Snap Inc.

2023
CitizenSnap Report
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General Disclosures 2021

GRI Standard Title	Disclosure Number	Disclosure Name	Location/Section in Report/Explanation
GRI 2: General Disclosures 2021	2-1	Organizational details	Snap Inc. is a publicly held holding company, listed on the New York Stock Exchange (NYSE: SNAP). The ownership and legal form can be found in the Stock and Voting Structure section of the CitizenSnap Report (page 48). Snap operates in 17 countries worldwide. The locations of operations can be found in the About Snap section of the CitizenSnap Report and on Snap's career page here.
GRI 2: General Disclosures 2021	2-2	Entities included in the organization's sustainability reporting	Snap's CitizenSnap report covers environmental, social and governance (ESG) topics for all entities included in the consolidated financial statements (see SEC Form 10-K).
GRI 2: General Disclosures 2021	2-3	Reporting period, frequency and contact point	Reporting period is January 1, 2022 - December 31, 2022, unless otherwise noted. We follow an annual reporting cycle. Questions regarding this report can be sent to sustainability@snap.com.
GRI 2: General Disclosures 2021	2-4	Restatements of information	The organization has not made any restatement in the reporting period.
GRI 2: General Disclosures 2021	2-5	External assurance	Snap's greenhouse gas emission are verified by an independent third-party verification. Assurance Statement.
GRI 2: General Disclosures 2021	2-6	Activities, value chain and other business relationships	More information can be found in the Form 10-K.
GRI 2: General Disclosures 2021	2-9	Governance structure and composition	Governance section of the CitizenSnap Report and the Governance (page 42) section of the Snap Investor Portal.
GRI 2: General Disclosures 2021	2-22	Statement on sustainable development strategy	A letter from Snap's CEO can be found in the CitizenSnap Report (page 3).
GRI 2: General Disclosures 2021	2-23	Policy commitments	Our Supply Chain section (page 35) of CitizenSnap Report and our Code of Conduct.
GRI 2: General Disclosures 2021	2-24	Embedding policy commitments	Responsible Products section (page 12), the Governance section (page 42) of the CitizenSnap Report and our Code of Conduct.
GRI 2: General Disclosures 2021	2-25	Processes to remediate negative impacts	Governance section (page 42) of the CitizenSnap Report.

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General Disclosures 2021 (Continued)

GRI Standard Title	Disclosure Number	Disclosure Name	Location/Section in Report/Explanation
GRI 2: General Disclosures 2021	2-28	Membership associations	Snap is a member, sponsor, or partner of of the Business Ethics Leadership Alliance (BELA), AnitaB.org, DisabilityIN, GLAAD, The National Center for Women & Information Technology (NCWIT), Coqual, Kapor Center, Catalyze Tech, Responsible Business Alliance (RBA), Global Alliance for Responsible Media (GARM), Information Technology Industry Council, and Business for Social Responsibility, among others.
GRI 2: General Disclosures 2021	2-29	Approach to stakeholder engagement	Materiality section (page 56) of the CitizenSnap Report and the company's Form 10-K.
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Materiality (page 56) and About this Report (page 55) section of the CitizenSnap Report.
GRI 3: Material Topics 2021	3-2	List of material topics	Materiality (page 56) and About this Report (page 55) section of the CitizenSnap Report.
GRI 3: Material Topics 2021	3-3	Management of material topics	Materiality (page 56) and About this Report (page 55) section of the CitizenSnap Report.

GRI 200 Economic

GRI Standard Title	Disclosure Number	Disclosure Name	Location/Section in Report/Explanation
GRI 201: Economic Performance 2016			
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	More information can be found in the Form 10-K.
GRI 3: Material Topics 2021	3-3	Management of material topics	Monitoring (page 36), Community and Giving (page 20), Materiality (page 56), and Governance (page 47) sections of the CitizenSnap Report and in the company's Code of Conduct.

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GRI 200 Economic (Continued)

GRI Standard Title	Disclosure Number	Disclosure Name	Location/Section in Report/Explanation
GRI 204: Procurement Practices 2016			
GRI 3: Material Topics 2021	3-3	Management of material topics	Materiality (page 56) and Our Supply Chain (page 35) sections of the CitizenSnap Report and in the company's Code of Conduct.
GRI 205: Anti Corruption 2016			
GRI 205: Anit Corruption 2016	205-2	Communication and training about anti-corruption policiesand procedures	All of Snap's employees are trained on the company's Code of Conduct which includes policies and guidance on anti-corruption.
GRI 3: Material Topics 2021	3-3	Management of material topics	Integrity and Compliance section (page 49) of the CitizenSnap Report and the Code of Conduct.
GRI 207: Tax 2019			
GRI 207: Tax 2019	207-1	Approach to tax	Tax Strategy section (page 50) of the CitizenSnap Report and Snap's Global Tax Strategy document.
GRI 207: Tax 2019	207-2	Tax governance, control and risk management	Tax Strategy section (page 50) of the CitizenSnap Report and Snap's Global Tax Strategy document.
GRI 207: Tax 2019	207-3	Stakeholder engagement and management of concerns related to tax	Tax Strategy section (page 50) of the CitizenSnap Report and Snap's Global Tax Strategy document.
GRI 3: Material Topics 2021	3-3	Management of material topics	Tax Strategy section (page 50) of the CitizenSnap Report and Snap's Global Tax Strategy document.

