ESG

Environmental, Social and Governance Report

May 2023

TABLE OF CONTENTS

07

Our Users

Community Events
Cybersecurity & Data Privacy
Creating a Digital Safe Zone
Performance & Reliability
Customer Retention

10

Our People

Supporting our Ukraine-Based People
Diversity, Equity & Inclusion
Equal Pay
Employee Learning, Growth & Mobility
Employee Retention and R&D Employee Share

16

Our Company

Environmental Efforts
Investor Relations
Share Dilution
Governance

20

Appendix

SASB Tables

A MESSAGE FROM OUR CEO

To our users, our people and our shareholders,

Our mission is, and always has been, to be a platform where any type of user and any type of business can create their dreams online. We continue to take great pride in our responsibility to deliver on our mission for our users, our people and our company.

Last year, we shared our first ESG report detailing our efforts into the important issues and values that make us who we are. We built upon these efforts throughout the year and are glad to share these updates with you. This second report details the new measures we took in 2022 to move the needle. We will continue to push these initiatives forward and remain committed to making a difference.

Sincerely,
Avishai Abrahami, Co-founder and CEO

THE WIX WAY

The Wix Way creates our unique culture and guides us in everything we do. This is what makes Wix a company and product that we're proud of.

In 2022, we took a key initiative to strive for operational excellence. Following the meaningful growth of our organization over the last three years, we believe now is the time to optimize our operational efficiency in everything we do when it comes to our decision-making and execution. We are incorporating this new value into our everyday mentality with how we approach each new challenge and opportunity, and it has been added to our Wix Way.

We Work for Our Users' Success

Our vision says it all. Wix users are always our top priority, and we're here to let them create their dreams, grow and become successful.

At the core of what we do is a simple belief: if we make our users successful in building their online presence - website, app, managing and growing their business - more users will come to Wix. We'll grow faster, our revenue will grow faster, turnover will go down and investors will be happy. We work for our users; we exist for and because of our users. We're devoted to them, care about them and are committed to making them happy and delivering on our mission for them. Their needs should be in every goal we set and business decision we make.

Our users rely on us and trust us with their business and dreams - if we mess up, they're the ones who lose.

Our users trust us with their livelihood, and we want to help our users' businesses operate and succeed. If a store isn't working for a few days, for the store owner (our user), it's a critical error - even if it's "only" one store and "only" for a few days, for that person it means their business just shut down.

The same is true for almost any of our websites, so we need to make sure they're always working - not on a statistical level, but on an individual website level. We always perceive an error that prevents any website from working at any time as a critical error.

Engaging with our users is the strongest tool when creating amazing products. It gives us a deep understanding of their needs so that we can help them fulfill their wishes and make their life as great and successful as possible. So we call them, send them emails and engage them in deep discussions. That way we can build the next best thing for them.

We Build the Best Products in the World

A real product solves a real problem. A great product also creates an atmosphere, an emotional experience. It should be easy to start and hard to master, and it should also be beautiful.

You Own What You Do

You own what you do, and everything you do is your responsibility. If the outcome is good, your team will share the credit. But if the outcome is bad, it's on you. It is each individual's responsibility to make things work, to raise hell and to make it known if something is holding us back. Ownership and responsibility are claimed, not given.

Be A Pro

When you bring excellent people to work together, excellent things happen. You should be amazing in your field of profession, or work very hard to become so. You should already be excellent today, not in the future, and then work very hard to become even better.

We Are Transparent

For all these excellent people to do excellent things, they need to know what is going on, what are the plans ahead, what succeeded and what failed. That's why we always have information out in the open: sales numbers, premium counts, marketing campaigns, BIU, project status, tests, and results, support and call center problems, pulse, roadmaps, Q&As and anything else you can think of.

Transparency goes from management to employees and from employees to management. Everyone should be able to get all the information they need or just want to know.

We Allow Failures

Avoiding mistakes costs more than making them. Do, test, try, and fail. It's better to do 10 things, fail at 6 and have 1 incredible success rather than do just one safe thing that will surely work (only to find out that it doesn't).

Winning

We always play to win.
There's no other way.

