SQUARESPACE

ENVIRONMENTAL, SOCIAL & GOVERNANCE

2022 ESG REPORT

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Message from our Founder & CEO

At Squarespace, our vision is a future where everyone can be an entrepreneur. We are steadfast in the pursuit of making our products continually easier to use and able to address more customer use cases. In business terms, this translates into an opportunity for continuous growth. In social terms, this means removing barriers to entry and barriers to success, giving more people the chance to make an entrepreneurial dream a reality. Our products help millions from over 200 countries and territories bring their ideas to life.

With a company vision, or ultimate purpose, tied to customer success our operations are structured accordingly. We innovate to provide products that help our customers succeed. We focus on design to enable our customers to stand out and achieve their own competitive advantage. Our data privacy and data security practices focus on customer needs. We are aligned with our customers - their success drives our success.

The sheer scale and complexity of our ambition - providing an online path to success for anyone's idea - requires employees who are creative thinkers, with different ways of seeing and experiencing the world, united in our common pursuit. We aim for broad outreach to discover exceptional and diverse talent.

Our "Protect Creativity" company value reflects our belief, true for customers and employees, that powerful ideas can come from anyone and need the right conditions to be realized. We foster employee engagement and development, which, we believe, encourages employees to add their unique value to the mission we serve. When we attract top talent and provide an environment where they are inspired to do their best work, we facilitate their success, which in turn facilitates our and our customers' success.

While customers and employees are at the heart of how we operate, we recognize that our mission is affected by external factors as well. Our determination to build products that remove barriers to success for more people and our desire to find exceptional talent from a range of backgrounds are affected by societal circumstances that prevent people from reaching their potential. We complement our employee and customer efforts with contributions to social justice initiatives focused on removing societal barriers to success and providing entrepreneurship opportunities across a spectrum of diverse backgrounds. We similarly recognize that responsible energy use is important for our long-term success. We started with a strategy to limit the amount of waste we produce at our offices through recycling, use of biodegradable food utensils and energy efficiency practices.

Next, we will begin to measure our energy consumption and carbon footprint. We also instituted a corporate governance framework that we believe helps ensure we are responsible stewards of our resources, staying true to our vision to provide consistent, long-term value to our customers, employees and shareholders.

In our inaugural Environmental, Social and Governance (ESG) report, we are proud to showcase how our mission and ways of operating support ESG goals. We are in the early days of what we can accomplish as a company and we believe that our ESG strategy will benefit our overall performance in service of customers, employees and shareholders. We look forward to sharing our progress with you.

Anthony Casalena
Founder & CEO

About This Report

Squarespace's 2022 ESG Report follows the guidance of the Sustainability Accounting Standards Board (SASB) standards and the recommended disclosure topics for the Internet & Media Services industry under those standards as promulgated by the International Financial Reporting Standards Foundation and the International Sustainability Standards Board. We aim to continuously evaluate our approach to ESG issues and monitor ongoing developments in ESG reporting standards and regulations and will adapt our disclosures accordingly.

Unless otherwise specified, our data and disclosures in this report relate to Squarespace's global operations for our fiscal year ended December 31, 2022.

COMPANY OVERVIEW

At Squarespace, we believe in a future where everyone can be an entrepreneur.

Squarespace is an all-in-one publishing platform that provides everything to sell anything, giving our customers all the tools they need to sell physical products, digital content, classes, appointments, reservations and more.

Powered by best-in-class design for a consistent brand experience across all touchpoints, our suite of fully integrated products enables anyone to manage their projects and businesses through websites, domains, e-commerce, marketing tools and scheduling, along with tools for managing a social media presence with Unfold and hospitality services via Tock.

Our customer base represents over 4.2 million unique subscriptions. Since our founding in 2003, Squarespace has grown to a team of approximately 1,800 talented individuals. We are head-quartered in downtown New York City, with offices in Dublin, Ireland, Aveiro, Portugal and Chicago, United States.
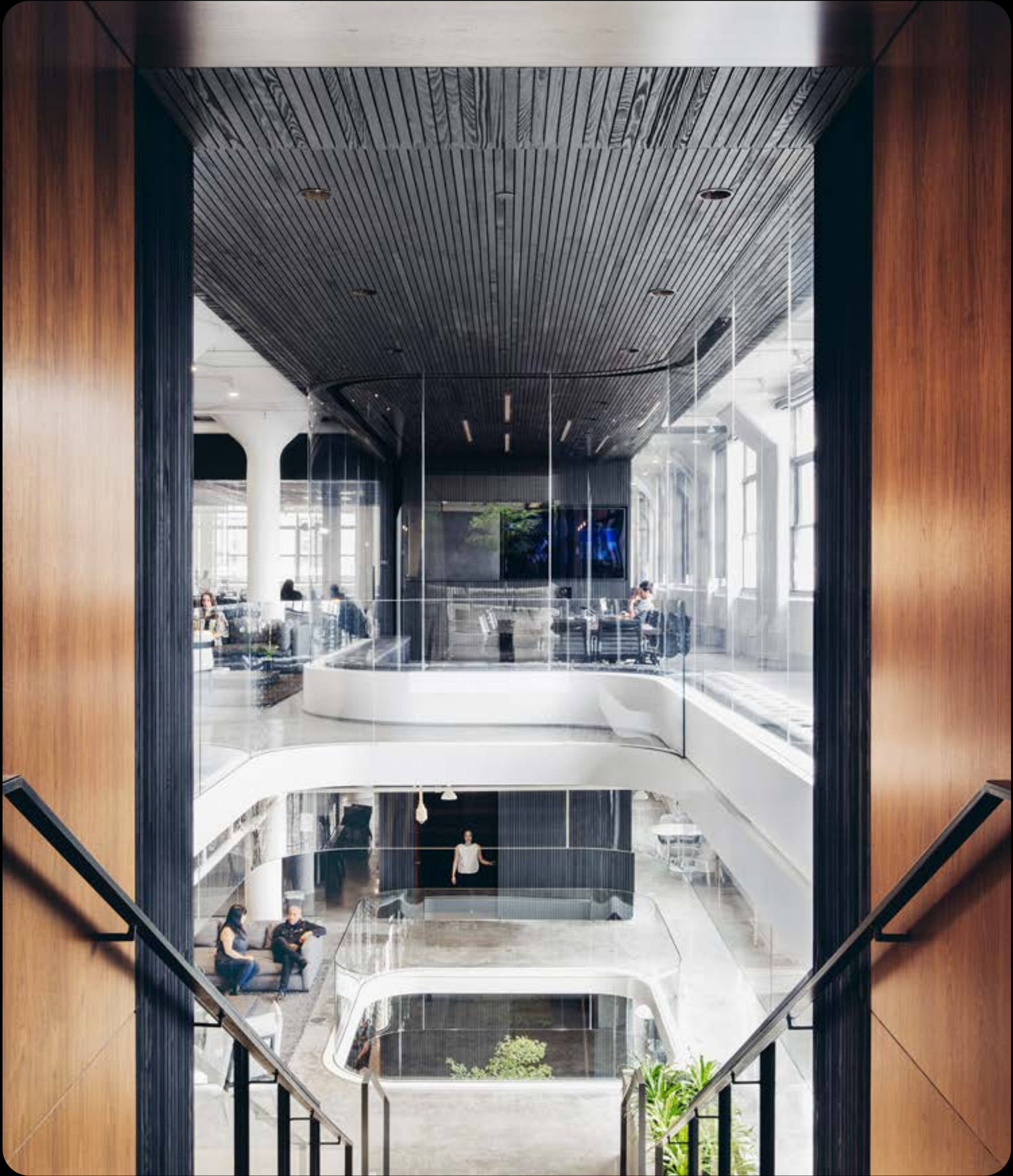
Our Values

