

Environmental, Social & Governance Report 2023

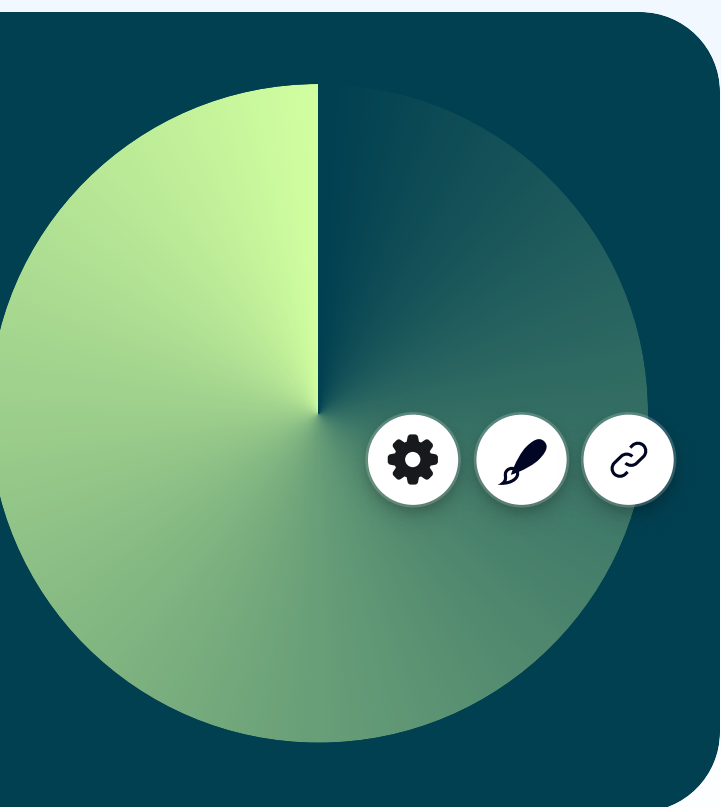


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A Message From Our CEO

To our users, our people and
our shareholders,



The Wix 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, people, and company with sustainability in mind.

Over the past few years, we have built upon the efforts outlined in previous ESG reports, and added new ones, to bring positive change. This year's ESG Report dives into how we approached our corporate responsibility efforts in 2023.

We are focused on assessing and managing climate-related risks. We have taken additional steps toward addressing our environmental impact, and this year, for the first time, we collected and reported environmental data from Wix's global sites. We assessed our energy and water efficiency and green initiatives worldwide to establish benchmarks for ongoing management.

We have continued making strides in our social impact and community initiatives. We work to support our people, users, and local communities with learning and development opportunities, community and volunteering initiatives, and more. We also have business operations in Ukraine and Israel and have implemented initiatives to support our people who have been affected by the wars.

Furthermore, as a company, we continue building sustainable plans and embrace what we believe to be

leading corporate governance practices. We continue to build our company culture based on honesty, integrity and fairness. We strive to emphasize strong leadership, transparent communication, and ethical behavior in everything we do.

Our ESG reports have always outlined the values that make us who we are and where we want to go, and this one is no different. We are proud of our focus on these initiatives and are excited to provide updated information on how Wix operates in these fields. We have created this detailed report of our 2023 efforts to showcase qualitative and quantitative data on what we consider important and relevant ESG issues. We are glad to share these updates with you. We aim to continue to push these initiatives forward and to make a difference.

Sincerely,

Avishai Abrahami, Co-founder and CEO

About This Report

The Report outlines our sustainability initiatives and encompasses our fiscal year 2023 (January 1, 2023 to December 31, 2023) and covers global environmental, social, and governance (ESG) performance metrics, unless stated otherwise.

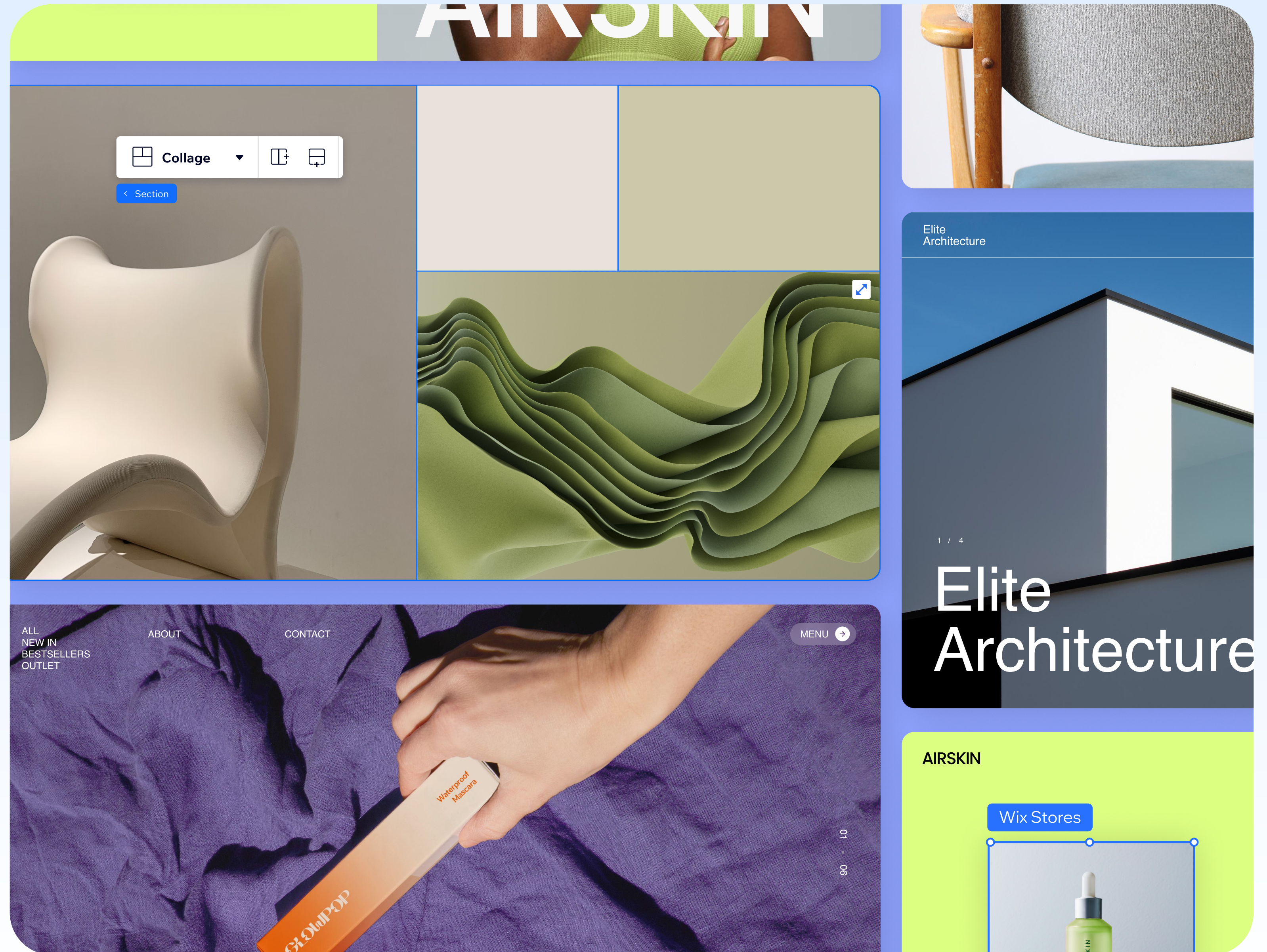
The report has been developed with reference to the GRI standards and includes Sustainability Accounting Standards Board (SASB) Standards metrics for the Internet Media and Services sector. In addition, the report includes Wix's contribution to the UN's Sustainable Development Goals, all of which can be viewed in this report's [appendix](#).

