



ESG Fact Sheet

2023





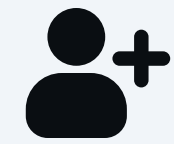
About Vimeo

Vimeo is the world's most innovative video experience platform. Our mission is to enable anyone to create, manage, and share high-quality video content by providing cutting-edge products and a platform that bridges technology with creative innovation.

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.



Over the course of 2023, we had:



20M+

new registered users



190+

countries



1.4M

paid subscribers



50B+

video views



100M+

videos uploaded



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Vimeo strives to be an inclusive and socially responsible company. We believe that companies that work toward making a difference will outperform over time. We are excited to continue to grow on our ESG journey and we hope you will enjoy reading more about it in this report.

**Gillian
Munson**

Chief Financial Officer, Vimeo



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 five years.

In 2023, Vimeo emissions were 19,172 metric tons of CO₂e, down 19.6% from 2022. We also saw a net overall reduction in our revenue intensity year-over-year of 17.5%. Reducing emissions intensity is crucial for reaching planetary climate goals.

Environment



Ecotrust, Trees for Global Benefits

In 2024, we continued our support of Trees for Global Benefits, a reforestation project in Uganda, to fully offset our 2023 Scope 1 emissions. Our ongoing investment in this project not only contributes to biodiversity conservation and watershed improvement but also ensures income stability and increased food and fuel security for rural farming families.

In 2023, we purchased carbon removal credits from a reforestation project in Uganda in an amount equal to our scope 1 emissions. 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 and 2023, resulting in 100% clean power usage for our Scope 2 footprint. For more detail on our voluntary carbon offsets, please see the “California AB 1305 Compliance” disclosure on our website at investors.vimeo.com/esg.



Greenhouse Gas Category (tCO₂e)	2022	2023	Change
Scope 1 Direct release of greenhouse gasses from sources we own or control.	116	98	-16%
Scope 2 Emissions from the generation of electricity, steam, heat, or cooling that we purchase.	696	656	-6%
Scope 3 Upstream emissions of products and services we purchase in our value chain as well as certain downstream emissions.			
3.1 Purchased Goods And Services	20,896	15,739	-25%
3.2 Capital Goods	140	-106	-175%
3.3 Fuel And Energy Related Activities	342	333	-3%



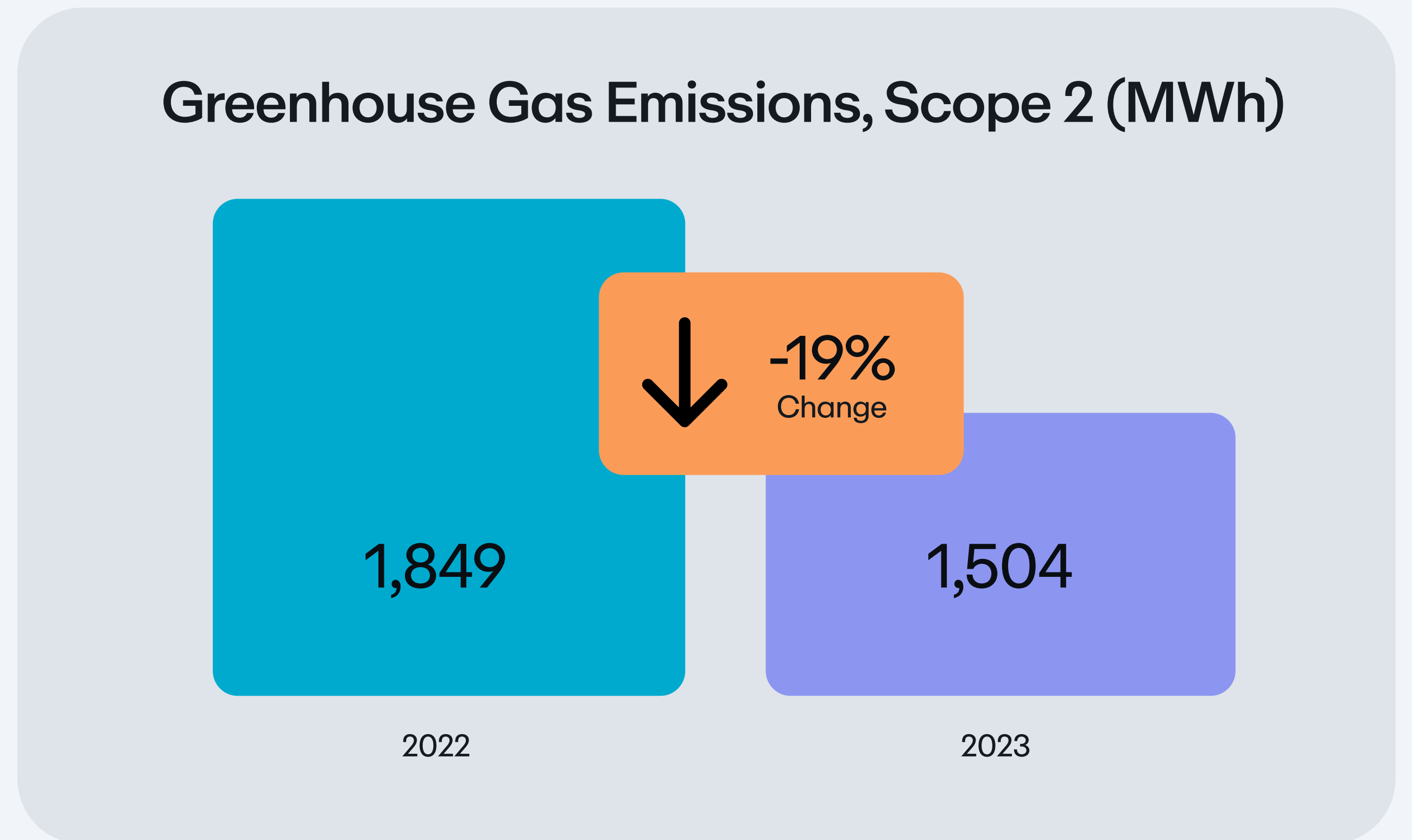
Greenhouse Gas Category (tCO₂e) (continued)	2022	2023	Change
3.5 Waste Generated In Operations	7	62	767%
3.6 Business Travel	739	1,158	57%
3.7 Employee Commuting	830	1,163	40%
3.8 Upstream Leased Assets	78	68	-13%

