

GRI Index

GRI Standard Number	GRI Standard Title	Disclosure Number	Disclosure Title	Section/Location in Report/Explanation
GRI100: Universal				
GRI 102	General Disclosures	102-1	Name of the organization	Snap Inc.
GRI 102	General Disclosures	102-2	Activities, brands, products, and services	About Snap section of the CitizenSnap Report
GRI 102	General Disclosures	102-3	Location of headquarters	Santa Monica, CA USA
GRI 102	General Disclosures	102-4	Location of operations	Snap operates in 15 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 102	General Disclosures	102-5	Ownership and legal form	Snap Inc. is a publicly held holding company, listed on the New York Stock Exchange (NYSE: SNAP) and NASDAQ (SNAP). The ownership and legal form can be found in the Stock and Voting Structure section of the CitizenSnap Report.
GRI 102	General Disclosures	102-6	Markets served	Markets served can be found in the Form 10-K .
GRI 102	General Disclosures	102-7	Scale of the organization	The scale of Snap can be found in the Form 10-K .
GRI 102	General Disclosures	102-9	Supply chain	Supply Chain section of the CitizenSnap Report
GRI 102	General Disclosures	102-10	Significant changes to the organization and its supply chain	None. More information can be found in the Form 10-K .
GRI 102	General Disclosures	102-13	Membership of 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 102	General Disclosures	102-14	Statement from senior decision-maker	A letter from Snap's CEO can be found in the CitizenSnap Report.
GRI 102	General Disclosures	102-16	Values, principles, standards, and norms of behavior	Responsible Products section of the CitizenSnap Report and the Code of Conduct
GRI 102	General Disclosures	102-18	Governance structure	Governance section of the CitizenSnap Report and the Governance section of the Snap Investor Portal
GRI 102	General Disclosures	102-43	Approach to stakeholder engagement	Materiality section of the CitizenSnap Report and in the company's Form 10-K

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GRI 102	General Disclosures	102-44	Key topics and concerns raised	Stakeholder Engagement and Materiality section of the CitizenSnap Report
GRI 102	General Disclosures	102-45	Entities included in the consolidated financial statements	Entities included in the consolidated financial statements can be found in the company's Form 10-K .
GRI 102	General Disclosures	102-46	Defining report content and topic boundaries	Materiality and About this Report sections of the CitizenSnap Report
GRI 102	General Disclosures	102-47	List of material topics	Materiality and About this Report sections of the CitizenSnap Report
GRI 102	General Disclosures	102-49	Changes in reporting	Materiality section of the CitizenSnap Report
GRI 102	General Disclosures	102-50	Reporting period	Reporting period is January 1, 2021 – December 31, 2021, unless otherwise noted.
GRI 102	General Disclosures	102-51	Date of most recent report	May 2020
GRI 102	General Disclosures	102-52	Reporting cycle	Annual
GRI 102	General Disclosures	102-53	Contact point for questions regarding the report	citizen@snap.com
GRI 102	General Disclosures	102-54	Claims of reporting in accordance with the GRI Standards	This report is prepared with reference to the Core option of the GRI Standards Disclosures 101, 102, 103, 207, 302, 305, 404, 405, and 418.
GRI 102	General Disclosures	102-55	GRI content index	GRI Content Index is included in the Appendix of the CitizenSnap Report.
GRI 102	General Disclosures	102-56	External assurance	Snap's greenhouse gas emissions are verified externally. Assurance Statement
GRI 200: Economic				
GRI 201 - Economic Performance				
GRI 103	Management Approach	103-1	Explanation of the material topic and its Boundary	Monitoring section of the CitizenSnap Report and in the company's Code of Conduct
GRI 103	Management Approach	103-2	The management approach and its components	Community and Giving, Materiality, and Governance sections of the CitizenSnap Report
GRI 103	Management Approach	103-3	Evaluation of the management approach	Community and Giving, Materiality, and Governance sections of the CitizenSnap Report

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GRI 204 - Procurement Practices				
GRI 103	Management Approach	103-1	Explanation of the material topic and its Boundary	Materiality section of the CitizenSnap Report
GRI 103	Management Approach	103-2	The management approach and its components	Our Supply Chain and Materiality sections of the CitizenSnap Report
GRI 103	Management Approach	103-3	Evaluation of the management approach	Monitoring section of the CitizenSnap Report and in the company's Code of Conduct
GRI 205 - Anti-Corruption				
GRI 103	Management Approach	103-1	Explanation of the material topic and its Boundary	Integrity and Compliance section of the CitizenSnap Report and the Code of Conduct
GRI 103	Management Approach	103-2	The management approach and its components	Integrity and Compliance section of the CitizenSnap Report and the Code of Conduct
GRI 103	Management Approach	103-3	Evaluation of the management approach	Integrity and Compliance section of the CitizenSnap Report and the Code of Conduct
GRI 205	Anti-corruption	205-2	Communication and training about anti-corruption policies	All of Snap's employees are trained on the company's Code of Conduct which includes policies and guidance on anti-corruption.
GRI 207 - Tax 2019				
GRI 103	Management Approach	103-1	Explanation of the material topic and its Boundary	Tax Strategy section of the CitizenSnap Report and Snap's Global Tax Strategy document
GRI 103	Management Approach	103-2	The management approach and its components	Tax Strategy section of the CitizenSnap Report and Snap's Global Tax Strategy document
GRI 103	Management Approach	103-3	Evaluation of the management approach	Tax Strategy section of the CitizenSnap Report and Snap's Global Tax Strategy document
	Tax 2019	207-1	Approach to tax	Tax Strategy section 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 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 of the CitizenSnap Report and Snap's Global Tax Strategy document

