

## 2021 ESG Data Tables

Following the trends of the previous year, our communities continued to confront many social and environmental challenges in 2021. We increased our giving to communities, non-profit organizations and partners to address socioeconomic issues and to spread awareness to help address mental health issues, the opioid crisis, and climate change. While Snap experienced a drop in volunteer hours due to decreased opportunities for in-person engagements, we saw an increase in internal engagement such as through Council and learning & development. On Snapchat, we witnessed increased engagement around social impact, the climate crisis and civic engagement content. We expanded our transparency reporting related to privacy and safety on our platform and have included key metrics in our ESG data tables.

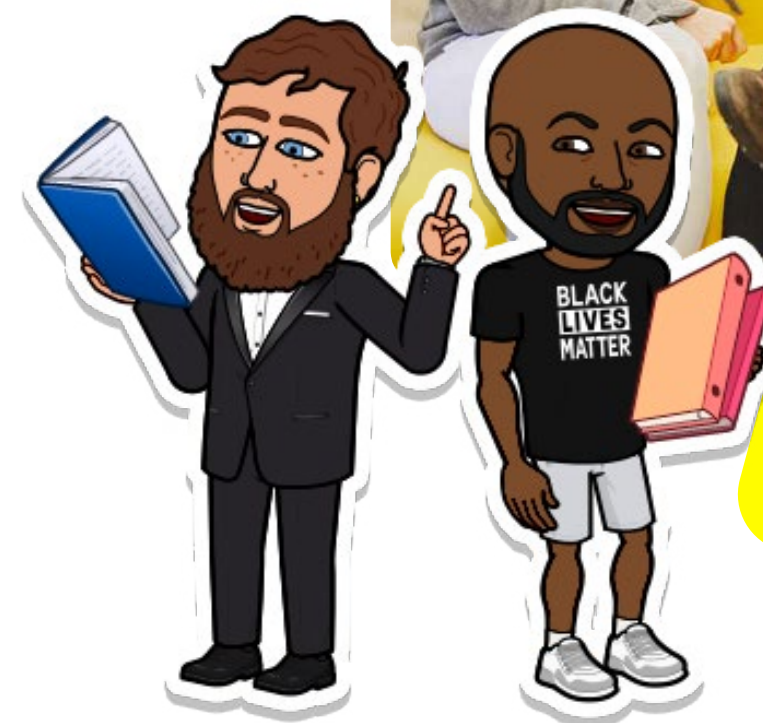
On the climate front, while our absolute greenhouse gas emissions increased, our emissions indexed to revenue decreased — meaning that Snap’s emissions are not increasing proportionally with revenue growth. We are meeting our SBTi-approved science based reduction targets, ahead of schedule and continue to maintain carbon neutrality as Snap transitions to net negative emissions. We purchased renewable electricity and energy attribute certificates to cover our global electricity consumption. Snap reduced energy consumption for data storage and product use on a per user basis. And for the third consecutive year, a third party assured Snap’s greenhouse gas inventory.

Snap also stepped up our commitment to diversity, equity, and inclusion (DEI) on our platform and on our team. We increased the diversity of our original content, our Board, and team — while continuing to bring a diverse cohort into our Yellow Accelerator program.

Moving forward, we will continuously enhance our reporting and data governance process — and expand upon the data we share each year.