The core values that guide how we support our mission every day.

Be the customer.

Deep empathy for our customers' needs, challenges and dreams is critical to our success. We want to provide the same standard of tools and services to our customers that we would want for ourselves.

Design is not a luxury.

We believe that great design should be available to everyone, and we are relentless in our pursuit of great design in everything we do.

Build the ideal.

We seek to shape the future of our industry by conceiving of and building game changing products. To do this, we take bets on big ideas, while also recognizing that pursuit of perfection is a process that requires constant iteration.

Learn fast, act fast.

We believe that pursuing the fastest path to learning and having a healthy bias to action are keys to our success. We seek to do both whenever possible.

Protect creativity.

Ideas can come from anyone or anywhere, but they are fragile and require space to develop and grow. We believe the creative process is critical to our success, and we seek to protect it as we develop new directions for our products and company.

Simplify.

ESG @ SQSP

We believe ESG considerations are embedded in our vision, mission and company values. In 2022, we engaged a third-party sustainability advisory firm to independently identify ESG topic areas important to our stakeholders. The sustainability advisory firm identified ESG topic areas that overlapped with our existing priorities, confirming our approach. These priorities define the key components of our ESG strategy

Customers

Innovation & Customer Success

Data Privacy & Security

Employees

Employee Engagement & Development

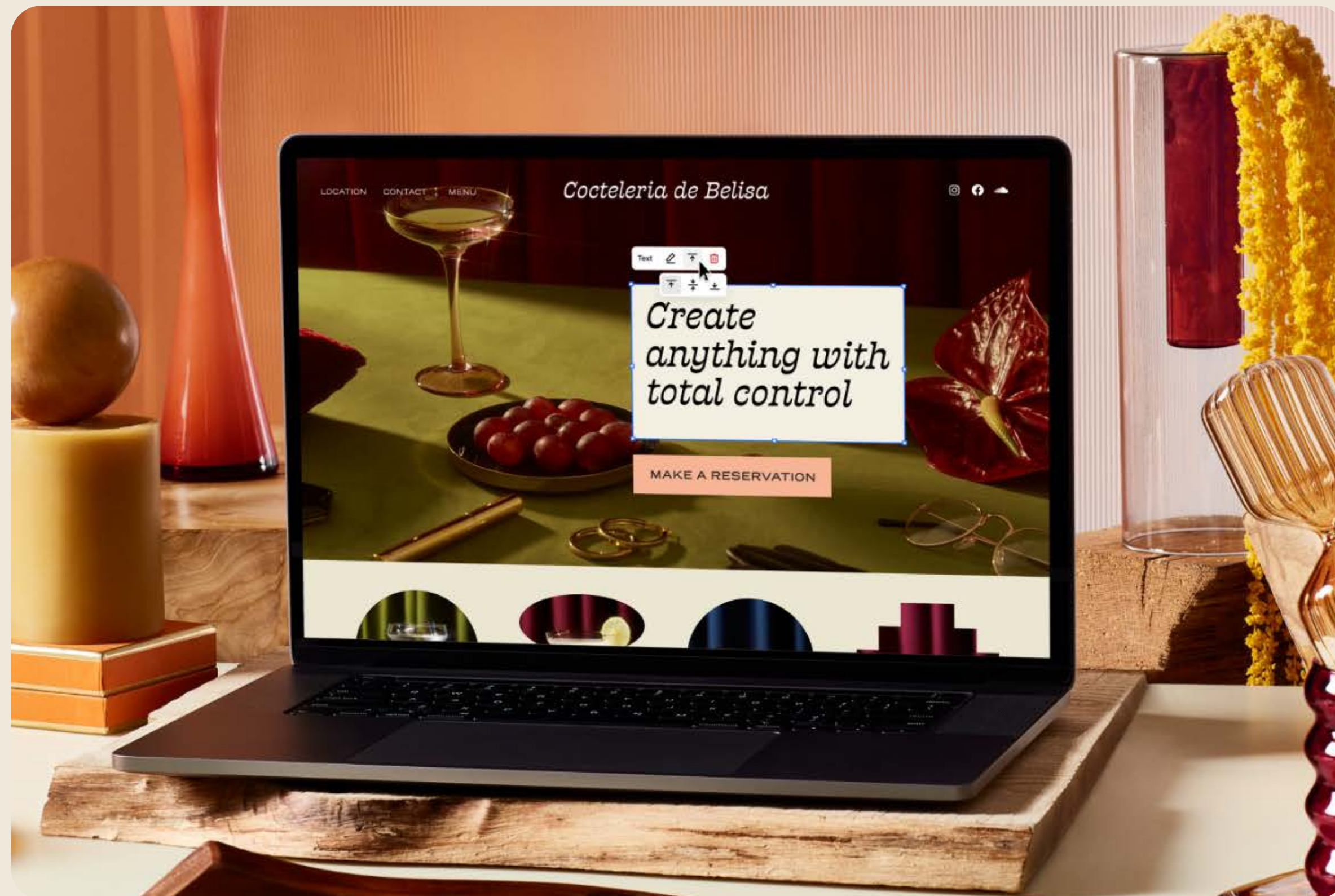Diversity & Inclusion

Community Support

Environment

Corporate Governance

CUSTOMERS

Innovation & Customer Success