*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.



From 2022 to 2023 we saw a 16% decrease in Scope 1 emissions. For both years, we offset emissions with two, separate carbon removal credit purchases.

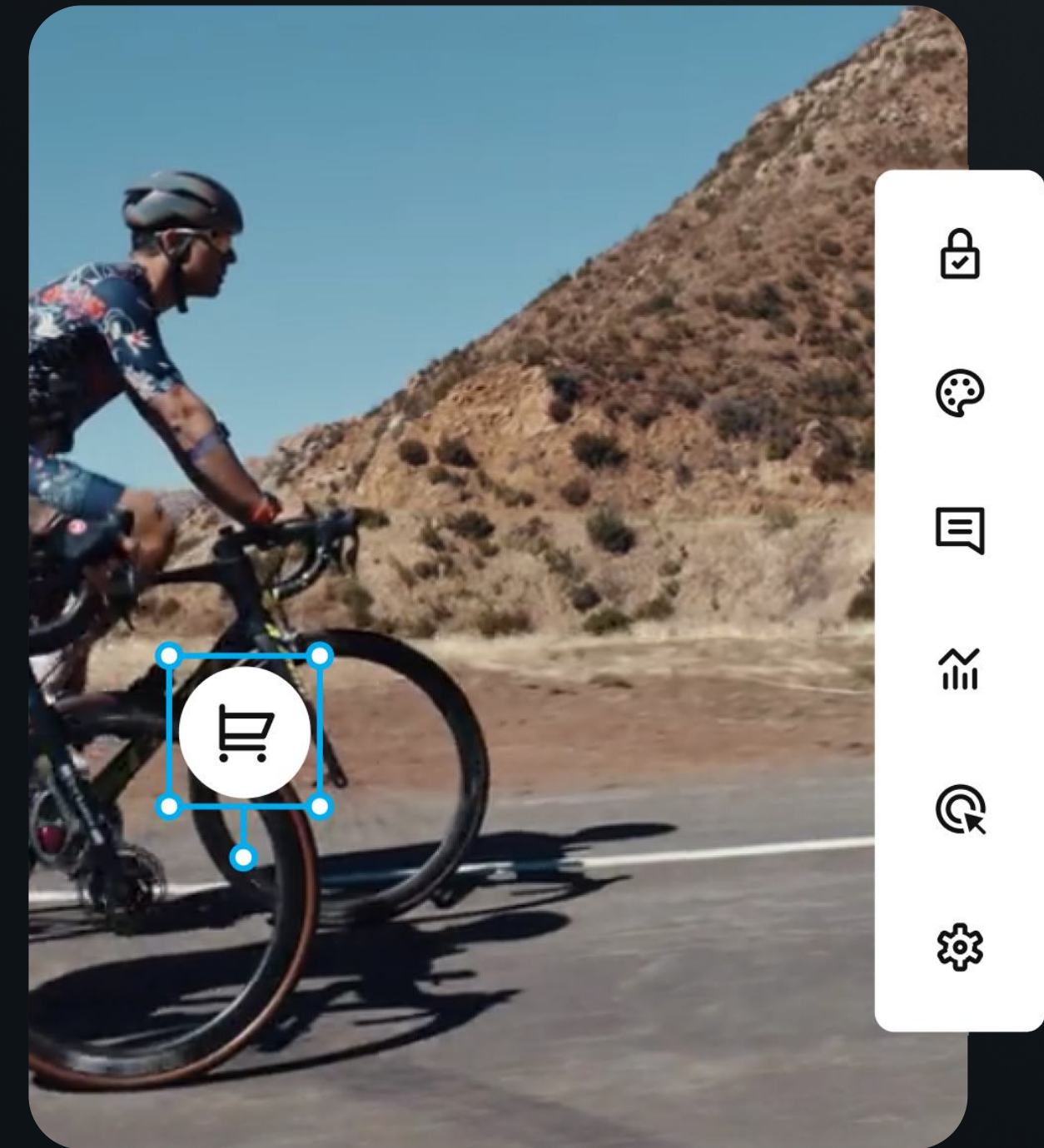
Year-over-year from 2022 to 2023 we saw a Scope 2 change, measured in MWh (electricity), down 19%.