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SOCIETY			
Data Point	2019 Data	2020 Data	2021 Data
Corporate giving	\$1.1+ million	\$3+ million	\$4.5+ million
Snap Foundation giving		\$4 million in COVID-19 relief and recovery	\$6.2 million in community grants
Volunteer Hours	10,500+ service hours	8,500+ service hours	6800+ service hours
Number of volunteer projects	27 cities across 15 countries	31 cities across 16 countries	61 cities across 21 countries
In Kind Donations – Pro Bono Advertising	\$3.5 million	\$3.3 million	\$9+ million
Civic engagement		Helped more than 1.2 million Snapchatters register to vote through our app in 2020	4.5 million Snapchatters used the Run for Office Mini
<b>Transparency Reporting</b>			
Number of law enforcement requests for user information	25,225	43,508	61,236
Number of account identifiers <sup>1</sup>	39,657	66,705	93,930
Percent (%) of requests resulting in disclosure	74.05%	74.65%	72.20%
Number of government requests to remove content, % compliance with requests	26, 8%	0, n/a	2, 0%
Other transparency data	Refer to the <a href="#">Transparency Report</a>	Refer to the <a href="#">Transparency Report</a>	Refer to the <a href="#">Transparency Report</a>
<b>Yellow Accelerator representation</b>	2019 Cohort Founders: <ul style="list-style-type: none"> <li>• 50% women</li> <li>• 50% BIPOC</li> <li>• 80% women or BIPOC</li> </ul>	2020 Cohort Founders: <ul style="list-style-type: none"> <li>• 44% women</li> <li>• 78% BIPOC</li> <li>• 78% women or BIPOC</li> </ul>	2021 Cohort Founders: <ul style="list-style-type: none"> <li>• 63% women</li> <li>• 25% BIPOC</li> <li>• 75% women or BIPOC</li> </ul>

<sup>1</sup> "Account Identifiers" reflects the number of identifiers (e.g., username, email address, and phone number) specified by law enforcement in legal process when requesting user information.

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PLANET			
Data Point	2019 Data	2020 Data	2021 Data
Electricity (global total)	12,587 MWH	11,945 MWH	12,849 MWH (Snap facilities electricity) 7,000 MWH (estimated remote work electricity)
Renewable Electricity (global total)	0	10,097 MWH (85%)	19,850 MWH (100% of workplace and estimated remote work electricity)
Scope 1 emissions (Metrics tons CO <sub>2</sub> -e)	4,392 <sup>2</sup>	2,681 <sup>2</sup>	3,688
Scope 2 emissions, Market-based (Metrics tons CO <sub>2</sub> -e)	4,549 <sup>2</sup>	1,173 <sup>2</sup>	578
Scope 3 emissions (Metrics tons CO <sub>2</sub> -e)	124,727 <sup>2</sup>	147,502 <sup>2</sup>	179,841
Total GHG Emissions: Scope 1, Scope 2, and Scope 3 (Metrics tons CO <sub>2</sub> -e)	133,667 <sup>2</sup>	153,558 <sup>2</sup>	184,106
Revenues (millions, USD)	\$1,715,534	\$2,506,626	\$4,117,048
Intensity-based Total GHG Emissions (Metrics tons CO <sub>2</sub> -e/\$1M revenue)	77.92	61.26	43.7
Food donations	50,000 meals worth over \$100,000	Reallocated resources and nearly \$500,000 from the Snap food budget to serve 60 global organizations supporting COVID-19 relief.	Donated \$300,000 from the Snap food budget and distributed over 100,000 meals to global organizations supporting food insecurity.
Battery efficiency improvements	<ul style="list-style-type: none"> <li>50% reduction in Snapchat's median background running time</li> <li>36% reduction in battery drain when swiping between Chat and friends feed; during Story and Discover video playback</li> <li>23% reduction in battery drain when scrolling through your friends feed</li> </ul>	<ul style="list-style-type: none"> <li>Reduced the power usage of typing in chat on iOS by 48%</li> <li>Reduced the power usage of taking, editing and sending an image snap on iOS by 10%</li> </ul>	<ul style="list-style-type: none"> <li>Reduced foreground session power usage by 12% on iOS and 9% Android</li> <li>Reduced global energy consumption using Snapchat by 17% per user</li> </ul>
Number of 3rd party supplier audits			71 on-site supplier audits since Spectacles launched in 2016
% response for conflict minerals and compliance	<ul style="list-style-type: none"> <li>97% of suppliers responded to our conflict minerals data request</li> <li>100% of suppliers campaigned for materials disclosures</li> </ul>	<ul style="list-style-type: none"> <li>91% of suppliers responded to our conflict minerals data request</li> <li>100% of suppliers campaigned for materials disclosures</li> </ul>	<ul style="list-style-type: none"> <li>91% of suppliers responded to our conflict minerals data request</li> <li>100% of suppliers campaigned for materials disclosures</li> </ul>

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<sup>2</sup> For consistency, the 2019 and 2020 greenhouse gas inventories were updated to match new methodology used when calculation the 2021 ghg inventory. These data points have been updated accordingly.