We Measure Everything

Measuring is the only way to find out what works to improve our products.
if we can't measure the impact something made, do we really need it? We only load things to production when we know how to measure them.

Operational Excellence

We run an exciting and complex business, so we need to be excellent in how we operate it. We strive to be financially and operationally efficient in all of our decision-making and execution, allowing us to be the long-lasting, innovative, growing and profitable business we aim to be.

We Care About Our People

Our users are the most important part of our business, but our own people are at the heart of everything we do. Everyone at Wix is a partner in the success of the company and shares the responsibility of building and improving it. Together we're making Wix better as we go.

We aim to create a culture in which any person can be successful, and we're very proud to support our people in doing meaningful work and growing themselves. We believe that everyone should be treated equally and fairly, regardless of their age, gender, religion, political opinions, disabilities, sexual preference, role or anything else. We stand for each other; we care for each other; we're attentive and do our best to be there for one another and we inspire each other to be better. We also love to spend time together, and we believe that mixing personal friendships with work relationships creates a great and fun place to be at.

Ridwaan Khalifa, Dublin

Be Direct

We believe in saying things as they are, and being able to listen to the truth without getting emotional (we are still not sure how to do the second part well).

Say what you think, not what people expect you to say and say it simply and directly.

No A**holes

A**holes are the exact opposite of what we stand for at Wix. Rather than working with others for the good of the whole, a**holes work for themselves at the expense of others. To break it down even further, someone who steps on someone else to get ahead is an a**hole. Someone who badmouths a coworker is an a**hole.Someone who withholds information or assistance to ensure someone else fails is an a**hole.These people - no matter how talented - have no place with us at Wix.

Fun

We take our jobs very seriously and ourselves much less so. We believe that each person's diversity, craziness and fun inspire everybody around, and we view this as critical. So have fun! Talk to people. Joke around. Play your music. And bring up your most outrageous ideas.

Monika Laukaite, Vilnius

OUR USERS

With a mission to create a platform where any type of user or business can create their dreams online, our users have always been our top priority. As shared in last year's report, the core of everything we do is tied back to our users, and we've continued to drive that momentum forward to deliver them the tools they need to be successful online. 2022 was a milestone year for our users with new products, services and experiences, as detailed below.

*Data as of March 31, 2023
We had ~243M users as of Dec. 31, 2022

248M+
Users

191
Countries

22
Languages

Community Events
In 2022, we hosted various in-person and virtual community events for our users, partners and designers that engaged about 9,000 community members and users worldwide. These events ranged from networking activities to technical workshops to creative design projects.

> *DevCon 2022:* In September 2022, we hosted our inaugural developer's conference. The two-day hybrid event hosted 130 attendees and explored the future of web development, showcasing Wix product updates and releases, expert-led talks, tailored workshops and networking events.

Ori Rosenthal and Smadar Cheifetz, Tel Aviv

Cybersecurity & Data Privacy

Wix deploys and maintains technical and organizational security measures to protect the company's and our customers' data and assets. The Wix security team leads the facilitation and development of procedures, processes and controls that govern the security and integrity of Wix and our users. In particular:

- We have researchers constantly trying to "hack" our platform to identify vulnerabilities with our Wix Bug Bounty Program. By examining the researchers' findings, we learn about our weak spots and analyze the root cause to resolve issues and strengthen the security of our platform for our users.

- We received a System and Organization Controls (SOC) 2 Type 2 Certification in February 2022. Developed by the American Institute of CPAs, SOC 2 Type 2 is an internal controls report capturing how a company manages and safeguards customer data and how well internal controls are operating. This serves as an independent assessment to identify and address the risks associated with third-party technology services.

- Our New Trust Center, which launched in February 2022, presents our security framework: Prevention, Detection and Response. This framework guides our security team's strategy and decisions from technology investments to team structuring and focus.

Wix has a dedicated privacy team. The team is responsible for monitoring privacy aspects in all stages of Wix product and service development from inception to launch. This includes conducting product reviews to ensure compliance with privacy and security standards. The team helps Wix to provide users with strong privacy standards, transparent collection of user data and providing users with meaningful privacy configuration options. In addition, the Privacy team is responsible for creating a culture of "privacy by design" within Wix, sharing knowledge and establishing relevant flows to ensure compliance with existing and emerging data privacy regulations around the world.