About Wix

Established in 2006, Wix.com Ltd. has become a leading global web development platform, offering SaaS solutions to hundreds of millions of users worldwide. Our innovative products empower users to create, manage and grow their businesses online. We went public on the NASDAQ Global Market in November 2013 and operate as a company limited by shares under Israeli law.

The company was founded on the belief that the internet should be accessible to all, with the mission to enable anyone to create a personalized, professional-looking online presence. Over time, we saw the need for web creation agencies and freelancers who build for others to have their own professional community and platform. Wix created the Wix Partner Program to establish this community and in 2023 launched Wix Studio, a creation and management platform specifically catering to their professional needs. Wix is a complete platform with distinguished performance, security, and reliable infrastructure for both self-creators and professionals.

Wix has empowered over 263 million registered users worldwide, revolutionizing web development with our software-driven solution and comprehensive suite of AI-powered tools. Our freemium SaaS model offers both free and premium services, with approximately 6.3 million premium subscriptions by the end of 2023.

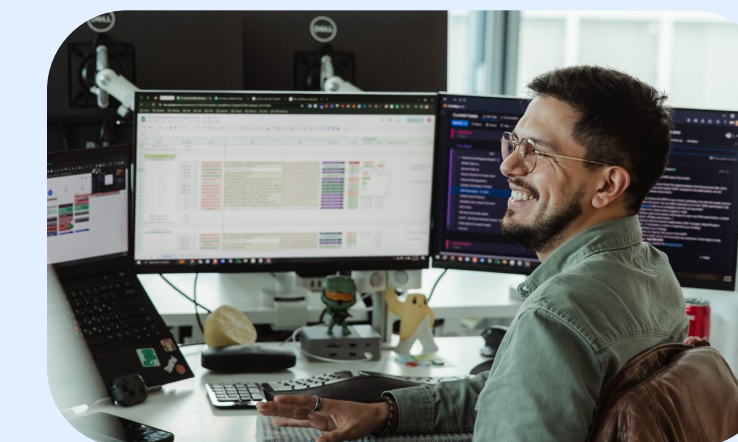


Revenue

1.56 B

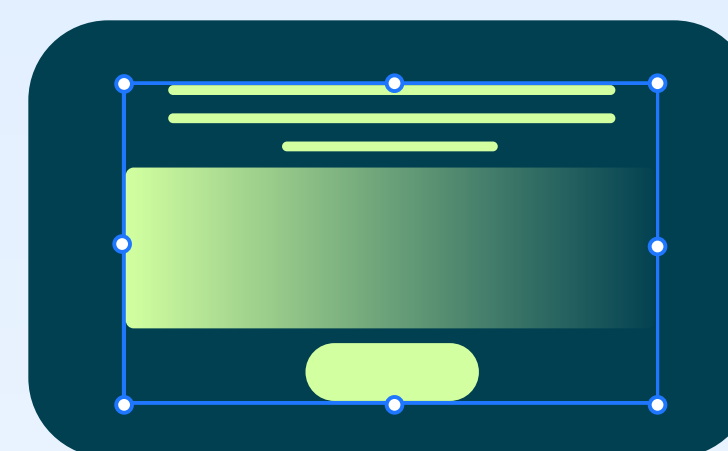
Net income

\$33.1 M



Trading symbol

WIX



Users worldwide

263 M

Premium subscriptions

6.3 M

Wix people

5,302



Operate in

Over 190 countries

Wix.com Ltd. has 22 wholly owned subsidiaries around the world, detailed in our [annual filings](#).

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 are proud of.

Working for our users' success

Our vision is clear: users come first. We believe that by prioritizing their success in building their online presence — whether in website creation, business growth, or app management — we attract more users to Wix, fueling our own growth and satisfying investors.

Our users trust us, and we are devoted to making them happy and delivering on our mission. We are therefore committed to understanding and meeting needs and to perceiving any disruption to their online presence as critical. Through direct engagement, we gain insights to create innovative products and tailored solutions, fulfilling their wishes and ensuring their ongoing success.

Building the best products

A real product doesn't just address a practical need; it resolves a real problem. A truly exceptional product also cultivates an atmosphere, creating a profound and emotional experience.

We aim to create products for our users that ease them in with simplicity, inviting them to begin effortlessly, but also challenge them to delve deeper and master over time. And above all, the product should captivate with its aesthetic appeal, beautiful in both form and function.