### PEOPLE

Data Point	2019 Data	2020 Data	2021 Data
Council	1,485 council engagements, 26 office locations, 12 countries	3,479 council engagements, 27 office locations, 16 countries	4000 council engagements, 32 cities
Training hours	67,205 training hours (21 training hours per person)	33,273 training hours (8 training hours per person)	55,000+ training hours (9.7 hours of training per person)
Participation in unconscious bias and allyship trainings	1690 team members	<ul style="list-style-type: none"> <li>812 employees participated in the Ally at Work training series</li> <li>232 Reflection Councils themed around racial injustice, gender identity and allyship</li> </ul>	<ul style="list-style-type: none"> <li>258 employees participated in the Ally at Work training series</li> <li>34 global Employee Resource Group (ERG) leaders participated in an ERG Leadership Program</li> </ul>
Total recordable incident rate	0.2	0.05	0.11
Total lost time incident rate	0.14	0	0.07
Notices of noncompliance/violation related to EHS	0	0	0

### GOVERNANCE

Data Point	2019 Data	2020 Data	2021 Data
Gender representation on Board of Directors	30% of independent directors are women	50% of independent directors are women	<ul style="list-style-type: none"> <li>50% of independent directors are women</li> <li>25% of independent directors are Black, Indigenous, and People of Color (BIPOC)</li> </ul>
Integrity & Compliance – % of team compliant w/Code of Conduct training requirement	99.25%	99.8%	100% of new hires, 99% overall completion



Diversity, Equity, and Inclusion											
Race/Ethnicity (US)							Gender (Global)				
	Asian	Black	Hispanic/ Latinx	Indigenous	Middle Eastern/ North African/ Arab	Multiple Races	White	Men	Women	Non-Binary	Undeclared
<b>Workforce Representation</b>											
<b>Overall</b>											
2021	37.2%	5.2%	7.2%	0.2%	2.6%	5.3%	42.3%	63.2%	34.9%	0.8%	1.2%
2020	34.3%	4.9%	6.3%	0.2%	2.4%	5.3%	46.6%	65.7%	32.8%	0.8%	0.8%
Δ	+2.9%	+0.3%	+0.9%	0.0%	+0.2%	0.0%	-4.3%	-2.5%	+2.1%	0.0%	+0.4%
<b>Overall   Tech</b>											
2021	52.6%	2.6%	4.5%	0.2%	2.4%	4.0%	33.7%	78.0%	19.4%	0.9%	1.7%
2020	49.5%	2.5%	3.5%	0.1%	2.1%	4.1%	38.3%	81.6%	16.4%	0.9%	1.1%
Δ	+3.1%	+0.1%	+1.0%	+0.1%	+0.3%	-0.1%	-4.6%	-3.6%	+3.0%	0.0%	+0.6%
<b>Overall   Non-Tech</b>											
2021	15.0%	9.1%	11.1%	0.2%	3.0%	7.0%	54.6%	42.0%	57.0%	0.6%	0.4%
2020	13.7%	8.0%	10.2%	0.4%	2.9%	7.0%	57.7%	43.6%	55.5%	0.6%	0.3%
Δ	+1.3%	+1.1%	+0.9%	-0.2%	+0.1%	0.0%	-3.1%	-1.6%	+1.5%	0.0%	+0.1%
<b>Leadership - Director+</b>											
2021	16.4%	2.1%	5.5%	0.7%	4.1%	4.8%	66.4%	72.9%	26.5%	0.6%	0.0%
2020	14.3%	3.0%	6.0%	0.8%	3.0%	5.3%	67.7%	72.5%	26.3%	0.6%	0.6%
Δ	+2.1%	-0.9%	-0.5%	-0.1%	+1.1%	-0.5%	-1.3%	+0.4%	+0.2%	0.0%	-0.6%

Refer to the full Diversity, Equity, and Inclusion data in the 2022 [Diversity Annual Report](#).