Creating a Digital Safe Zone

Wix added The Butterfly Button to the Wix App Market. The Butterfly Button is a digital safe zone that secretly provides information and connects domestic violence (DV) victims with experts who will be happy to assist. By adding it to a website, users can help to hide the usage of The Butterfly, no one can trace the actions made inside The Butterfly and no entry is saved in the browsing history. With a few finger taps, without leaving traces, everybody can get help, consult and read info about DV. With the app, users can:

- Present important public info about DV
- Send a secret request to a DV call center
- Chat with Betty, an ethical and professional AI assistant
- Start an anonymous live chat with a DV expert

Sam Logun and Ari Bornstein, New York

Performance & Reliability – Google Core Web Vitals

After receiving feedback that we needed to improve the speed at which Wix sites load, particularly business sites and those built by professionals, we made meaningful investments in technology and infrastructure over the past few years. Our investments have paid off as we continue to make incredible strides in performance. As of December 2022, Google's Core Web Vitals measurement* scored Wix the fastest platform among our competitors with approximately 47% of Wix websites having good Core Web Vitals, up from approximately 30% at the end of 2021 and approximately 11% at the end of 2020.

Customer Retention

Net Revenue Retention (NRR) is how we measure the retention of our users across cohorts and has always remained above 100%. NRR for the full year 2022 was 102% (104% excl. FX impact).

We continue to focus on areas critical to improving the Wix experience for our users, including **product accessibility, data privacy, cybersecurity** and **user content**. You can read more about these topics outlined in our 2021 ESG Report.

**Measurement of mobile sites only*

Ella Moscovitz, Tel Aviv

OUR PEOPLE

Our people are at the heart of everything we do. We seek to foster a culture where our employees feel empowered, safe, supported, challenged and in possession of the tools needed to thrive at work and in their personal lives. We are continuously learning and looking at ways to continue to create an environment that is an inclusive place of work. This includes encouraging the personal and professional development of our employees by providing opportunities to acquire new skills and to develop through exploration, experience and learning. All of these efforts culminate in high employee satisfaction and retention.

Supporting our Ukraine-Based People

Over a year into the full-scale war in Ukraine, the conflict continues to greatly impact many of our friends and colleagues at Wix. With over 900 Ukraine-based team members at the start of the Russian invasion in early 2022, our key effort was and remains to be making sure our people are safe and supporting them and their families.

Prior to the invasion, Wix began an evacuation from Ukraine in early February 2022 and moved 200+ team members and their families to Turkey and Poland.

Alina Shynkaruk, Amsterdam and Borys Bulyha, Kyiv

*Data as of March 31, 2023
We had 5,364 employees as of Dec. 31, 2022

5,006
Employees (excl. students)

16
Countries

26
Locations

We also provided guidance and support for those who were not willing or able to leave the country and their homes or had moved to the Western regions of Ukraine.

Once the invasion began, our primary focus became locating and contacting every team member in Ukraine to provide support in any way we could to get them to a safe location. Wix team members from Poland, Israel, Lithuania and Ireland volunteered to meet our Ukrainian teammates, their families and even pets, traveling either on their own or by buses provided by Wix, at the Polish-Ukrainian border to assist them in moving to Krakow. In Krakow, we established a Wix Hub as an alternative homebase for our relocated teammates. This would serve to be a workspace and community gathering place for them and their families. We continue to service this hub today with over 200 relocated team members working out of this space. During the winter of 2022-2023, our offices in Kyiv also served as a hub for uninterrupted power and connection. We remain in constant contact with all of our Ukraine-based people, and we will continue to support them throughout these challenging times.

Wix employees globally continue to come together and support their Ukrainian colleagues through an employee-driven initiative to donate vacation days and funds to impacted colleagues, called the Wix4Wix Foundation. Through these ongoing efforts, we have been able to meet over 450 requests for financial support with ~$557K donated so far.