Social

Our global team is what makes Vimeo special. Our collective time and energy is our greatest asset in making the world a better place. We believe a highly engaged workforce that is diverse in thought and background leads to better business outcomes.





Global Office

As of December 31, 2023, we had 1,070 full-time employees, 43% of whom were located outside of the US.

Employees

We strive to be a place where team members feel empowered to be themselves. In building diverse teams, we believe we can work more collaboratively and innovate more daringly to develop a product as inclusive as the millions of creators, partners, and businesses we serve across the globe.

To attract and retain talent, employees receive competitive compensation packages, and we conduct a pay equity review annually.

We strive to provide employees with holistic and impactful benefits that support their needs across all life stages.



Healthcare

Employer-sponsored medical, dental, and vision benefits designed to provide employees with comprehensive, high-quality coverage.

Tax Savings

Tax-advantaged benefits that provide employees with the opportunity to save money by paying with pre-tax funds.

Income Protection

Essential benefits that protect employees and their family from the employee's loss of income due to unforeseen circumstances.

Retirement

401(k) plan with company matching 100% of pre-tax and Roth contributions, up to 10% of pay, with an annual \$10,000 maximum.

Wellbeing

- 1:1 donation matching to qualified charitable organizations with \$136,829 matched in 2023.
- Comprehensive mental health care for employees and their dependents.
- Discounted legal insurance, pet coverage, and fitness rates.
- Access to a membership-based primary-care practice.

Family Support

- Access to care navigation for parenthood, family planning, fertility, pregnancy, adoption, and donor-assisted reproduction.
- \$5,000 annual stipend for fertility, family planning and adoption expenses.
- 16 weeks of fully paid parental leave to birthing, non-birthing, and adoptive parents.
- \$1,000 new parent bonus.

Time Off

- 16 paid holidays each year and 1pm office closure the day before most holidays.
- Offices closed between Christmas Day and New Year's Day each year.
- Unlimited PTO for exempt employees. Fixed accrued PTO for non-exempt employees.
- Two volunteering days, 12 self-care days, 20 bereavement days, unlimited sick days, voting time off and jury duty time off.



Employee Resource Groups (ERGs)

We support eight Employee Resource Groups (ERGs), including three new identity groups that have grown out of our BIPOC@Vimeo ERG: AAPI@Vimeo, Black@Vimeo, Latinx@Vimeo. ERGs are employee-led groups of Vimeans drawn together by shared identities, interests, and allyship. These groups leverage the economic and creative power of diversity to build and support a vibrant, innovative, and impactful workplace environment.

In 2023, we expanded our donation and gift-matching programs to be accessible to all Vimeans, globally. This change translated to a significant increase of social impact engagement. Collectively, Vimeans around the world volunteered more than 200 hours. Inclusive of Vimeo 1:1 match program and ERG grants, Vimeans raised more than \$281,795 for nonprofit organizations.