We own what we do

In our culture, accountability is supreme: you own what you do, and everything you do is your responsibility. Whether the outcome is favorable or unfavorable, it falls squarely on your shoulders.

It is each individual's responsibility to make things work, drive progress and to make it known if something is holding us back.

Ownership and responsibility are claimed, not given – which is what makes us a successful business.



We are pros

When exceptional individuals unite, remarkable achievements unfold. Our people are amazing in their field of profession and work very hard to become so. They are excellent **today**, not in the future, and consistently work very hard to become even better.



We are transparent

To nourish excellence, people need to know what is going on, what plans are ahead, what succeeded and what failed. Everyone should be able to get all the information they need or want, and ours is available for all our people: from sales figures, to marketing campaigns, and project statuses, tests, and results. We publish roadmaps, conduct Q&As and anything else that comes to mind.

Transparency flows both ways between management and Wix people, on every level.

We allow failures

The price of avoiding mistakes often outweighs the costs of making them. We **do, test, try**, and **fail**. It's better to do ten things, fail at six and have one incredible success rather than pursuing a single one safe option that might ultimately not work.

Winning

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

We measure everything

If we can't measure the impact of something made, do we really need it? Measuring is the only way to find out what works to improve our products.

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 excel 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

While our users are the most important, our employees are the beating heart of Wix. Everyone at Wix is essential to the success of the company and shares the responsibility of building and improving it. Together, we make Wix better as we go.

We aim to create a culture in which any person can thrive, by supporting personal growth and meaningful work. We believe that everyone should be treated equally and fairly, regardless of age, gender, religion, or anything else.

We stand and care for each other. We are attentive and we inspire each other to be better. We love to spend time together, and we believe that mixing personal friendships with work relationships creates a great and fun place to be at.

We are direct

We believe in saying things as they are and being able to listen to the truth without getting emotional (although not always easy).

We encourage our people to say what they think, not what people expect them to say, and to do so simply and directly.

Positive culture

At Wix, we believe in being respectful and working together. We reject people who act selfishly or hurt others. Instead, we focus on teamwork, helping each other succeed, and making a friendly and welcoming place for everyone. People who only care about themselves, are mean to others, or try to stop others from doing well, do not fit in with what we stand for.

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, we have fun! Talk to people. Joke around. Play our music. And bring up the most outrageous ideas to drive innovation.



ESG at Wix

2023 Highlights

Our Users

263 million Users in over 190 countries

105% Net Revenue Retention

Over 100 Courses, webinars and tutorials on how to grow your business

0 Material data breaches

6 Certifications from internationally recognized security standards

Our Employees

5,302 Wix people worldwide in **15** Countries

77% of employees have worked for over two years at Wix

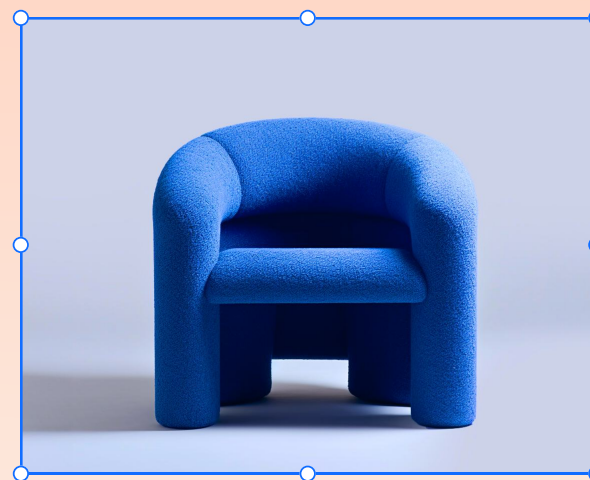
More than **90%** of new managers were promoted internally

Gender equality – Wix Women

47% of Wix's workforce

44% of managers

32% of technical professionals¹



< Image

Size ...

X	513 px*	Y	207 px*
W	50*2px*	H	40 px*



¹ Technical professionals are defined as all technical occupations in computing, design, development, research and information technology that require deep technical specialization and knowledge.

Our Community

Over 200 Websites and applications built for NGOs, small businesses and humanitarian special requests in 2023



Our Environment

LEED Gold Certification for new Campus
3.6 mt CO₂e scope 1 and 2 emission intensity



Governance

96% Board attendance
89% Independent directors
37% Women in senior management positions



Our ESG Journey

At the core of our company's strategy lies the belief that the internet should be both safe and accessible to everyone. With this principle in mind, our platform strives to make a positive impact, creating a better world for all and offering opportunities to users and businesses of every size, age, economic background, skill level, location, or vision. We aim to cultivate a culture of inclusivity and fairness, where every individual has the chance to thrive, is treated fairly, and plays a pivotal role in the company's success. We value collaboration, mutual support, and collective responsibility in building and enhancing our company, so that each member feels valued and supported.

The pillars that influence the specific ways in which we are working to make positive change in our communities and the key issues that we believe are important to our business and stakeholders include:



Our users, team members and community

We take pride in championing fair and accessible, professional opportunities for our users, employees and local communities to feel empowered to grow and achieve their goals. Our dedication to ensure positive and safe experiences extends to investments in infrastructure and policies to protect user data and privacy, as well as ethics, encompassing both users and a code of conduct for all employees and full-time contractors or service providers. We also celebrate diversity and strive to combat systemic biases regarding age, gender, race, and more, and aim to create an inclusive environment to promote overall wellbeing and aim to create a positive impact.

Our environment

At Wix, we recognize the importance of preserving our environment and encourage sustainable practices. We strive to be proactive in reducing environmental impact through responsible resource management, waste reduction, and energy-efficient initiatives. By considering environmental sustainability, we aim to contribute positively to the communities in which we operate, helping to achieve a brighter future for generations to come. Through our actions, we demonstrate our focus on environmental stewardship, and seek to foster a culture of responsibility and accountability within our organization.

Our company

At Wix, accountability, transparency, and ethical conduct in our operations are considered essential. We prioritize integrity and compliance with laws and regulations to maintain trust with our stakeholders. Integrating strong corporate governance and ethical business principles into our practices, we aim to lead by example and drive positive change.