Ihor Rusinko, Ottawa

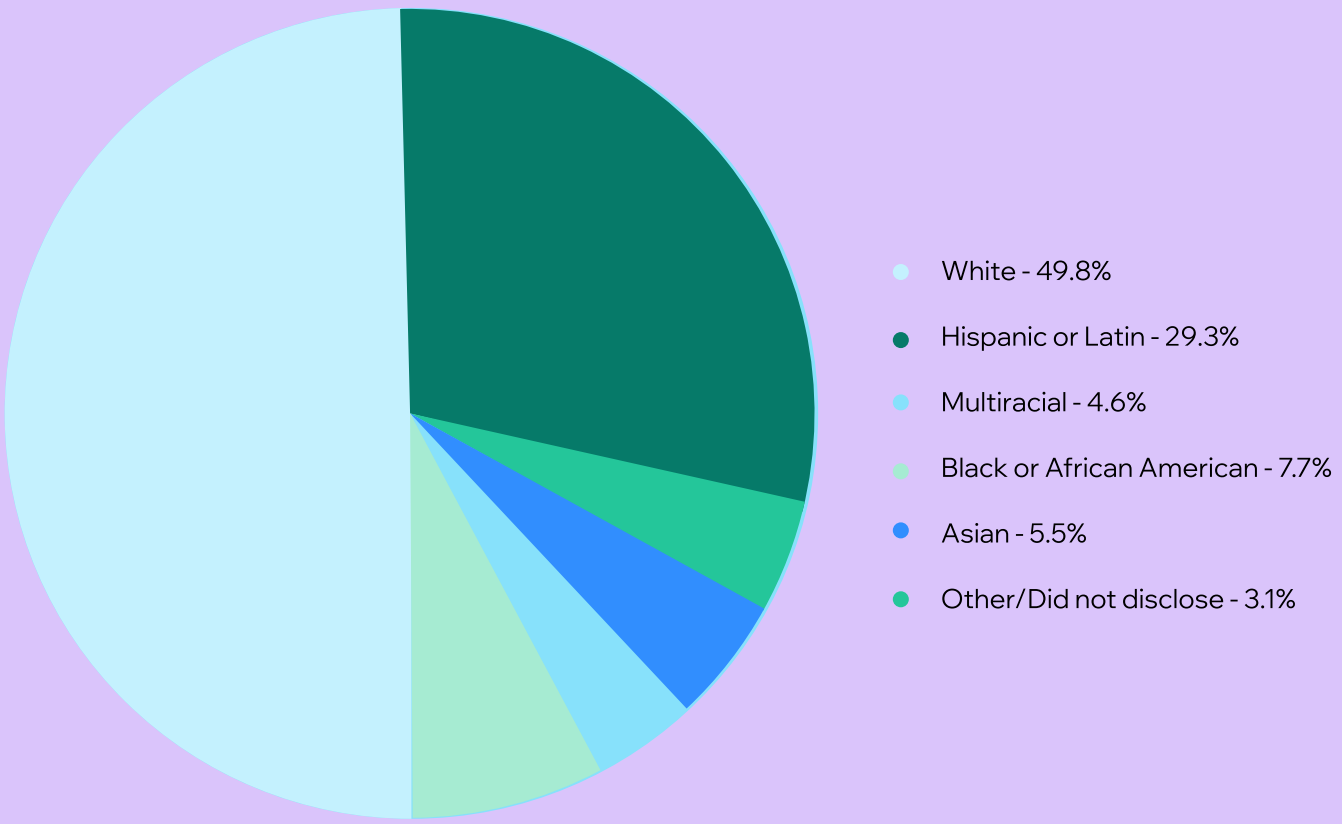
Diversity, Equity & Inclusion

We are committed to fostering and preserving a culture of diversity, equity and inclusion across all facets of our company. In 2022, we continued to build a diverse workforce and cultivate an environment where every employee is valued for who they are and what they bring to Wix. In this second ESG update, we are proud to provide additional transparency around the makeup of our employee base.

