

2022 SASB Report

bumble inc.

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Our Approach

At Bumble Inc., we have been mission-driven from the beginning, working to advance positive impacts for our customers and employees, and meeting potential challenges head-on. As we continue our impact journey, we are formalizing our ESG programs and governance while laying the groundwork to build best-in-class ESG strategies, initiatives and product features.

In 2022, we took a significant step in this journey by establishing processes to track and report on the sustainability impacts relevant to our industry using the best-practice Internet and Media Services SASB Standard (version 2023-06). The following table presents our FY 2022 SASB disclosures, which put a pin in the map, showing a snapshot of our starting point and providing a baseline to evaluate our future progress.

The SASB Sustainability Accounting Standards, established in 2018, provide a common framework to report an organization's sector-specific, financially material ESG information as well as its sustainability-related risks and opportunities.

In August 2022, the SASB Standards migrated to global oversight under the International Sustainability Standards Board (ISSB) of the IFRS Foundation. The SASB Standards are now part of the ISSB's evolving suite of sustainability reporting tools, established by the ISSB as the best-practice way for preparers and investors to collect and evaluate financially material ESG information.

We plan to report our SASB disclosures annually going forward and will publish the FY 2023 SASB disclosures concurrent with our inaugural Impact Report. We welcome input and feedback from our stakeholders on these disclosures and our ESG program in general at ir@team.bumble.com.



FY22 | SASB Disclosure Table

Topic	SASB Code	Accounting Metric	Bumble Inc. Disclosure
Activity metrics	TC-IM-000.A	Entity-defined measure of user activity.	In 2022, Bumble Inc. had 3.182 million Total Paying Users. ¹
	TC-IM-000.B	(1) Data processing capacity, (2) percentage outsourced	This information is not currently part of our public reporting.
	TC-IM-000.C	(1) Amount of data storage, (2) percentage outsourced	This information is not currently part of our public reporting.
Environmental Footprint of Hardware Infrastructure	TC-IM-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	(1) 40,494 GJ ² (2) 43.4% ² (3) 56.6% ²
	TC-IM-130a.2	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Bumble Inc. does not maintain operational control at our leased data centers. Water usage data is therefore not available for public reporting.
	TC-IM-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	Bumble Inc. prioritizes working with third-party service providers that offer carbon neutral services for their colocation data centers or cloud hosting platforms. In 2022, the majority of our data centers utilized 100% renewable energy. We are considering data transition plans and carbon removal services to offset any emissions not already neutralized through our service providers.
Data Privacy, Advertising Standards & Freedom of Expression	TC-IM-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	Bumble Inc.'s user-facing privacy policies listed in the Policies section of our Governance Documents describe the way we process personal data for online advertising. As alluded to in our Data Protection Policy Summary, we have specific privacy by design procedures in place which will prompt, when required, a privacy review when there are changes to existing or there are new online advertising projects.
	TC-IM-220a.2	Number of users whose information is used for secondary purposes	Bumble Inc. does not collect or calculate a metric as outlined by this standard. We disclose the purposes for which we process our users' personal information upon signing up for our service through our comprehensive user-facing privacy notices, as well as through other relevant information provided to our users in their onboarding journey.
	TC-IM-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	No privacy-related fines were paid by Bumble Inc. in 2022.

¹ Includes Bumble App Paying Users and Badoo and Other Paying Users. Excludes paying users from Fruitz.

Total Paying Users is the sum of Bumble App Paying Users and Badoo App and Other Paying Users.

A Bumble App Paying User is a user that has purchased or renewed a Bumble app or Bumble for Friends app subscription plan and/or made an in-app purchase on Bumble app in a given month. We calculate Bumble App Paying Users as a monthly average, by counting the number of Bumble App Paying Users in each month and then dividing by the number of months in the relevant measurement period.

A Badoo App and Other Paying User is a user that has purchased or renewed a subscription plan and/or made an in-app purchase on Badoo app in a given month or made a purchase on one of our other apps that we owned and operated in a given month, or purchase on other third-party apps that used our technology in the relevant period. We calculate Badoo App and Other Paying Users as a monthly average, by counting the number of Badoo App and Other Paying Users in each month and then dividing by the number of months in the relevant measurement period.

² Does not include cloud computing

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Topic	SASB Code	Accounting Metric	Bumble Inc. Disclosure
Data Privacy, Advertising Standards & Freedom of Expression (cotd.)	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	Details about data requests and Bumble Inc.'s support to law enforcement and government partners will be included in our upcoming app-specific transparency report, scheduled to be published beginning in 2025.
	TC-IM-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Given the global nature of Bumble Inc., we may adjust certain offerings if legally required to do so in certain countries or states.
	TC-IM-220a.6	Number of government requests to remove content, percentage compliance with requests	Details about data requests and our support to law enforcement and government partners will be included in our upcoming app-specific transparency report, scheduled to be published beginning in 2025.
Data Security	TC-IM-230a.1	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	(1) To our knowledge, there were no material data breaches in 2022. (2) Not applicable (3) Not applicable
	TC-IM-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Bumble Inc.'s business plan and risk management framework provide the context for identifying, assessing, evaluating, communicating, treating, and monitoring information asset related risks through the establishment and maintenance of a program following the technical guidance of the appropriate NIST SP 800-53 Security and Privacy Controls standards where applicable. Bumble Inc. is also independently assessed on an annual basis to PCI-DSS Level 1 Merchant requirements for payment acceptance and processing of payment information.
Employee Recruitment, Inclusion & Performance	TC-IM-330a.1	Percentage of employees that are foreign nationals	This information is not currently part of our public reporting.
	TC-IM-330a.2	Employee engagement as a percentage	Bumble Inc.'s 2022 employee engagement survey response rate was 71% with an engagement favorability score of 64%.
	TC-IM-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	(1) Global gender diversity of management ³ : 53.3% female / 44.4% male / 2.22% not provided (2) This information is not currently part of our public reporting. (3) Overall global gender representation: 47.1% female / 52.2% male / 0.7% not provided
Intellectual Property Protection & Competitive Behavior	TC-IM-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	There were no losses associated with anti-competitive legal proceedings in 2022.

³ Includes Executive Leadership Team and Senior Leadership Team