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**GRI 1 used:**  
GRI 1: Foundation 2021

# General Disclosures 2021

GRI Standard Title	Disclosure Number	Disclosure Name	Location/Section in Report/Explanation
GRI 2: General Disclosures 2021	2-1	Organizational details	<p>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).</p> <p>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 <a href="#">here</a>.</p>
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 <a href="#">Form 10-K</a> ).
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 <a href="mailto:sustainability@snap.com">sustainability@snap.com</a> .
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. <a href="#">Assurance Statement</a> .
GRI 2: General Disclosures 2021	2-6	Activities, value chain and other business relationships	More information can be found in the <a href="#">Form 10-K</a> .
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 <a href="#">Investor Portal</a> .
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 <a href="#">Code of Conduct</a> .
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 <a href="#">Code of Conduct</a> .
GRI 2: General Disclosures 2021	2-25	Processes to remediate negative impacts	Governance section (page 42) of the CitizenSnap Report.

FOR THE FULL REPORT, GO TO:  
[CITIZEN.SNAP.COM](https://www.snap.com/citizen)



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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 <a href="#">Form 10-K</a> .
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
<b>GRI 201: Economic Performance 2016</b>			
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	More information can be found in the <a href="#">Form 10-K</a> .
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 <a href="#">Code of Conduct</a> .

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# GRI 200 Economic (Continued)

GRI Standard Title	Disclosure Number	Disclosure Name	Location/Section in Report/Explanation
<b>GRI 204: Procurement Practices 2016</b>			
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 <u>Code of Conduct</u> .
<b>GRI 205: Anti Corruption 2016</b>			
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 <u>Code of Conduct</u> 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 <u>Code of Conduct</u> .
<b>GRI 207: Tax 2019</b>			
GRI 207: Tax 2019	207-1	Approach to tax	Tax Strategy section (page 50) of the CitizenSnap Report and Snap's <u>Global Tax Strategy</u> 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 <u>Global Tax Strategy</u> 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 <u>Global Tax Strategy</u> document.
GRI 3: Material Topics 2021	3-3	Management of material topics	Tax Strategy section (page 50) of the CitizenSnap Report and Snap's <u>Global Tax Strategy</u> document.



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# Environmental

GRI Standard Title	Disclosure Number	Disclosure Name	Location/Section in Report/Explanation
<b>GRI 301 Materials 2016</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	Planet (page 24) and Our Products (page 34) section of the CitizenSnap Report.
<b>GRI 302: Energy 2016</b>			
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.
<b>GRI 305: Emissions 2016</b>			
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
<b>GRI 401 Employment 2016</b>			
GRI 401 Employment 2016	401-1	New employee hires and employee turnover	Snap's <a href="#">Diversity Annual Report</a> .
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.
<b>GRI 403: Occupational Health and Safety 2018</b>			
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.
<b>GRI 404: Training and Education 2016</b>			
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
<b>GRI 405: Diversity and Equal Opportunity 2016</b>			
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 <a href="#">Diversity Annual Report</a> .
GRI 3: Material Topics 2021	3-3	Management of material topics	Snap's <a href="#">Diversity Annual Report</a> .
<b>GRI 406: Non-Discrimination 2016</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	Snap's <a href="#">Diversity Annual Report</a> .
<b>GRI 414: Supplier Social Assessment 2016</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	Our Supply Chain section (page 35) of the CitizenSnap Report.
<b>GRI 416: Customer Health and Safety 2016</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	Safety by Design section (pages 15-16) of the CitizenSnap Report.
<b>GRI 418: Customer Privacy 2016</b>			
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 <a href="#">Privacy Center</a> .
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 <a href="#">Privacy Center</a> .