Looking towards the second half of 2024 and beyond

We understand the importance of our sustainability journey and have fully embraced embarking on it! As we look forward to the second half of 2024, we expect to expand upon our ESG strategy, which will cover a range of environmental, social, and governance topics, aligned with our company's values and desire to make a positive impact. Our ongoing efforts reflect our dedication to making long-lasting contributions in these areas. We aim to stay transparent and share our progress and outcomes in future reports, demonstrating our focus on responsible business practices and sustainable growth at Wix and with our stakeholders.

Stakeholder Engagement

We believe that stakeholder engagement is important to gaining insights and creating amazing products. By understanding our diverse stakeholder needs, we can have a real discussion with groups that are either impacted by or have an impact on our business, which helps us to continually improve our business and operations. In addition, collaboration spurs innovation by leveraging diverse perspectives and we consider this to be key for driving sustainability and social impact goals, creating shared value.

Therefore, we actively involve a diverse range of stakeholders throughout our value chain as part of fulfilling our mission. We engage both internal and external stakeholders through various channels to provide and receive feedback, which we integrate into our programs, products, processes, and policies as appropriate and feasible.



Stakeholder**Dialogue channels****Employees**

- * Employee onboarding and orientation
- * Wix Life internal platform
- * Wix News
- * Roundtables
- * Ask Us Anything mailbox
- * Employee Resource Groups (ERGs)
- * Annual compliance awareness communications
- * Company updates
- * Executive emails to all employees
- * Group meetings with Executives

Users and Partners

- * Wix community meetups
- * Wix Studio roadshow
- * User webinars, tutorials, courses, and events
- * Wix Partner Community Forum
- * 24/7 customer care
- * Help center

Investors

- * Quarterly earnings calls
- * "Listening tours"
- * Investor conference meetings and roadshows
- * Year-round investor outreach (mail, phone, online, etc).
- * Investor relations website

Vendors

- * Requests for proposals
- * Meeting calls

Local community

- * Wix Playground
- * Volunteering initiatives
- * "A site a year" NGO program
- * Wix Karma

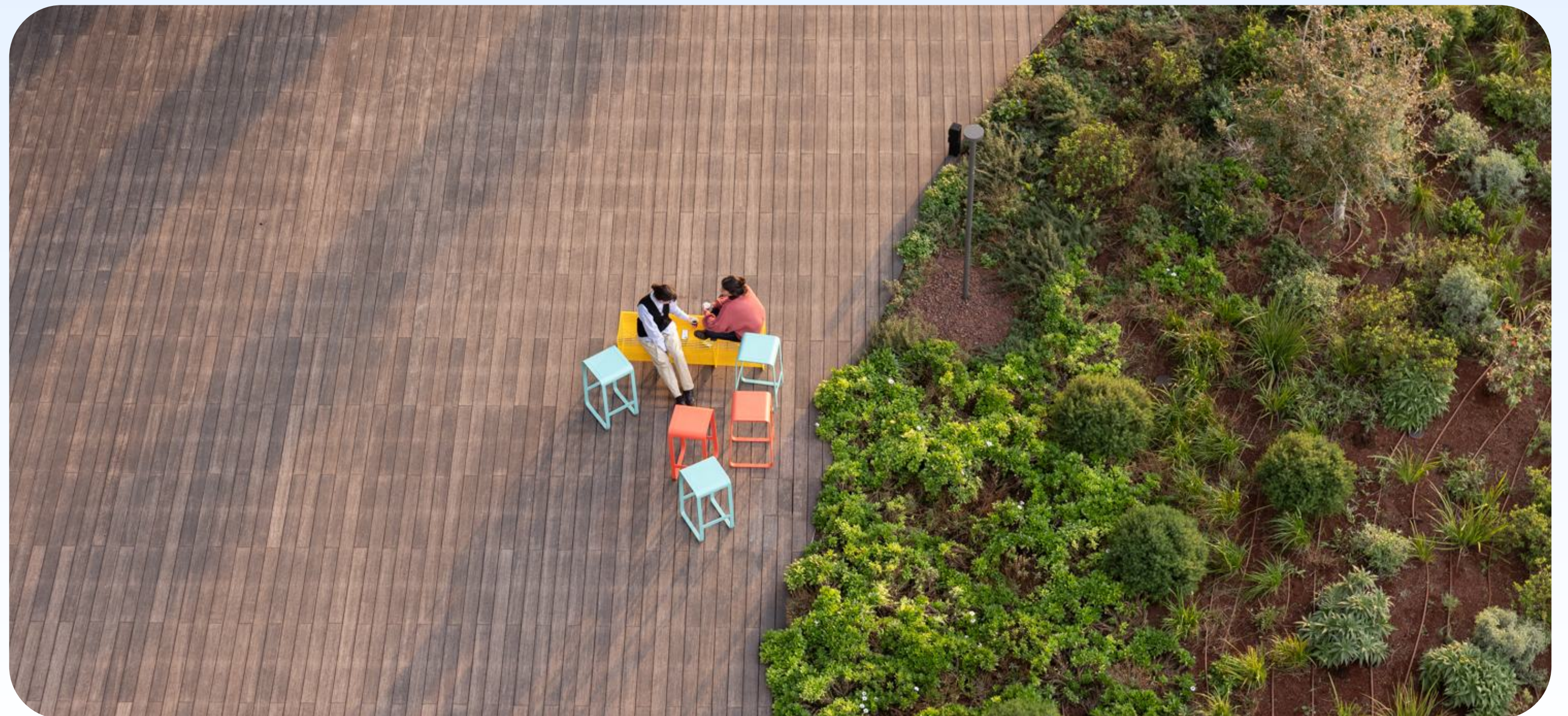
Government entities

- * Public policy forums

Wix's ESG Topics for Reporting

At Wix, we engage in continuous dialogue to pinpoint governance, environmental, and social concerns that hold significance for our business and stakeholders, aiming to enhance our impact and performance across these domains.