From its beginning, Squarespace focused on ease of use and design. Our mission is twofold - for the simplicity of our products to provide anyone the ability to participate in the opportunity that comes from publishing and transacting on the internet, and for our design-centric and comprehensive tools to give them the ability to stand out and succeed. To achieve these dynamic goals, our platform is in a constant state of evolution. From the tail-end of 2021 through 2022, <u>we added over 100 features and updates to our portfolio.</u>

Fluid Engine

<u>Our new content editing system</u> offers groundbreaking web design functionality.

Easier Customization & Creative Expression

Creative freedom and flexibility with design guidance provided through the advanced drag-and-drop smart grid.

Placement Precision

A new level of control when arranging content within layouts. Users can control all aspects of layering, alignment, full bleed positioning & more.

More Control Over Mobile Website

A smart grid specifically designed for mobile view to help users create bespoke designs independent from their desktop version to optimize the mobile experience.

Design Efficiency

Intelligent, responsive functionality to help users get their envisioned design results faster & more easily.

We believe Fluid Engine creates a better editing paradigm for our customers and reinforces our legacy as a design leader.
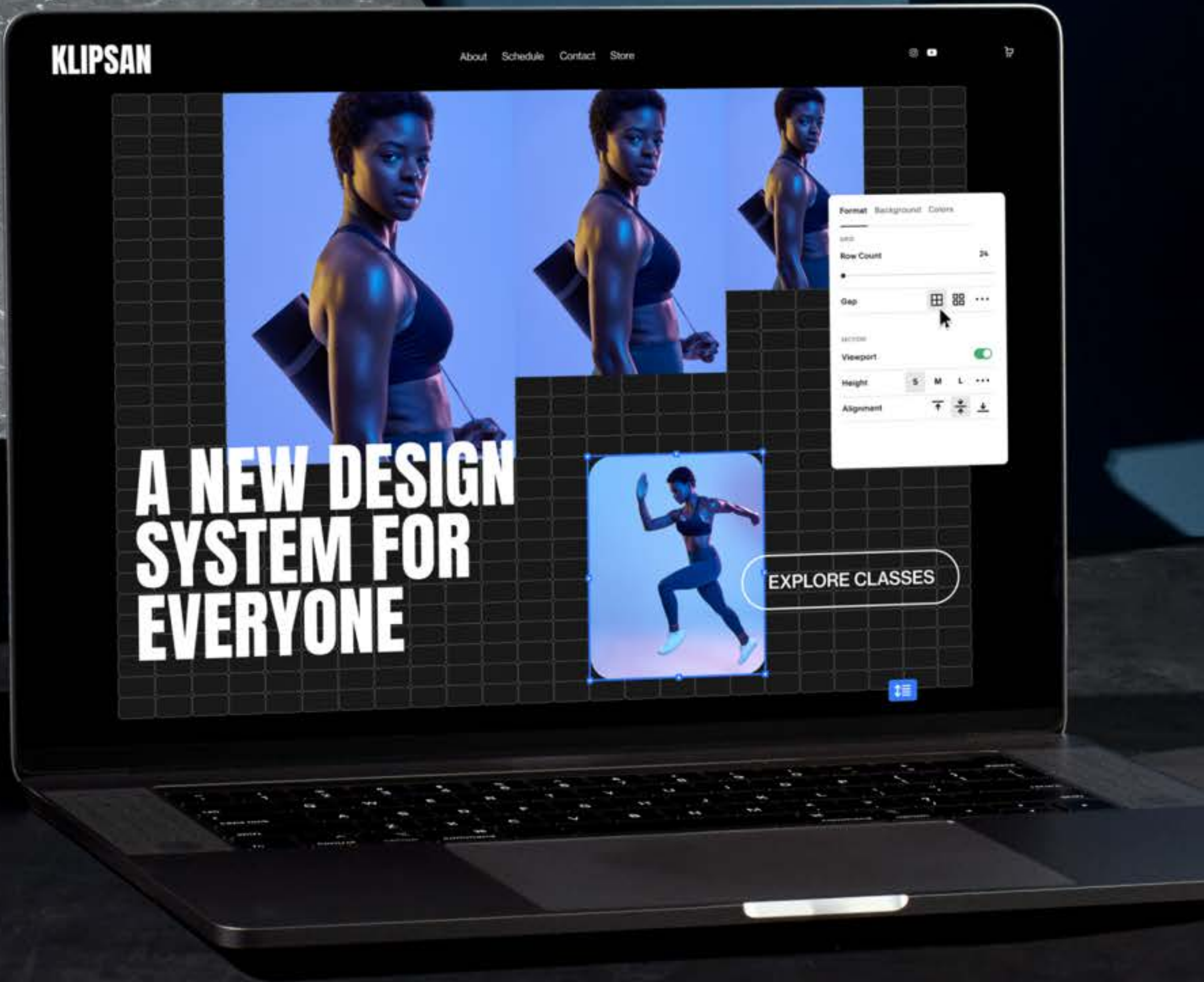
True to our company vision, our innovation is in service of customers. We provide ground rules for safety in our Acceptable Use Policy and other terms and conditions and, consistent with those rules, our customers leverage our advances to springboard their own creations and showcase their talents. We are a business that spawns businesses, and our success is measured by the success of any individual customer using our tools. We do not promote or spread our customers' content to increase other customers' engagement with our platform and we do not restrict our customers' audience to other customers on our platform. Using our tools, our customers can independently manage and increase their own customers and supporters, utilizing their choice of digital touchpoints with a consistent brand experience.