(all data as of December 31, 2022 unless otherwise indicated)

Ethnicity

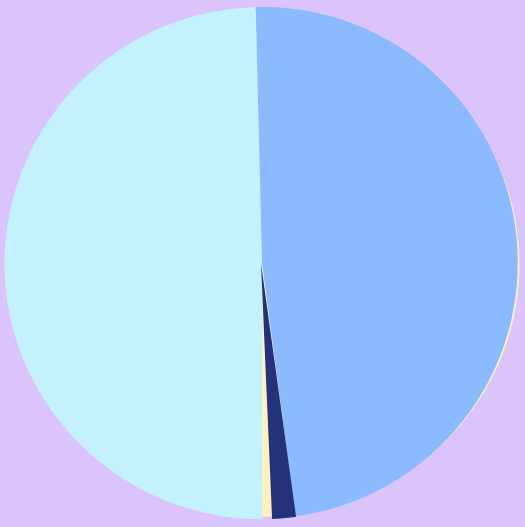
(U.S. only)



Gender Balance

Global

**Other may include non-binary, third gender, two-spirit, transgender, gender-fluid and other gender identities*



- Men - 49.6%
- Women - 48.3%
- Did not disclose - 1.6%
- Other* - 0.5%

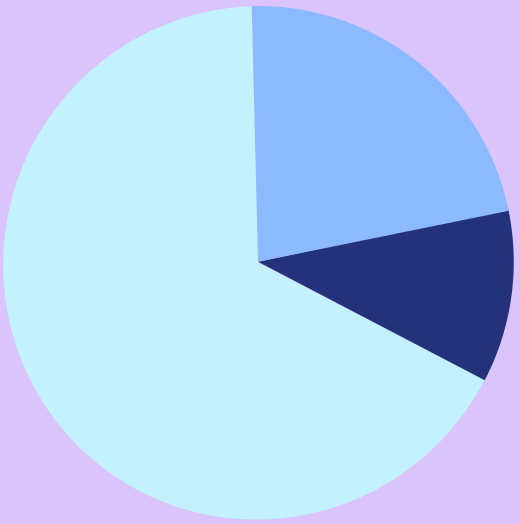
Senior Leadership

(defined as employees director level and above) – 182 identified employees

- Men - 63%
- Women - 37%

Board of Directors

(as of March 8, 2023)



- Men - 66.7%
- Women - 22.2%
- Did not disclose - 11.1%

Technical Professions

(defined as all technical occupations in computing, design, development, research and information technology that require deep technical specialization and knowledge according to SASB)

- Men - 69%
- Women - 31%

Equal Pay

Every employee is a partner in the company's success, and we want everyone to be individually successful, excel in their roles and be paid according to their professional expertise, performance within their role and their ability to be a good teammate. Over the past five years, we've dedicated resources to developing a statistical regression model, reviewed and overseen by Wix's Board of Directors and Management, to analyze compensation equality, fix unjustified gaps and work toward equal pay for all of our employees across the globe. We are making strides toward compensation equality and look forward to sharing our progress annually. Read more in our Ireland Gender Pay Public Report and Israel Equal Pay Public Report.

Employee Learning, Growth & Mobility

We strive to grow and evolve and want our employees to do so with us. We encourage personal and professional development as well as aim to enable talent agility throughout Wix. By providing our employees the ability to pursue a wide range of career opportunities, we are laying the foundation for a stronger organization with a more capable workforce.

Thitiya Chongvanich, New York

In 2022, we rolled out several employee learning and development initiatives, including a peer-to-peer learning program and two senior management training courses. We also piloted Wix Growth, an internal platform built on Editor X that facilitates career and professional growth planning, within our R&D guild. The platform allows both managers and employees to explore soft and technical skills that can help employees in their current roles as well as reach future career plans, including other roles within Wix. They can then opt to formalize a growth plan and action items to master these skills, which can include on-the-job training, suggested workshops, self-study, etc. Over 800 managers and employees across the R&D guild have accessed this platform, and we plan to expand this offering to additional guilds in 2023.

These initiatives are just some of the ways we encourage and enable internal mobility at Wix. Strong internal mobility allows the growth and retention of talent, fills strategic positions with existing Wix talent, increases knowledge sharing throughout the organization and allows us to be nimble around allocating resources for important ad hoc focuses when needed. This year, we launched a global, cross-company platform internally to facilitate mobility within Wix. Here, employees who have spent a significant period in their current role and are ready to expand their skills and take the next step in their career can apply for other roles at the company. We also continue to work with our recruitment teams to facilitate internal mobility and educate employees on the available career opportunities within Wix. In 2022, internal mobility across companies and guilds was 5% higher compared to 2021, driven primarily by increased mobility of R&D and Customer Care employees.