A thorough analysis by external ESG consultants was undertaken to identify Wix's primary influence on environmental, social, and governance issues. This analysis drew upon a benchmarking approach, comparing Wix with companies sharing similar characteristics, alongside an evaluation of various ESG ratings and global reporting standards, and a review of industry trends. The identified topics were further deliberated internally by the company, representing diverse stakeholder perspectives.



Based on the analysis, we identified the following ESG-related topics:

Subject	Topic	Overview of Initiatives
Environmental	Climate change and greenhouse gas emissions	Collecting climate-related data, such as greenhouse gas emissions, in order to track and reduce emissions.
	Resource management	Striving to cut down our use of water and production of waste.
Social	Employee health and wellness	The health and well-being of our team members is a top priority for us. We offer programs and holistic events across our offices to support the physical, emotional, and mental well-being of our people.
	Promoting equal opportunity	We look for exceptional people according to their skills and potential.
	Employee development	Feedback and growth are part of the Wix culture. We believe in ongoing feedback and nurturing our team through professional and leadership development programs, as well as encouraging internal mobility. Furthermore, ongoing learning and development opportunities are encouraged and facilitated by our professional guilds initiatives and activities.

Subject	Topic	Description
	Our user community	Making sure that our users are cared for, have a community to meet fellow business entrepreneurs and receive the best courses on website building and how they can continue to grow.
	Supporting local communities	Positively impacting and contributing to the well-being and development of the communities that surround us.
Governance	Business ethics	Building a company culture based on honesty and fairness, emphasizing good leadership, ethical behavior, and following the law.
	Cybersecurity and data privacy	Safeguarding our products and our users' privacy, aiming to ensure the security of information.
	Website ethics	Upholding principles of honesty and integrity in online activities, including transparent communication, aiming to ensure fair treatment for all users.
	Business continuity under war – two fronts	Ensure the continuity of critical operations, aiming to remain resilient and flexible, all while keeping our people safe and secure.

Our Users

263M+

Users

Over 190

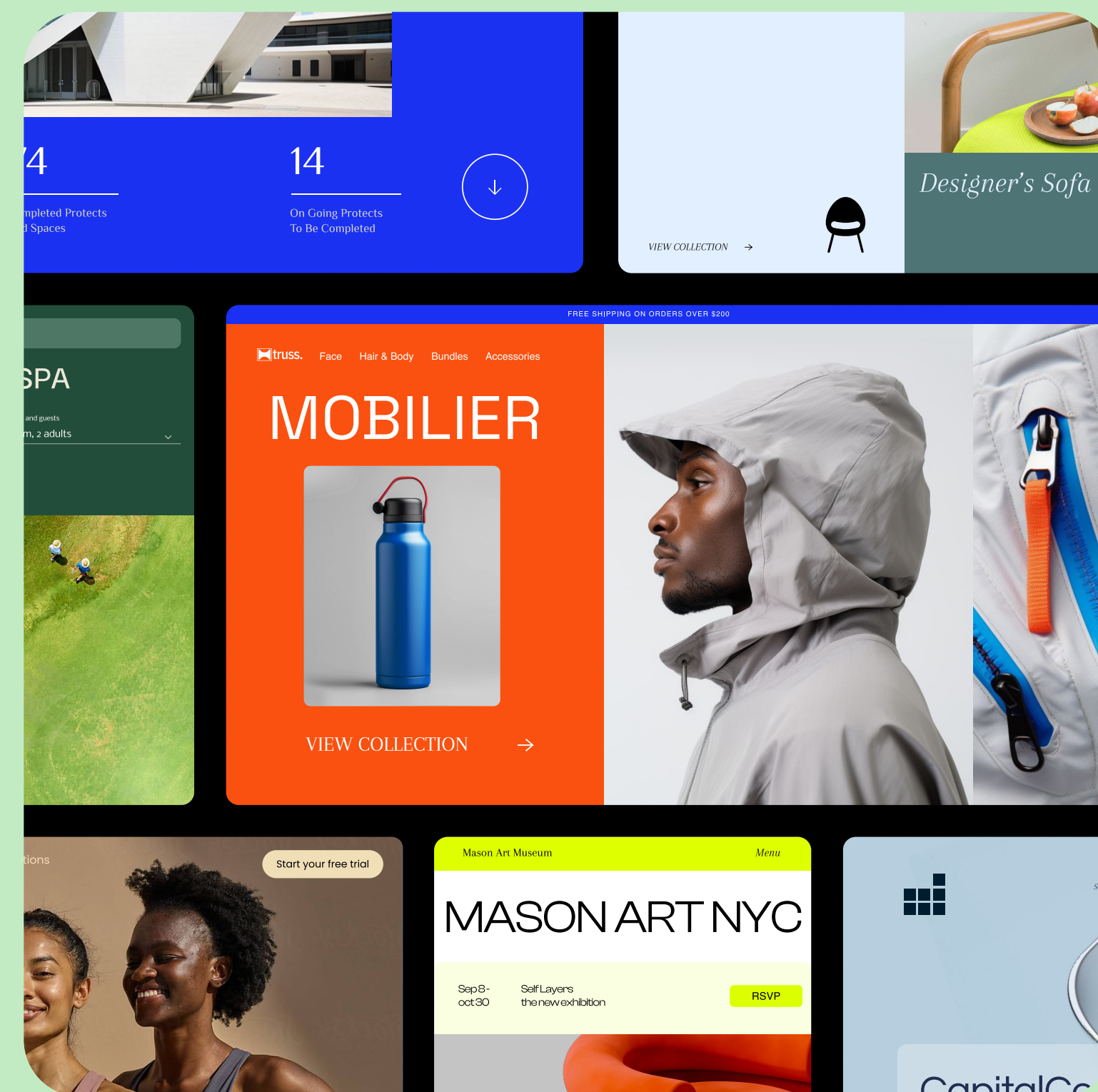
Countries

21

Languages

105%

Net revenue retention (NRR)



With a mission to create a platform where any type of user can create their dreams online, our users have always been our top priority. The core of everything we do is tied back to our users, and we have continued to drive that momentum forward to deliver them the tools they need to be successful online and grow their businesses. Whether for restaurateurs, photographers, bloggers, fitness trainers and more, we want the web to be an accessible, inclusive and safe place for all - the way the web was meant to be.

