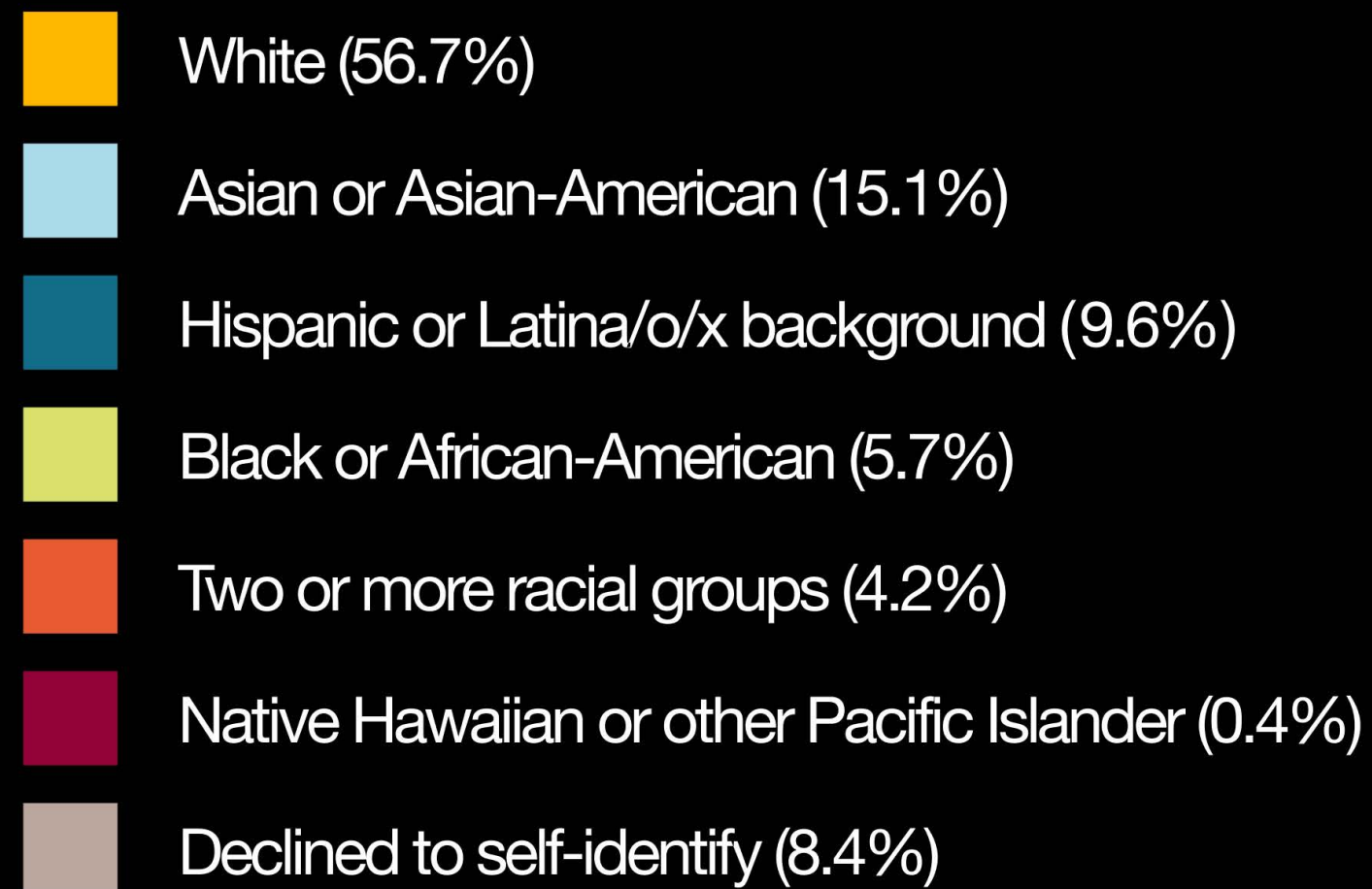
Representation will continue to be one way to measure the health of our DE&I efforts. We will be intentionally investing in programs and resources that nurture an inclusive and equitable culture for every Vimean.

Publisher's note:

At the publication of this report, the Executive Leadership Team consists of 7 individuals and now 60% of the Executive Leadership Team (4 of 7) identify as women. Additionally, we have hired a new Senior Director of DEI, Renee MacLeod, to oversee our DEI strategy and programming.



As of December 31, 2022,
our U.S. workforce self-identified as:



As of December 31, 2022, the global workforce gender data was:





Training and Development

We provide learning and development resources, regular manager training, and coaching opportunities for continuous skills building.

Learning and growth is a top driver of engagement at Vimeo and our goal is to create an environment where every Vimean is empowered to drive impact and upskill, reskill, or develop their careers in the ways that are most meaningful.

Trust and Safety

We strive to provide a platform where users can express themselves authentically and creatively while also ensuring that the platform is not used as a means to harm others.

Our content moderation policies are set forth in the Acceptable Use Policy and Community Guidelines. In 2022, we published user-facing content guidelines that cover abortion misinformation as part of our overall [Health Misinformation](#) policies. We also joined the [Don't Ban Equality](#) coalition in support of reproductive rights.



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 this belief.



The Board

Our ten-member **Board of Directors** contributes experience and expertise across a variety of disciplines and backgrounds.

Our Chairman and CEO roles are separate. The Board determined that seven of the ten Board members meet the independence requirements under Nasdaq rules.

The Board is fully declassified, with all members re-elected annually at the Annual Meeting of Stockholders. Additionally, the holders of our Common Stock, acting as a single class, are entitled to elect 25% of the total number of directors at Annual Meetings.

As of December 31, 2022, our Board identified as:

- 45% Asian, Hispanic or Latinx, African-American or Black, or LGBT+
- 27% Women
- 64% Men
- 9% Did not disclose gender



As of December 31, 2022:

44% of our Executive Leadership Team identify as women (4 of 9). Our CEO and CFO both identify as women.



Code of Conduct

In 2021, our Board adopted a Code of Conduct that applies to all directors, officers, and employees.

The Code expresses our commitment to operating in accordance with the highest ethical standards and covers a range of subjects including workplace harassment, insider trading, and financial integrity.

Additionally, the Code covers human rights, prohibiting us and our personnel from engaging in various forms of slavery and involuntary labor, human trafficking, and exploitation. We encourage personnel to report potential violations in a number of ways, including anonymously, and we prohibit retaliation in any way against anyone who has made a good faith report of a violation of our Code of Conduct or who has participated in good faith in an investigation of a potential violation of our Code of Conduct.

Data Security

We have a dedicated Security Team that manages our 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.

Our Security Team offers internal interactive games, security awareness training, webinars, tips, and webinars designed to increase employee knowledge of security best practices. In March 2022, we obtained a SOC 2 Type 2 report concerning our security and privacy control environment for Vimeo.com. A new Chief Information Security Officer was hired in April 2023.



Data Privacy

We disclose our privacy practice via a Privacy Policy.

We do not sell user data, and do not serve targeted ads on our platform. We give users the ability to set their videos to various privacy levels, and make it easy for users to download, modify, and delete their videos.

Anti- Harassment Policy

We are committed to a workplace free of discrimination and harassment, including sexual harassment.

We maintain an Anti-Harassment Policy, and encourage any employee who witnesses or suspects misconduct to report it to a supervisor, to the People Team, or to a manager with whom they are comfortable.

We do not tolerate retaliation against any individual who reports harassment or otherwise participates in the reporting or investigation of a harassment claim. Retaliatory conduct undermines our commitment to fostering an environment that supports integrity, respect, trust, responsibility, and fairness.

vimeo