You can learn more about our organizational structure in our 2021 ESG Report.

Employee Retention and R&D Employee Share
As of December 31, 2022, approximately 73% of our employees (excluding students) have been at Wix for at least two years. Employee retention was impacted by the headcount reductions we implemented this past year, primarily in our Customer Care team, as we rightsized our organization to meet current demand needs.

We are a product-driven company at our core, with a major focus on continuous innovation and technology. As of December 31, 2022, approximately 40% of employees were within R&D professions.

We continue to support our employees in many ways, including through **educational training programs, learning & development opportunities, employee resource groups** and **competitive employee benefits** as well as **giving back to our community.** You can read more about these topics outlined in our 2021 ESG Report.

Tina Huang, New York

OUR COMPANY

We are solidifying the foundation for the next decade of success for Wix with the decisions we're making today. This includes developing long-term sustainable plans and embracing best-in-class corporate governance practices for ongoing business success in a more sustainable world.

Environmental Efforts

In 2022, we initiated Phase 1 of the opening of our new headquarters campus in Tel Aviv, Israel which is being built in accordance with Leadership in Energy and Environmental Design (LEED) certification standards. Please refer to page 22 of our 2021 ESG Report for more information about the details of the sustainability practices being incorporated into its construction.

As part of our commitment and efforts to reduce Wix's environmental footprint, we understand the importance of tracking, and eventually reporting, our energy consumption, renewable energy consumption, and greenhouse gas (GHG) emissions of our facilities and data centers (the main source of our environmental footprint). While we do not own our data center operations, we contribute to emissions through our cloud purchases from Amazon Web Services (AWS), Google Cloud and Equinix. All of these cloud service providers have ambitious sustainability commitments, which we anticipate can help reduce our value chain greenhouse gas emissions associated with the purchase of these services.

Netanel Goodman and Noam Shamir, Tel Aviv

This year, we made progress in our emissions reduction journey. We identified operational inefficiencies and optimized processes to reduce our emissions footprint in specific areas. This included working with our cloud providers to consolidate data centers across the United States serving us into a focused set of centers in Oregon with a reduced number of total servers, which resulted in reduced cloud space and, ultimately, lower emissions. We also began to leverage a carbon footprint tracking tool from AWS, which informs us of our estimated emissions associated with the use of AWS and the number of tons we have saved through AWS' renewable energy purchases. Our AWS-associated carbon emissions declined throughout 2022, and we continue to utilize this tool as well as similar tools from our other cloud providers to optimize our usage and reduce cloud-related emissions.

Investor Relations

Throughout 2022, we engaged with the majority of our shareholders to discuss our strategy, operations and execution as well as to solicit feedback that informed content for our May 2022 Analyst & Investor Day as well as our governance practices ahead of our Annual General Meeting of Shareholders. Our key activities included virtual and in-person non-deal roadshows (NDRs), industry conferences, our 2022 Annual General Meeting of Shareholders and our May 2022 Analyst & Investor Day in addition to ongoing individual shareholder engagement throughout the year.

Share Dilution

Our management team and Board of Directors closely monitor share dilution and are committed to prudent management of dilution while carefully balancing our ability to hire and retain talented employees and executives.

In addition to the effective dilution reduction measures implemented over the past few years, which you can read about in our 2021 ESG Report and most recent Proxy Statement, we completed a repurchase of approximately 3.6 million Wix shares starting in fall 2022 through spring 2023, or approximately 6% of total shares outstanding, for a total of $300 million. This repurchase demonstrates confidence in our ability to generate free cash flow and our commitment to managing dilution as well as increasing shareholder value. Additionally, reduced hiring activity in 2022 as part of efforts to realign our workforce with the current operating environment is expected to reduce the number of share grants and reduce dilution in future years.

Stefani Kung and Susan Kaplow, New York

GOVERNANCE

We are committed to best-in-class corporate governance practices to protect the interests of our shareholders, employees and users as well as drive long-term success. Our Board of Directors is currently comprised of nine members, eight of which qualify as independent under Nasdaq rules, and all of our Board committees are comprised solely of independent directors. Our committees operate in accordance with their respective charters while the Board operates in accordance with our corporate guidelines. We remain compliant with Nasdaq's Board Diversity Rule for foreign companies.