We round out our support for customers with our renowned Customer Operations team and extensive self-help resources. Offering personalized and timely support primarily through live chat and email in six languages, our in-house Customer Operations team (comprising approximately 400 employees across many locations) again won multiple Stevie Awards for outstanding customer service, including Customer Service Department of the Year for the software and telecommunications industry in 2022. We also continue to invest in producing self-help educational resources for customers of various levels of technical sophistication, including guides, community forums, video tutorials and webinars.

Data Privacy & Security

Our "Be the Customer" company value guides our data privacy and data security practices, including the privacy requirements our customers have to meet to compliantly interact with their own customers. We limit the data we collect and how long we retain it, and we treat data with care while we have it. We do not sell customer data.

We also aim to be transparent in public-facing privacy notices and set out what personal information we collect, what we do with it and individuals' rights and choices when it comes to data privacy:

Squarespace Privacy Policy (also used for Acuity and Unfold products)

Tock Privacy Policy

Similarly, we are committed to maintaining effective security to protect the data assets of our customers, including those of their own customers. Squarespace leverages leading data center and cloud service providers to house our physical and cloud infrastructure.

Our data center and cloud service providers utilize an array of security equipment, techniques and procedures designed to control, monitor and record access to the facilities.

Squarespace has a dedicated in-house security team that guides the implementation of controls, processes and procedures governing the security of the data of Squarespace and our customers.

The Squarespace security team is responsible for developing, implementing and maintaining an information security program that reflects the following

Analyze

Analyze identified or potential threats to Squarespace, its products and its customers and provide remediation recommendations.

Monitor

Actively monitor Squarespace environments and utilize the intelligence gathered to continuously improve our security program.

Support

Support secure infrastructure, platform and feature development.

Perform

Perform threat modeling exercises when building new or materially modifying existing systems, components and platforms to confirm proper protection and handling of data.

Leverage

Leverage industry security and compliance frameworks where relevant and applicable.

Provide

Provide security awareness training to Squarespace employees and facilitate clear and robust channels of communication that permit employees to reach out directly to the security team.

Follow

In the event of an issue related to the security of the Squarespace platform, follow a formal incident response process.

Some Core Security Features Of Our Products Include

SSL

We provide free Secure Sockets Layer certificates for domains our customers connect to their Squarespace-hosted websites.

DDoS Protection

Our solutions are designed to protect against and mitigate the effects of Distributed Denial of Service attacks.

Login Activity

We make available a login activity panel where users can review use of their Squarespace account for any suspicious activity.

PCI DDS Compliance

While sensitive card data of our customers' site visitors is not handled by Squarespace or its subsidiaries, all of our built-in payment processor integrations are compliant with the Payment Card Industry Data Security Standard.

For more specific information about Squarespace's product security, see Security Measures.

EMPLOYEES

Employee Engagement & Development

At Squarespace, we believe in the power of the individual to make great things. Our vision is rooted in the belief that powerful ideas can come from anyone and need support to be brought to fruition.

Employee engagement and development opportunities provide the conditions for discovery of new ideas and encourage employees to meet their potential and contribute their value to the mission we serve.

Our department and company-wide meetings, collaborative internal messaging channels and company newsletters are a few of the ways we bring our employees together and share key aspects of the business to foster employee engagement.

We are also experimenting with a variety of programs to give employees more opportunities to get to know colleagues across departments, geographies and work arrangements.

We are committed to maintaining our culture and sense of community regardless of whether employees work out of one of our offices or remotely.

Company-provided breakfasts, lunches and evening get-togethers are regularly held at Squarespace offices and, throughout the year, we host remote and in-office customer events, allowing us to connect with each other and with the customers we work for every day.

Squarespace Learning, our employee development program, allows employees to explore personalized content through a curated learning path based on their role and their learning goals.

In 2022, we launched a talent accelerator program that provides 1:1 coaching for selected participants over the course of 6 months on a variety of leadership and personal development topics. In addition, participants are invited to take on a capstone project through which they identify a specific company challenge or opportunity outside of their regular role, work with their coaches and internal stakeholders to develop a comprehensive solution or proposal, and present the final product to company leadership.

We also believe that time away from work is important. Through our flexible paid time off policy, we encourage team members to take the time they need to recharge. We offer a 6-week sabbatical program for employees with at least 6 years of consecutive service at the company.

One way we receive feedback on our employee engagement and development efforts is through our annual engagement survey. Our overall engagement score was 75 out of 100, as determined by the third-party vendor that runs the survey.

We are proud to be recognized for our focus on our people. In 2022, Comparably recognized us on numerous lists including Best Work-Life Balance, Best Perks & Benefits, Best Company Happiness, Best Company NY, Best Company for Diversity and Best HR teams.

We are certified as a Great Place to Work Ireland and, in 2022, were on Great Place to Work Ireland's lists for Ireland's Best Medium Workplaces and Ireland's Best Workplaces in Tech. Fairygodboss included us on their Best Companies for Women and Best Tech Companies for Women lists.

We continue to be named one of the Built In NYC 100 Best Large Companies to Work for In NYC. In 2022, Healthiest Employers named us to their lists of Healthiest Employers of NYC and Healthiest Employers of Oregon.

We also received accolades from Built In Chicago, naming Tock to their lists for Chicago's Best Places to Work and Chicago's Best MidSize Places to Work.

Diversity & Inclusion

Diversity refers to all of the ways we see and experience the world, including with respect to differences in race, gender identity and expression, age, ethnicity, disabilities (seen and unseen), family or marital status, veteran status, sexual orientation, education, religion and any other ways we may identify. Inclusion is the state of being heard, recognized and valued. Inclusion is about creating a sense of belonging for every individual.

At Squarespace, we believe that a diverse employee population helps ensure new ideas and perspectives and that an inclusive culture helps ensure that those ideas and perspectives can thrive.

Squarespace seeks to attract top talent from a spectrum of diverse backgrounds. We cultivate relationships with organizations that allow us to connect with untapped talent in tech across various job functions and experiences. Squarespace sourced a portion of our summer interns from ColorStack, a tech nonprofit focused on increasing the number of Black and Latinx Computer Science graduates, participated in the "Stacked Up" summit and hosted "A Guide to Breaking into Software Engineering" event for ColorStack members. We also partnered with "Black Product Managers" and "ONE School."