Customer Care and Retention

3.1M

Conversations with users through our customer support agents in 2023

At Wix, taking care of our users and keeping them happy is of the utmost importance. We want everyone who uses our platform to feel heard and supported. Our professional customer service team is here to help with any questions or issues users might have with their Wix account, available in 12 languages and around the clock.^{2,3}

Our [Help Center](#) includes popular articles, frequently asked questions and our product roadmap to help everyone stay up-to-date with what we're working on (planned releases and new features). We actively listen to users' feedback so we can make Wix even better. We believe in being there every step of the way, whether it's through helpful updates or just lending a hand when needed. Our goal is simple: to make sure users have a great experience with Wix and feel confident using our tools to build their online presence.

We measure the retention of our users across cohorts by using the Net Revenue Retention (NRR), which has consistently remained above 100%. NRR for the full year in 2023 was 105%.

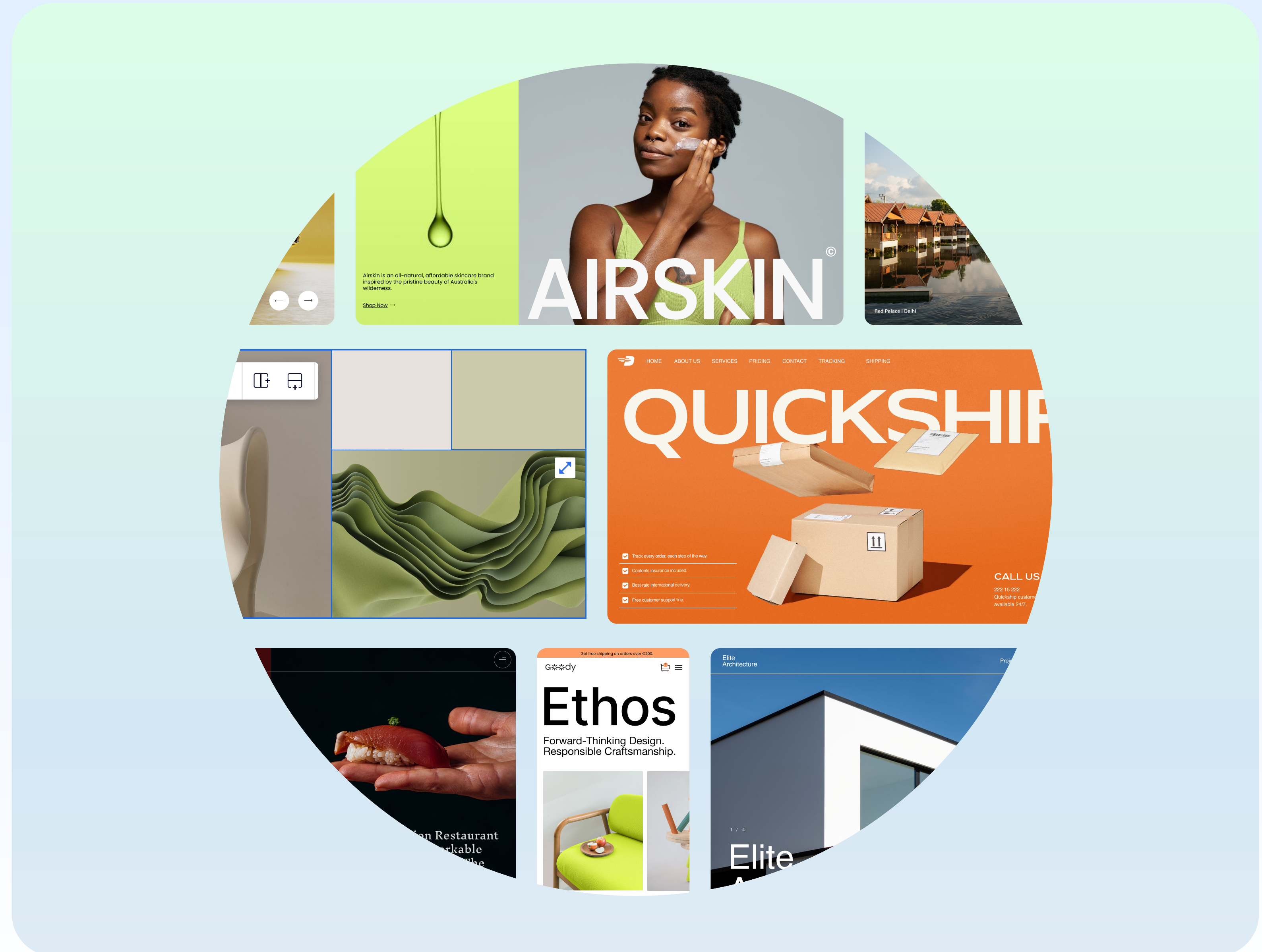


² Wix's callback operating hours are listed [here](#), customer support in English is available 24/7.

³ We offer email support in Russian and Korean. Callback services are not available in these languages.

Performance & Reliability

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 strides in performance. As of December 2023, Google’s Core Web Vitals measurement⁴ scored Wix with approximately 57% of Wix websites having good Core Web Vitals globally (up from approximately 47% as of Dec. 2022), and with 75% in the U.S. (up from 67% as of Dec. 2022).



⁴ Measurement of mobile sites only.

Teaching Our Users How to Stand Out

~1,800

users received certification through Wix Learn



To serve our users, we created Wix Learn, an online learning platform that makes it possible for anyone to learn and develop today's most in-demand digital skills. For no cost at all, Wix Learn allows users to explore:

Online courses

Over **20** free courses on a variety of subjects such as: how to grow your business, design with advanced features, start an eCommerce website, build an accessible website and more. Courses include online video lessons, class notes, blogs, popular templates and useful tips.

Certifications

After completing dedicated courses, users can take a certification exam for web professionals, comprised of 30 questions. Once passed, users can add the Wix Certificate on their LinkedIn or CV to show off their credentials.