Learn more about our key governance practices and policies in our 2021 ESG Report as well on the Governance section of our Investor Relations website.

Updates to the Board in 2023

We regularly refresh and enhance our board to align with our goals and needs as well as provide new and different points of view and perspectives. In March 2023, we refreshed two board seats with the appointment of Gavin Patterson (former President and Chief Revenue Officer at Salesforce) and Francesco de Mojana (former Partner at Permira) following the resignations of Yuval Cohen and Roy Saar. These changes reflect the dynamic operating environment as well as our current strategic objectives, balancing stability and expertise with change and adaptability. Additionally, these changes support Wix's continued transition to a new phase of value creation focused on product-led growth with sustained profitability and a commitment to achieving "Rule of 40" in 2025.

Read more about Gavin, Francesco, and our Board of Directors on our Investor Relations website.

*Data as of December 31, 2022

94%
Board Attendance

89%
Independent Directors

22%
Female Directors

~8 years
Average Board Tenure

NOTES AND DISCLAIMERS

This document contains forward-looking statements, within the meaning of the safe harbor provisions of the Private Securities Litigation Reform Act of 1995 that involve risks and uncertainties. Such forward-looking statements may include projections regarding our future performance, including, but not limited to revenue, bookings and free cash flow, and may be identified by words like “anticipate,” “assume,” “believe,” “aim,” “forecast,” “indication,” “continue,” “could,” “estimate,” “expect,” “intend,” “may,” “plan,” “potential,” “predict,” “project,” “outlook,” “future,” “will,” “seek” and similar terms or phrases. The forward-looking statements contained in this document, including the quarterly and annual guidance, are based on management’s current expectations, which are subject to uncertainty, risks and changes in circumstances that are difficult to predict and many of which are outside of our control. Important factors that could cause our actual results to differ materially from those indicated in the forward-looking statements include, among others, our expectation that we will be able to attract and retain registered users and generate new premium subscriptions; our expectation that we will be able to increase the revenue we derive from the sale of premium subscriptions and business solutions, through our partners; our expectation that new products and developments, as well as third-party products we will offer in the future within our platform, will receive customer acceptance and satisfaction, including the growth in market adoption of our online commerce solutions; our assumption that historical user behavior can be extrapolated to predict future user behavior; our expectations regarding execution of our multi-year strategic plan and cost reduction plan; our prediction of the future revenues generated by our user cohorts and our ability to maintain and increase such revenue growth; our expectation to maintain and enhance our brand and reputation; and thereby increase user retention, user engagement and sales; our expectation that our products created for markets outside of North America will continue to generate growth in those markets; our plans to successfully localize our products, including by making our product, support and communication channels available in additional languages and to expand our payment infrastructure to transact in additional local currencies and accept additional payment methods; our expectations regarding the extent of the impact on our business and operations of the COVID-19 pandemic, including uncertainty relating to expected consumer dynamics after the COVID-19 pandemic subsides, the effectiveness of government policies, vaccine administration rates and other factors; our expectation regarding the impact of fluctuations in foreign currency exchange rates on our business; our expectations relating to the repurchase of our ordinary shares and/or Convertible Notes pursuant to our repurchase program; our expectation that we will effectively manage the growth of our infrastructure; changes we expect may occur to technologies used in our solutions; our expectations regarding the outcome of any regulatory investigation or litigation, including class actions; our expectations regarding future changes in our cost of revenues and our operating expenses on an absolute basis and as a percentage of our revenues, as well as our ability to achieve profitability; our expectations regarding changes in the global, national, regional or local economic, business, competitive, market, and regulatory landscape, including as a result of increasing interest rates and inflationary pressures, lasting effects of COVID-19, and as a result of the military invasion of Ukraine by Russia; our planned level of capital expenditures and our belief that our existing cash and cash from operations will be sufficient to fund our operations for at least the next 12 months and for the foreseeable future; our expectations with respect to the integration and performance of acquisitions; our ability to attract and retain qualified employees and key personnel; our expectations about entering into new markets and attracting new customer demographics, including our ability to successfully attract new partners and grow our partner activities as anticipated and other factors discussed under the heading “Risk Factors” in the Company’s annual report on Form 20-F for the year ended December 31, 2022 filed with the Securities and Exchange Commission on March 30, 2023. Any forward-looking statement made by us in this press release speaks only as of the date hereof. Factors or events that could cause our actual results to differ may emerge from time to time, and it is not possible for us to predict all of them. We undertake no obligation to publicly update any forward-looking statements, whether as a result of new information, future developments or otherwise, except as required by law.