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Diversity, Equity, and Inclusion											
Race/Ethnicity (US)							Gender (Global)				
	Asian	Black	Hispanic/ Latinx	Indigenous	Middle Eastern/ North African/ Arab	Multiple Races	White	Men	Women	Non-Binary	Undeclared
<b>Workforce Representation</b>											
<b>Leadership - Director+   Tech</b>											
2021	18.4%	0.0%	2.0%	0.0%	6.1%	8.2%	65.3%	84.5%	13.8%	1.7%	0.0%
2020	13.3%	2.2%	2.2%	0.0%	4.4%	8.9%	68.9%	82.4%	13.7%	2.0%	2.0%
Δ	+5.1%	-2.2%	-0.2%	0.0%	+1.7%	-0.7%	-3.6%	+2.1%	+0.1%	-0.3%	-2.0%
<b>Leadership - Director+   Non-Tech</b>											
2021	15.5%	3.1%	7.2%	1.0%	3.1%	3.1%	67.0%	67.5%	32.5%	0.0%	0.0%
2020	14.8%	3.4%	8.0%	1.1%	2.3%	3.4%	67.0%	67.9%	32.1%	0.0%	0.0%
Δ	+0.7%	-0.3%	-0.8%	-0.1%	+0.8%	-0.3%	0.0%	-0.4%	+0.4%	0.0%	0.0%
<b>Hiring Representation</b>											
<b>Overall</b>											
2021	41.4%	6.6%	9.0%	0.3%	2.8%	5.8%	34.1%	58.3%	38.9%	0.8%	2.1%
2020	37.4%	9.2%	6.2%	0.0%	1.9%	5.0%	40.4%	63.8%	33.5%	0.6%	2.1%
Δ	+4.0%	-2.6%	+2.8%	+0.3%	+0.9%	+0.8%	-6.3%	-5.5%	+5.4%	+0.2%	0.0%
<b>Overall   Tech</b>											
2021	57.9%	2.7%	6.3%	0.4%	3.1%	4.7%	25.0%	72.1%	23.9%	1.0%	3.1%
2020	52.6%	3.9%	3.1%	0.0%	2.1%	4.1%	34.2%	80.0%	16.7%	0.7%	2.6%
Δ	+5.3%	-1.2%	+3.2%	+0.4%	+1.0%	+0.6%	-9.2%	-7.9%	+7.2%	+0.3%	+0.5%

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Diversity, Equity, and Inclusion											
Race/Ethnicity (US)							Gender (Global)				
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<b>Hiring Representation</b>											
<b>Overall   Non-Tech</b>											
2021	19.3%	11.9%	12.7%	0.2%	2.5%	7.2%	46.3%	39.9%	58.7%	0.6%	0.7%
2020	14.7%	17.1%	10.9%	0.0%	1.6%	6.2%	49.6%	37.1%	61.0%	0.5%	1.3%
Δ	+4.6%	-5.2%	+1.8%	+0.2%	+0.9%	+1.0%	-3.3%	+2.8%	-2.3%	+0.1%	-0.6%
<b>Leadership - Director+</b>											
2021	20.8%	4.2%	4.2%	0.0%	4.2%	0.0%	66.7%	61.8%	38.2%	0.0%	0.0%
2020	15.0%	5.0%	10.0%	0.0%	0.0%	5.0%	65.0%	70.8%	29.2%	0.0%	0.0%
Δ	+5.8%	-0.8%	-5.8%	0.0%	+4.2%	-5.0%	+1.7%	-9.0%	+9.0%	0.0%	0.0%

All percentages have been rounded to the nearest tenth. As a result, in some cases, the percentages for total gender and/or total race/ethnicity may not add up to exactly 100%.

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