We utilize software to ensure that our external job postings use inclusive language to attract talent from diverse backgrounds. We also work to eliminate unconscious bias in hiring practices, including through a live training for recruiters.

Our Inclusion Advisory Council (IAC) is an advisory body composed of employees across various departments, geographies and levels. The IAC works with our CEO and other senior leaders to examine potential barriers to inclusion in the workplace. The group designs solutions to positively impact the recruitment, experience and advancement of historically untapped groups.

Squarespace makes diversity and inclusion ("D&I") leadership learning opportunities accessible to all employees. All employees are also provided with D&I e-Learning within their first month at Squarespace, which covers unconscious bias, inclusivity and allyship. Our Inclusive Leadership series provides live learning sessions and opportunities for peer-learning and discussion and, through our D&I Ambassadors program, participating employees are trained to facilitate D&I training for others in order to further instill inclusive habits and concepts in our day-to-day operations.

ERGs provide a supportive community for their members and offer programming to bring awareness and education about their community to the broader company, helping to foster an inclusive culture.

In 2022, we supported 5 global Employee Resource Groups (ERGs) with chapters across our office locations.

Our ERG Leadership Academy is a year-long professional development program focused on inclusive leadership, mentoring, ERG enrollment and retention and professional development.

In addition to our ERGs, we have employee-led interest groups that also support a culture of inclusion and engagement at Squarespace, and we offer a variety of programs and benefits to promote inclusivity and support our employees.

BLACK AT SQUARESPACE

SOMOS

QUEERSPACE

ASIAN/PACIFIC ISLANDERS AT SQUARESPACE

WOMEN+ AT SQUARESPACE

Paid Family Care Leave

Squarespace's Paid Family Care Leave policy offers eligible employees up to 20 weeks of paid leave in connection with the birth, adoption or foster placement of a child, to care for a family member's serious health condition, or to provide family care during active military service.

Personal Care Leave

Through our Personal Care Leave policy, eligible employees may take up to 12 weeks of paid leave to address their own serious health condition.

Mental Health Coverage

In the US, employees have access to mental health resources through the Talkspace app, behavioral telehealth services through the HealthJoy app and a robust Employee Assistance Program that includes 24/7 online/phone support as well as in-person counseling services. In Ireland, we launched enhanced mental health benefits including reimbursement for psychotherapy visits and access to mindfulness apps and stress management programs. Globally, all employees have access to the full suite of meditations available through the Headspace app.

Fertility & Adoption Benefits

We offer fertility and adoption benefits to qualifying employees that cover 100% of eligible medical and legal expenses up to $10,000 annually, with a lifetime maximum of $20,000.

Support for Our Transgender Community

We are proud to support our transgender community through our comprehensive medical benefits, including coverage for gender reassignment services and procedures for eligible employees.
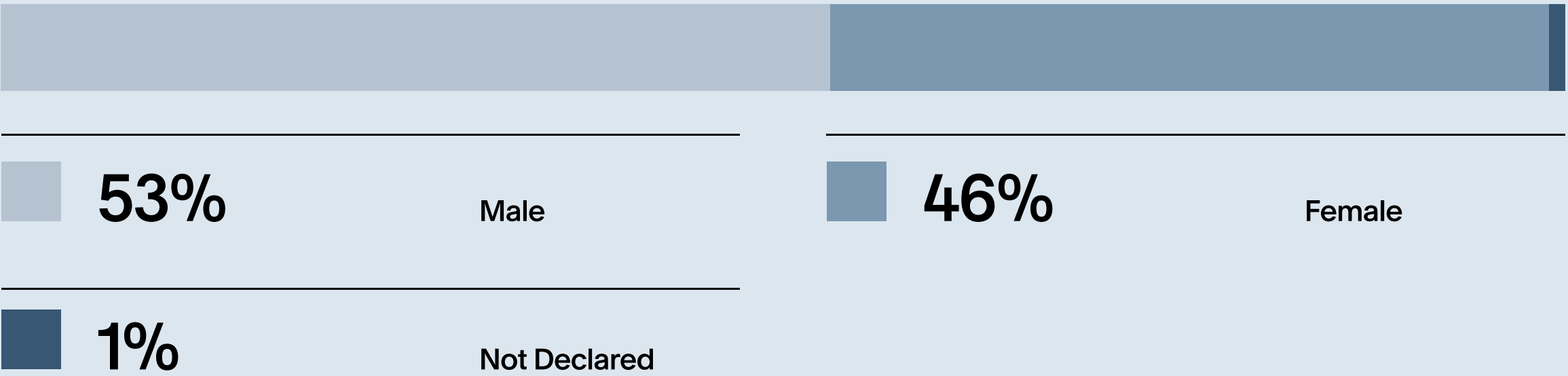
Remote Work

We aim to be inclusive of our full-time employees who don't come into a Squarespace office. Employees in our "Homespace" program are eligible for a one-time reimbursement to purchase office equipment and receive a monthly stipend to cover expenses of remote work.

Representation: Company

Gender (Global)

53%   Male   **46%**   Female

1%   Not Declared

Ethnicity (US)

<1%   American Indian or Alaska Native   **<1%**   Native Hawaiian or Pacific Islander