Additionally, while the information discussed in this report may be significant, such significance should not be interpreted as these topics necessarily being material under federal securities laws and regulations, even if we use the words “material” or “materiality” in relation to them. Much of the information in this report is informed by various standards and frameworks (including standards for the measurement of underlying data) and the interests of various stakeholders, which may be more expansive than certain legal requirements. Furthermore, much of this information is subject to assumptions, estimates, or third-party information that is still evolving and subject to change. While we are not aware of any material flaws with the information we have used, except to the extent disclosed, we have not undertaken to independently verify this information or the assumptions or other methodological aspects underlying such information.

Our disclosures may change due to revisions in framework requirements, availability or quality of information, changes in our portfolio composition, changes in our business or the business of our portfolio companies or any applicable government policies, changing stakeholder foci, or other factors, some of which may be beyond our control. Any such changes may also impact our ability to achieve any ESG-related targets or goals we set, either on the timelines and costs initially anticipated or at all. Moreover, given the uncertainties, estimates, and assumptions involved, the materiality of some of this information, as well as our ability to meet our plans, targets, goals, or other evolving expectations, is inherently difficult to assess far in advance.

Finally, website and document references throughout this report are provided for convenience only, and the content on the referenced websites or documents is not incorporated by reference into this document.

APPENDIX

Sustainability Accounting Standards Board (SASB) Tables

The table below references SASB's Internet Media & Services Sustainability Accounting Standard, Version 2018–10, which is most relevant to our operations. Unless otherwise specified, the data and descriptions are current as of December 31, 2022.

Topic	Code	Accounting Metric	Response
Environmental Footprint of Hardware Infrastructure	TC-IM-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Wix does not currently report on energy consumption but plans to assess this further in the future.
	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	Wix does not currently report on water consumption but plans to assess this further in the future.
	TC-IM-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	See "Environmental Efforts" section on pg. 17.
Data Privacy, Advertising Standards & Freedom of Expression	TC-IM-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	Read more on our Privacy and Security Hub here.
	TC-IM-220a.2	Number of users whose information is used for secondary purposes	We use the information only as described in our privacy policy.
	TC-IM-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	None.

Topic	Code	Accounting Metric	Response
Data Privacy, Advertising Standards & Freedom of Expression	TC-IM-220a.4 and 6 TC-IM-220a.6	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure. Number of government requests to remove content, percentage compliance with requests	Please see our transparency report and our DSA report.
	TC-IM-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Wix complies with any necessary obligations, including, but not limited to, Export Control Regulations.
Data Security	TC-IM-230a.1	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	No material incidents.
	TC-IM-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Please see our security measures overview.

Topic	Code	Accounting Metric	Response
Employee Recruitment, Inclusion & Performance	TC-IM-330a.1	Percentage of employees that are foreign nationals	Wix is currently not disclosing this information.
	TC-IM-330a.2	Employee engagement as a percentage	See “Employee Retention” section on pg. 16.
	TC-IM-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	See our “Diversity, Equity and Inclusion” section on pg. 13 and 14.
Intellectual Property Protection & Competitive Behavior	TC-IM-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	None.
Activity Metrics	TC-IM-000.A	Entity-defined measure of user activity	We ended 2022 with ~243M registered users and ~6.1M premium subscriptions on Wix. For more information, please visit the Financials section of our Investor Relations website.
	TC-IM-000.B	1. Data processing capacity 2. Percentage outsourced	Wix is currently not disclosing this information.
	TC-IM-000.C	1. Amount of data storage 2. Percentage outsourced	Wix is currently not disclosing this information.