- **AAPI@Vimeo** – Employees who identify as a part the Asian, Asian American, and Pacific Islander community and their allies
- **Black@Vimeo** – Employees who identify as a part the African American or Black community and their allies
- **Latinx@Vimeo** – Employees who identify as a part the Hispanic or Latinx/o/a community and their allies
- **Accessibility@Vimeo** – Employees with disabilities and accessibility allies
- **Vimeown** – Employees who identify as women, non-binary, and their allies
- **Queereo** – Employees who identify as members of the LGBTQIA+ community and their allies
- **Vimeans for Good (VFG)** – Employees with an interest in volunteering and community engagement
- **VimEco** – Employees with an interest in environmentalism and sustainability

Diversity, Equity & Inclusion (DEI)

We seek to embed DEI 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. In turn, leading 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 [2023 DEI](#) report highlights the team's representation data, the progress we've made, areas of opportunity, and how the team plans to evolve our DEI strategy in 2024 and beyond.

We expect that representation will continue to be one way to measure the health of our DEI efforts. We plan to intentionally invest in programs and resources that nurture an inclusive and equitable culture for every Vimean.



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At Vimeo, we believe that representation is just one piece of the puzzle. The true magic of diverse representation is realized only when the ideas of all employees, regardless of their identity, are heard and acted upon equitably.

Renee MacLeod

Senior Director of Diversity, Equity, Inclusion, and Sustainability, Vimeo

As of December 31, 2023 our U.S. workforce self-identified as:

- Asian 14%
- Black or African American 6%
- Hispanic or Latina/o/x 11%
- Native Hawaiian or other Pacific Islander 0.04%
- Multiracial 5%
- White 56%
- Declined to self-identify 8%



As of December 31 2023, the global workforce gender data was:



Men 52%

Women 47%

Non-binary 1%

*Data reflected includes employees who chose not to self-identify. Provision of "self-ID" demographic information is not required. As a result, some employees have chosen not to share their demographic information with Vimeo.



Training & Development

At Vimeo, our commitment to growth is embedded in our culture. We foster a growth mindset and strive to empower our team members to take ownership of their professional development journeys. In 2023, we introduced Vime-U, our innovative learning experience platform, providing personalized learning opportunities that put individuals firmly in control of their growth trajectory.

Recognizing the pivotal role of managers as multipliers of team success, we invest in their development through initiatives like LEAD@Vimeo. In 2023, we enrolled 160 of our people managers in this program, equipping them with the essential skills to effectively nurture talent and drive results.

Moreover, we understand that team success is rooted in collective development. To address departmental skill gaps, we allocate department development budgets, empowering leaders to strategically invest in closing these gaps and fostering a culture of continuous improvement. At Vimeo, we believe that when individuals, managers, and teams thrive, our collective impact knows no bounds.



Governance

The Board

Our Board of Directors contributes experience and expertise across a variety of disciplines and backgrounds.

Our Chairman and CEO roles are separate. Our Board has determined that five of our current 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, 2023 our Board identified as:

38%

Asian, Hispanic or Latina/o/x,
Black or African American or
LGBTQ+

75%

Men

13%

Women

13%

Chose to not self-identify



Code of Conduct

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

The Code of Conduct 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 of Conduct 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.

Trust and Safety

In 2023, Vimeo welcomed its first Chief Information Officer. We have a range of security and privacy controls designed to reduce the risk of online threats:

- **Privacy controls for videos:** With multiple privacy settings—Public, Unlisted, Only Me, and Password-protected—users are enabled to manage the visibility of their content effectively.
- **Security for Live Broadcasts:** Vimeo allows for live video privacy settings to be customized, ensuring that broadcasts are accessible only to intended audiences.
- **Embedding Restrictions:** Users have the ability to specify which domains may embed their videos, offering an additional layer of control over content distribution.
- **Authentication Controls:** Vimeo employs Single Sign-On (SSO) and System for Cross-Domain Identity Management (SCIM) to authenticate viewers and manage user identities, enhancing content security for business users.



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, 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.

Data Privacy

Vimeo’s [Privacy Policy](#) transparently details our privacy practices. It describes the data we collect, who we share it with, what we use it for, and the individual rights offered to users in certain jurisdictions.

We publish [Transparency Reports](#) disclosing the number of requests for user data and information on governmental requests made under FISA 702.



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, the People Team, or 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.



Thank you!