17%   Asian   **3%**   Two or More Races

6%   Black or African American   **10%**   I do not wish to answer/blank

8%   Hispanic or Latino   **56%**   White
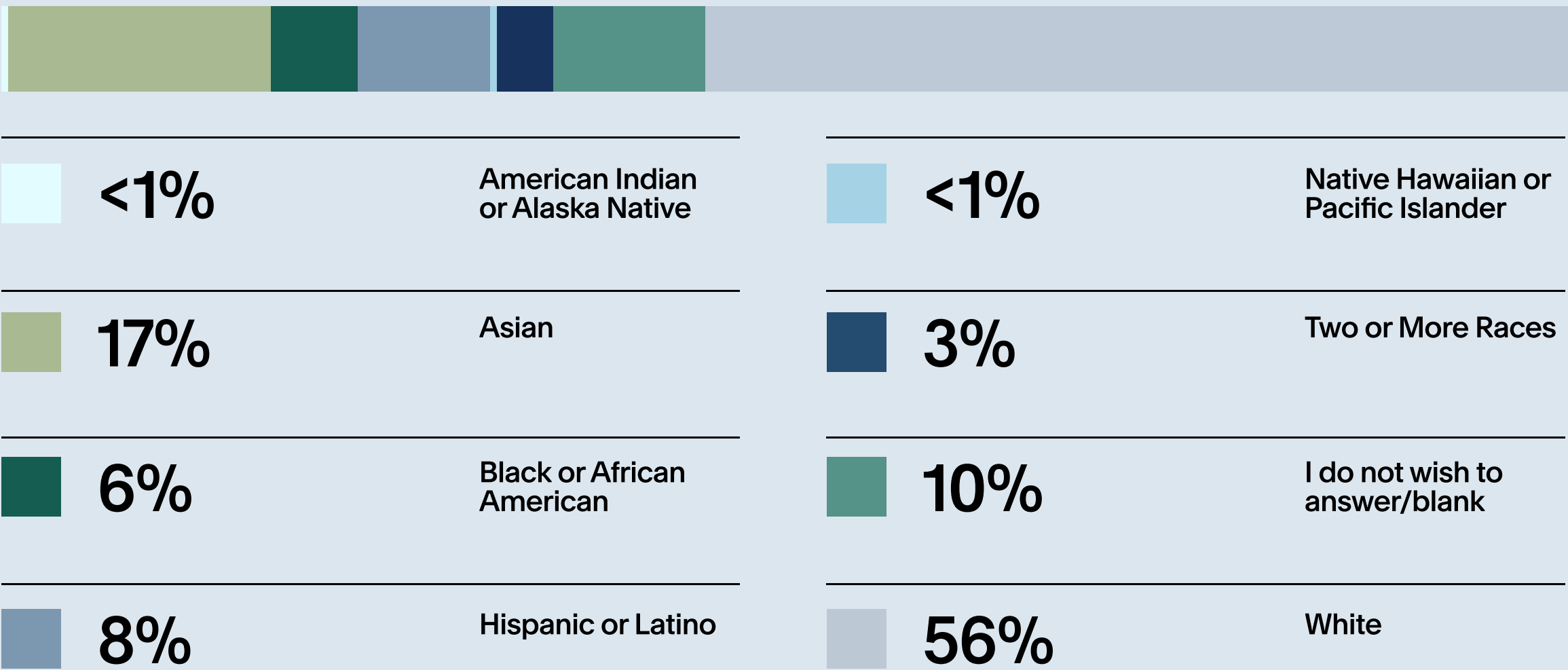
Amounts may not sum due to rounding.

Representation: Technical Functions

Gender (Global)

69% Male	31% Female

Ethnicity (US)

<1% American Indian or Alaska Native	<1% Native Hawaiian or Pacific Islander
23% Asian	4% Two or More Races
4% Black or African American	9% I do not wish to answer/blank
6% Hispanic or Latino	54% White

Representation: Leadership

Gender (Global)

61% Male	39% Female

Ethnicity (US)

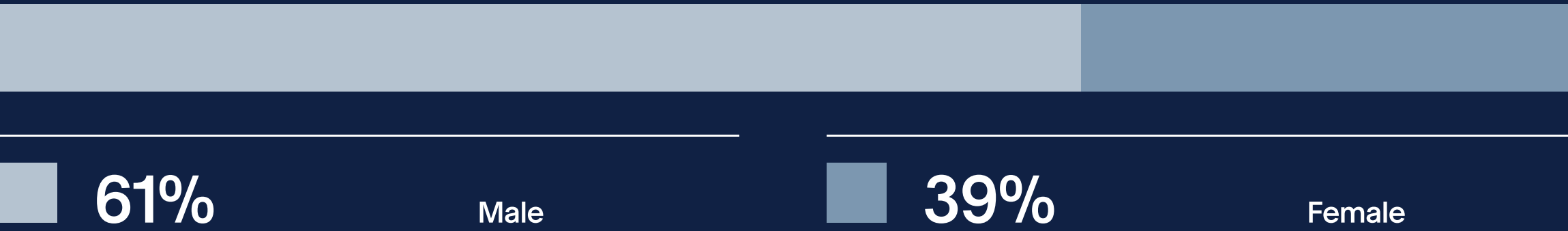|	
<1% American Indian or Alaska Native	4% Two or More Races
8% Asian	8% I do not wish to answer/blank
2% Black or African American	70% White
8% Hispanic or Latino	

Technical employees are defined as all technical occupations in computing and information technology, all occupations that require deep technical specialization and knowledge, as well as managers, directors and executives who oversee technical employees and the development and delivery of technical products.
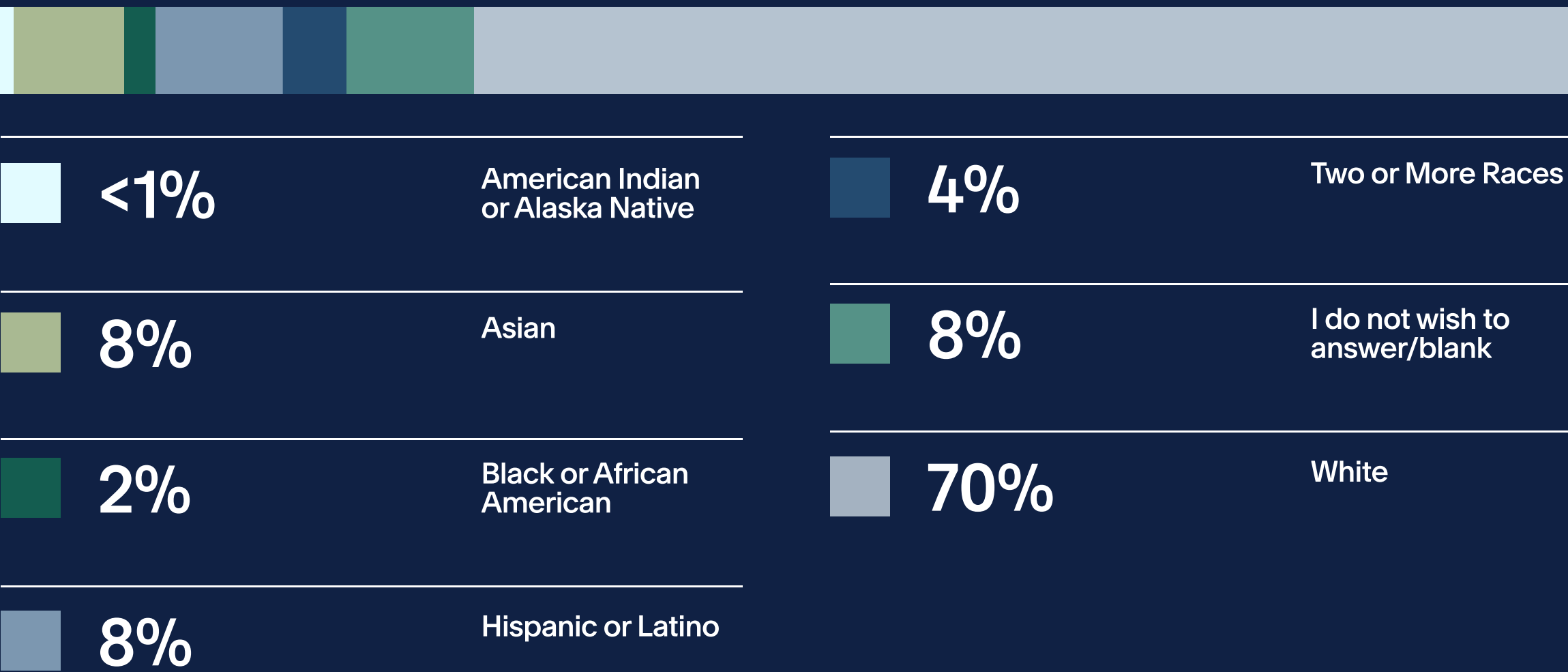
Amounts may not sum due to rounding.