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GRI 300: Environmental				
GRI 301 - Materials				
GRI 103	Management Approach	103-1	Explanation of the material topic and its Boundary	Planet/Our Products section of the CitizenSnap Report
GRI 103	Management Approach	103-2	The management approach and its components	Planet/Our Products section of the CitizenSnap Report
GRI 302 - Energy				
GRI 103	Management Approach	103-1	Explanation of the material topic and its Boundary	Planet/Climate and Looking Ahead in Our Products sections of the CitizenSnap Report
GRI 103	Management Approach	103-2	The management approach and its components	Planet/Climate section of the CitizenSnap Report
GRI 103	Management Approach	103-3	Evaluation of the management approach	Planet/Climate section of the CitizenSnap Report
GRI 302	Energy	302-1	Energy consumption within the organization	Planet/Climate section of the CitizenSnap Report
GRI 302	Energy	302-4	Reduction of energy consumption	Planet/Climate section of the CitizenSnap Report
GRI 302	Energy	302-5	Reductions in energy requirements of products and services	Planet/Our Products section of the CitizenSnap Report
GRI 305 - Emissions				
GRI 103	Management Approach	103-1	Explanation of the material topic and its Boundary	Planet/Climate section of the CitizenSnap Report
GRI 103	Management Approach	103-2	The management approach and its components	Planet/Climate section of the CitizenSnap Report
GRI 103	Management Approach	103-3	Evaluation of the management approach	Planet/Climate section of the CitizenSnap Report
GRI 305	Emissions	305-1	Direct (Scope 1) GHG emissions	Planet/Climate section of the CitizenSnap Report
GRI 305	Emissions	305-2	Energy indirect (Scope 2) GHG emissions	Planet/Climate section of the CitizenSnap Report
GRI 305	Emissions	305-3	Other indirect (Scope 3) GHG emissions	Planet/Climate section of the CitizenSnap Report

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GRI 305	Emissions	305-4	GHG emissions intensity	Planet/Climate section of the CitizenSnap Report
GRI 305	Emissions	305-5	Reduction of GHG emissions	Planet/Climate section of the CitizenSnap Report
GRI 400: Social				
GRI 401 - Employment				
GRI 103	Management Approach	103-1	Explanation of the material topic and its Boundary	Supporting our Team section of the CitizenSnap Report
GRI 103	Management Approach	103-2	The management approach and its components	Supporting our Team section of the CitizenSnap Report
GRI 401	Employment	401-1	New employee hires and employee turnover	Snap's Diversity Annual Report
GRI 402	Employment	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Supporting our Team section of the CitizenSnap Report
GRI 403	Employment	401-3	Parental leave	Supporting our Team section of the CitizenSnap Report
GRI 403 - Occupational Health and Safety				
GRI 103	Management Approach	103-1	Explanation of the material topic and its Boundary	Supporting our Team section of the CitizenSnap Report
GRI 103	Management Approach	103-2	The management approach and its components	Supporting our Team section of the CitizenSnap Report
GRI 403	Occupational Health and Safety	403-9	Work-related injuries	Total recordable incident rate: 0.11, Total lost time incident rate: 0.07
GRI 404 - Training and Education				
GRI 103	Management Approach	103-1	Explanation of the material topic and its Boundary	Talent Development section of the CitizenSnap Report
GRI 103	Management Approach	103-2	The management approach and its components	Talent Development section of the CitizenSnap Report

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GRI 404	Training and Education	404-1	Average hours of training per year per employee	There were over 55,000 training hours across Snap 2021, which is 10 hours of training per person on average. More information can be found in the Supporting our Team section of the CitizenSnap Report.
GRI 404	Training and Education	404-2	Programs for upgrading employee skills and transition	Supporting our Team section of the CitizenSnap Report
GRI 405 and GRI 406 - Diversity and Equal Opportunity and Non-Discrimination				
GRI 103	Management Approach	103-1	Explanation of the material topic and its Boundary	Snap's Diversity Annual Report
GRI 103	Management Approach	103-2	The management approach and its components	Snap's Diversity Annual Report
GRI 103	Management Approach	103-3	Evaluation of the management approach	Snap's Diversity Annual Report
GRI 405	Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	Governance section of the CitizenSnap report and Snap's Diversity Annual Report
GRI 414 - Supplier Social Assessment				
GRI 103	Management Approach	103-1	Explanation of the material topic and its Boundary	Our Supply Chain section of the CitizenSnap Report
GRI 103	Management Approach	103-2	The management approach and its components	Our Supply Chain section of the CitizenSnap Report
GRI 414 - Supplier Social Assessment				
GRI 103	Management Approach	103-1	Explanation of the material topic and its Boundary	Safety by Design section of the CitizenSnap Report
GRI 103	Management Approach	103-2	The management approach and its components	Safety by Design section of the CitizenSnap Report
GRI 418 - Customer Privacy				
GRI 103	Management Approach	103-1	Explanation of the material topic and its Boundary	Security by Design section of the CitizenSnap Report and in Snap's Privacy Center
GRI 103	Management Approach	103-2	The management approach and its components	Security by Design section of the CitizenSnap Report and in Snap's Privacy Center
GRI 103	Management Approach	103-3	Evaluation of the management approach	Security by Design section of the CitizenSnap Report and in Snap's Privacy Center
GRI 418	Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Security by Design section of the CitizenSnap Report and in Snap's Privacy Center

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