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Environmental

GRI Standard Title	Disclosure Number	Disclosure Name	Location/Section in Report/Explanation
GRI 301 Materials 2016			
GRI 3: Material Topics 2021	3-3	Management of material topics	Planet (page 24) and Our Products (page 34) section of the CitizenSnap Report.
GRI 302: Energy 2016			
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Planet (page 24) and Our Products (page 34) section of the CitizenSnap Report.
GRI 302: Energy 2016	302-4	Reduction of energy consumption	Planet (page 24) and Our Products (page 34) section of the CitizenSnap Report.
GRI 302: Energy 2016	302-5	Reductions in energy requirements of products and services	Planet (page 24) and Our Products (page 34) section of the CitizenSnap Report.
GRI 3: Material Topics 2021	3-3	Management of material topics	Planet (page 24), Climate (page 25) and Looking Ahead (page 34) in Our Products sections of the CitizenSnap Report.
GRI 305: Emissions 2016			
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Planet (page 24) section of the CitizenSnap Report.
GRI 305: Emissions 2016	305-2	Energy indirect (Scope 2) GHG emissions	Planet (page 24) section of the CitizenSnap Report.
GRI 305 - Emissions 2016	305-3	Other indirect (Scope 3) GHG emissions	Planet (page 24) section of the CitizenSnap Report.
GRI 305 - Emissions 2016	305-4	GHG emissions intensity	Planet (page 24) section of the CitizenSnap Report.
GRI 305 - Emissions 2016	305-5	Reduction of GHG emissions	Planet (page 24) section of the CitizenSnap Report.
GRI 3: Material Topics 2021	3-3	Management of material topics	Planet (page 24), Climate (page 25) and Looking Ahead in Our Products (page 34) sections of the CitizenSnap Report.

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Social

GRI Standard Title	Disclosure Number	Disclosure Name	Location/Section in Report/Explanation
GRI 401 Employment 2016			
GRI 401 Employment 2016	401-1	New employee hires and employee turnover	Snap's Diversity Annual Report.
GRI 401 Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Supporting our Team section (page 44) of the CitizenSnap Report.
GRI 401 Employment 2016	401-3	Parental leave	Supporting our Team section (page 44) of the CitizenSnap Report.
GRI 3: Material Topics 2021	3-3	Management of material topics	Supporting our Team section (page 44) of the CitizenSnap Report.
GRI 403: Occupational Health and Safety 2018			
GRI 403: Occupational Health and Safety 2018	403-9	Work-related injuries	Total recordable incident rate: 0.31 Total lost time incident rate: 0.016
GRI 3: Material Topics 2021	3-3	Management of material topics	Supporting our Team section (page 44) of the CitizenSnap Report.
GRI 404: Training and Education 2016			
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	There were nearly 44,000 hours of professional development training — an average of more than 6 hours per learner.
GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition	Supporting our Team section (page 44) of the CitizenSnap Report.
GRI 3: Material Topics 2021	3-3	Management of material topics	Talent Development section (page 45) of the CitizenSnap Report.

Social (Continued)

GRI Standard Title	Disclosure Number	Disclosure Name	Location/Section in Report/Explanation
GRI 405: Diversity and Equal Opportunity 2016			
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Governance section (page 47) of the CitizenSnap Report and Snap's Diversity Annual Report.
GRI 3: Material Topics 2021	3-3	Management of material topics	Snap's Diversity Annual Report.
GRI 406: Non-Discrimination 2016			
GRI 3: Material Topics 2021	3-3	Management of material topics	Snap's Diversity Annual Report.
GRI 414: Supplier Social Assessment 2016			
GRI 3: Material Topics 2021	3-3	Management of material topics	Our Supply Chain section (page 35) of the CitizenSnap Report.
GRI 416: Customer Health and Safety 2016			
GRI 3: Material Topics 2021	3-3	Management of material topics	Safety by Design section (pages 15-16) of the CitizenSnap Report.
GRI 418: Customer Privacy 2016			
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Security by Design section (page 17) of the CitizenSnap Report and in Snap's Privacy Center.
GRI 3: Material Topics 2021	3-3	Management of material topics	Security by Design section (page 17) of the CitizenSnap Report and in Snap's Privacy Center.

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