Velo Developer

Test your knowledge of Velo, JavaScript and the Wix Editor and become a Velo- certified web developer.



Accessibility

Showcase your skills on accessible site structures, content, navigation and more to become an accessibility- certified site builder.

Webinars

Online webinars are continuously hosted by Wix and other partners to provide instruction on how to use Wix's products to promote their sites and grow their businesses.

Tutorials

With over **60** short videos discussing a variety of subjects, Wix users can solve quick problems and questions in under five minutes.

Wix Encyclopedia

A leading dictionary that defines and describes various business, marketing and web design terms that are essential for professionals. First published in 2016, the Wix Encyclopedia is continuously updated and is open to all.

For more information, please see our [Wix Learn website](#).

Community Events

53

Wix community events in 2023

Over 2,200

Direct engagement with community members through events

In 2023, Wix hosted a series of in-person and virtual meetups for our users, partners and designers and engaged with 2,200 community members worldwide. Online meetups were organized in the U.S., UK, Italy, France, Germany, Austria, Switzerland, LATAM (Brazil, Mexico, Argentina, Chile, Colombia), and Spain.

User and partner session topics included Wix's new releases in 2023, eCommerce strategy and must-have features, exploring opportunities on the Google search results page, promotion and business growth with Wix and crafting content strategies for success.

The insightful feedback we received from these gatherings shaped our platform's evolution, as all information was later shared with our dedicated product teams. This collaborative effort underscores our commitment to continuously engage with and enhance the Wix experience for our global community.



Wix Studio Meetups

In 2023, we launched Wix Studio for agencies and freelancers. The platform includes a newly designed development and creation editor with code capabilities, multi-site management workspaces, and more to bring greater flexibility and efficiency to website building and management.

We conducted a Wix Studio roadshow to connect directly with this audience. Our goal was to educate partners and top users and give them the confidence to switch to Wix Studio. In the span of seven weeks, we traveled to 12 cities: Los Angeles, New York, Miami, Toronto, Sao Paulo, Sydney, Tokyo, Bangalore, London, Paris, Berlin and Tel Aviv and educated over 2,200 partners and top users. Activities included:

Educational activities

In 2023, we launched the Wix Studio Academy, providing agencies and freelancers with educational tutorials, videos, editor sandboxes, an online course, offline events and workshops. In 2024, agencies and freelancers can earn certificates for completing different requirements (assignments, submitting sites, tests, etc.). In addition, we conducted lectures, one-on-ones, and hands-on educational sessions including design workshops, developer workshops, product workshops, and more.

Inspirational Talks

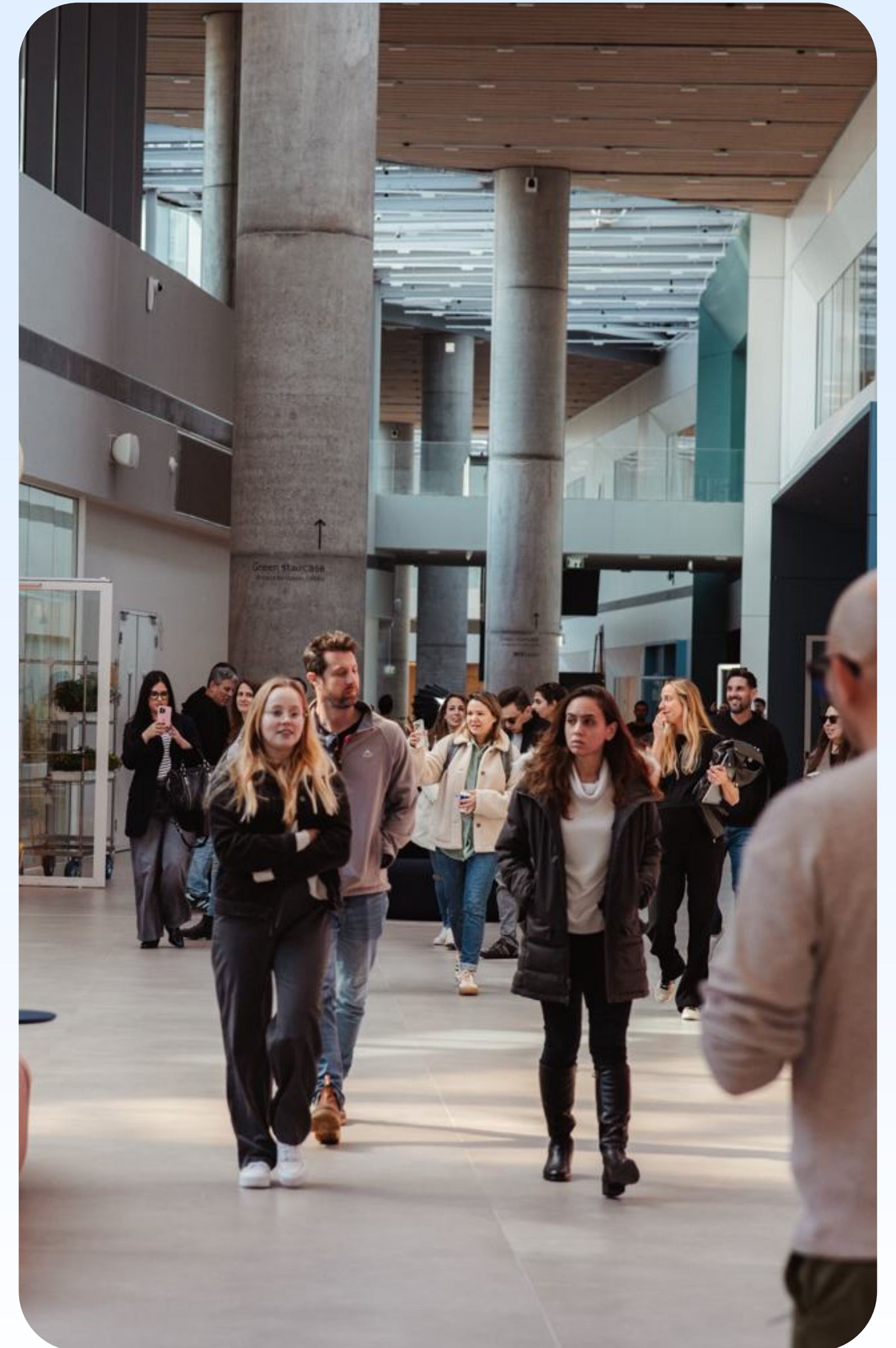
Our top partners spoke about their experience with our product, the challenges they faced when they joined our platform, and their journey with Wix. They also discussed the future of Wix, what they expect from us, and the importance of having a partner community.