Leadership represents employees at the "Director" level and above. Amounts may not sum due to rounding.

COMMUNITY SUPPORT

Through non-profit partnerships, charitable giving and other initiatives, we are working to support our communities and provide entrepreneurship opportunities.

In 2022, we supported the "Make It Awards," a program launched in partnership with The New York Knicks to provide tri-state area entrepreneurs with the funds and exposure they need to bring their businesses to the next level. We also held a similar awards program in Australia.

In 2022, we donated $100,000 to Black Connect. Black Connect elevates existing black-owned businesses and encourages a new generation of leaders and creators to pursue entrepreneurship. We also awarded $25,000 to the Advancement Project to promote opportunity through strengthening social movements and achieving policy changes to further a just society.

Outside the United States, Squarespace partners with Trinity College Dublin's Trinity Centre for People with Intellectual Disabilities (TCPID) to support TCPID's mission to promote the inclusion of people with intellectual disabilities in society.

Under Squarespace's employee matching program, we match employee fundraising for eligible non-profit organizations in an amount up to $600 per employee per year. In 2022, we contributed $208,000 through donation matches to a variety of non-profit organizations to which employees contribute their resources under this program.

ENVIRONMENT

We believe responsible energy use is important for our long-term success.

According to
the Greenhouse Gas Protocol:

Direct greenhouse gas (GHG) emissions from sources that are owned or controlled by a company are referred to as "scope 1 emissions."

Indirect GHG emissions from purchased or acquired electricity, steam, heat and cooling are referred to as "scope 2 emissions."

Indirect GHG emissions that are a consequence of the operations of a company but occur along the entire value chain are referred to as "scope 3 emissions."

Currently, we use cloud service providers and third-party data center facilities to deliver our solutions. The cloud service providers and third-party data center facilities control their electricity considerations (renewable versus grid) and water usage and represent sources of our scope 3 emissions.

We are working to lower our environmental impact through our offices, the main source of our scope 1 emissions. At our New York City headquarters, we occupy space in a Leadership in Energy and Environmental Design (LEED) Silver building and a WELL certified space. Such certifications provide a framework for healthy, efficient, carbon-saving buildings.

Squarespace also follows sustainable business practices to create a more eco-conscious workplace for its New York, Dublin and Chicago offices.

Motion sensors and low-watt LED lighting

Water-saving timers on bathroom faucets

Window films to reduce HVAC load and energy consumption

Elimination of single-use water bottles and implementation of filtered water taps in office pantries

Over 100 plants inside each office

Biodegradable cups, cutlery and plates

Recycling

No "volatile organic compound" paint for all interior cosmetic projects

During the next year we expect to collect and measure data related to our energy consumption and carbon footprint. We are working with a strategic advisor to ensure the accuracy of data measurement and to help implement systems internally to monitor metrics.

GOVERNANCE

ESG Oversight

In 2022, Squarespace established an ESG management steering committee (ESG Committee) to direct and support our ongoing commitment to ESG. The ESG Committee includes members from the Finance, Legal, Marketing and People teams and ultimately reports to the Nominating and Corporate Governance Committee of Squarespace's Board of Directors (Board).

The Nominating and Corporate Governance Committee is responsible for, among other things, overseeing our ESG developments and disclosures.

Squarespace
Board of Directors

Audit Committee

Compensation Committee

Nominating & Corporate Governance Committee

ESG Committee

Board of Directors

Members of our Board collectively possess the professional and industry knowledge, financial expertise and high-level management experience that is necessary to oversee our business.

Our Board is composed of seven members, six of whom qualify as independent under New York Stock Exchange rules. Our Founder and Chief Executive Officer, Anthony Casalena, serves as Chairperson of the Board. We believe this structure provides effective independent oversight while allowing our Board to benefit from Mr. Casalena's leadership, years of experience at Squarespace and unique perspective as Founder.

Our corporate governance practices are overseen by the committees of the Board. There are three standing committees: Audit; Compensation; and Nominating & Corporate Governance. All committees are composed solely of independent directors and operate in accordance with their respective charter.

Gender

71% Male   **29%** Female

Independence

86% Independent   **14%** Non-Independent

Anthony Casalena
Chairperson since 2010

Founder & CEO

Andrew Braccia
Director since 2010

Partner, Accel

Jonathan Klein
Director since 2010

Co-Founder, Chairman, Former CEO, Getty Images

Anton Levy
Director since 2014

Co-President, Managing Director, General Atlantic

Liza Landsman
Director since 2018

CEO Of Stash, former General Partner, New Enterprise Associates, Former President, Jet.Com

Michael Fleisher
Director since 2018

Former CFO, Wayfair

Neely Montgomery
Director since 2022

Board Partner, Greycroft

Risk Oversight

Risk assessment and oversight are an integral part of our governance and management processes. Our Board maintains ultimate responsibility for risk oversight at Squarespace and assigns specific oversight duties to each committee. For example, the Audit Committee is responsible for assessing risks related to major financial exposures, data privacy, technology and information security. Compensation-related risks are the responsibility of the Compensation Committee and the Nominating & Corporate Governance Committee oversees governance-related risks.

For more information about our Board, please see our Proxy Statement and Corporate Governance Guidelines.

Business Ethics

Squarespace is committed to achieving the highest standards of professionalism and ethical conduct in its operations and activities and expects its employees and directors to conduct their business according to the highest ethical standards of conduct and to comply with all applicable laws.

We adopted a Code of Business Conduct and Ethics to set high standards of ethical business conduct and compliance with applicable laws, rules and regulations. In addition, we maintain an Insider Trading Policy and Whistleblower Policy.

Our expectations around ethical conduct are communicated to Squarespace employees in our Employee Handbook, and employees are required to undergo anti-harassment and anti-discrimination training. We encourage employees to communicate with the People and Legal teams for additional guidance and we established an anonymous Ethics and Compliance Hotline through which employees are able to report suspected violations or concerns.

SASB INDEX

Internet Media & Services Standard

Environmental footprint of Hardware Infrastructure

CODE	ACCOUNTING METRIC	CROSS-REFERENCE
TC-IM-130a.1	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	Squarespace does not currently report on energy consumption.
TC-IM-130a.2	(1) Total water withdrawn (2) Total water consumed, percentage of each in regions with high or extremely high baseline water stress	Squarespace does not currently report on water consumption.
TC-IM-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	We rely on third-party cloud service providers and data center facilities that control their electricity considerations and water usage.

Internet Media & Services Standard

Data Privacy, Advertising Standards and Freedom of Expression

CODE	ACCOUNTING METRIC	CROSS-REFERENCE
TC-IM-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	Squarespace's Privacy Policy (which also applies to Acuity and Unfold products) details our approach to personal data. We enable customers in applicable US states to exercise their rights regarding behavioral advertising. We also have a Privacy Policy for Tock products.
TC-IM-220a.2	Number of users whose information is used for secondary purposes	Squarespace's Privacy Policy (which also applies to Acuity and Unfold products) and Tock's Privacy Policy detail our approach to personal data.
TC-IM-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	None
TC-IM-220a.4	(1) Number of law enforcement requests for user information (2) Number of users whose information was requested (3) Percentage resulting in disclosure	Squarespace does not publicly disclose this information. Upon receipt of a law enforcement request, Squarespace makes a case by case analysis.
TC-IM-220a.5	List of countries where core products or services are subject to government - required monitoring, blocking, content filtering or censoring	Squarespace provides services to customers in over 200 countries and territories. Our core products or services have not been broadly subject to government-required monitoring, blocking, content filtering or censoring; there may be specific cases of government monitoring, blocking, filtering or censorship of customers.
TC-IM-220a.6	Number of government requests to remove content, percentage compliance with requests	Squarespace does not publicly disclose this information. Upon receipt of a legal request, Squarespace makes a case by case analysis.

Internet Media & Services Standard

Data Security

CODE	ACCOUNTING METRIC	CROSS-REFERENCE
TC-IM-230a.1	(1) Number of data breaches (2) Percentage involving personally identifiable information (PII) (3) Number of users affected	Squarespace has not had any material data breaches involving PII.
TC-IM-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Data Security, P.14-16

Recruiting and Managing a Global, Diverse and Skilled Workforce

CODE	ACCOUNTING METRIC	CROSS-REFERENCE
TC-IM-330a.1	Percentage of employees who are foreign nationals	Squarespace does not publicly disclose this information.
TC-IM-330a.2	Employee engagement as a percentage	Employees - Employee Engagement & Development, P.19
TC-IM-330a.3	Percentage of gender and racial/ ethnic group representation for management, technical staff and all other employees	Employees - Diversity & Inclusion, P.22-23

Internet Media & Services Standard

Intellectual Property Protection and Competitive Behavior

CODE	ACCOUNTING METRIC	CROSS-REFERENCE
TC-IM-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	There were no monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations in 2022.

CODE	ACCOUNTING METRIC	CROSS-REFERENCE
TC-IM-000.A	Number of customers	As of December 31, 2022 our customer base represents over 4.2 million unique subscriptions. For more information see the SEC Filings section of Squarespace's Investor Relations website.
TC-IM-000.B	Data processing capacity and percentage outsourced	Squarespace does not publicly disclose this information.
TC-IM-000.C	Amount of data storage and percentage outsourced	Squarespace does not publicly disclose this information.

Forward-looking Statements & Definitions

This report includes certain "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995, including statements regarding our ESG goals, commitments and strategies, as well as related business and stakeholder impacts.

These forward-looking statements include, but are not limited to, plans, objectives, expectations and intentions and other statements contained in this report that are not historical facts and statements identified by words such as "expects," "anticipates," "intends," "plans," "believes," "seeks," "estimates" or words of similar meaning.

These forward-looking statements reflect our current views about our plans, intentions, expectations, strategies and prospects, which are based on the information currently available to us and on assumptions we have made.

Although we believe that our plans, intentions, expectations, strategies and prospects as reflected in or suggested by those forward-looking statements are reasonable, we can give no assurance that the plans, intentions, expectations or strategies will be attained or achieved.

Furthermore, actual results may differ materially from those described in the forward-looking statements and will be affected by a variety of risks and factors that are beyond our control, including those more fully described in our filings with the Securities and Exchange Commission (SEC), including our Annual Report on Form 10-K for the year ended December 31, 2022.

We assume no obligation to update any forward-looking statements contained in this document as a result of new information, future events or otherwise.

This report includes a number of operating metrics that we use to evaluate our business, measure performance, identify trends, formulate business plans and make strategic decisions.

Please see our filings with the SEC, including our Annual Report on Form 10-K for the year ended December 31, 2022 for details regarding the definition and calculation of our operating metrics.

investors@squarespace.com