Partners roundtables

Our partners got a chance to get together, strengthen the community and have a discussion where questions were answered.

This collaborative platform also offers a forum, creating a true community for partners to find product updates, ask questions, share code and design inspirations, and create potential collaborations.

Additionally, we conducted a dedicated face-to-face meetup in Bangalore, India, to introduce Wix India, where 60 esteemed partners came to explore a variety of topics. We talked about the Wix Partner Program, growth opportunities for partners, the Wix App Market, the scope for app development, collaboration with other partners in the community, and the Wix product journey.



Product Accessibility

Website accessibility is crucial as it ensures that site visitors can access and navigate a website effectively. We aim to promote inclusivity, expand audience reach, and enhance user experience, ultimately advancing equal opportunities for online engagement and participation.

Wix's Accessibility Wizard serves as a guiding tool for users, and is continually updated according to the WCAG 2.1 standards and improves the overall accessibility of websites created on the platform. On top of the Accessibility Wizard feature, there are many accessibility features integrated into the platform such as:

Full keyboard functionality, from small buttons to comprehensive online stores.

Heading tags to help readers understand how the site is organized.

Automatic DOM order, arranged to navigate the site.

Alt text, to help visually impaired readers to understand the context of photos.

Site language definition and correct semantics, to better understand the content.

Skip to content, which allows keyboard users to navigate directly to the main content of the page.

Smart focus ring to easily navigate the website.

Aria (Accessible Rich Internet Applications) attributes, description used when there is no appropriate descriptive text.

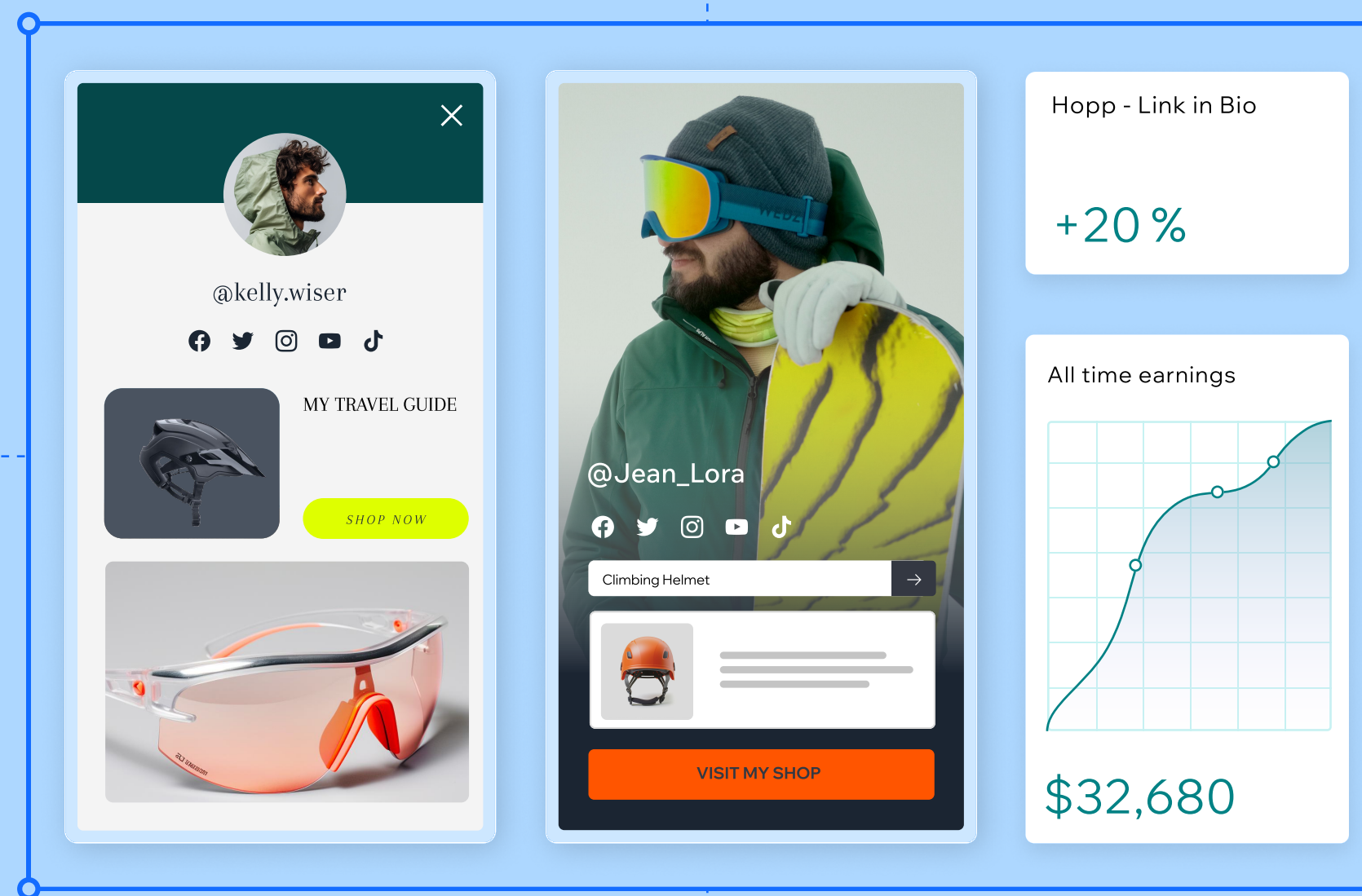
At Wix, we prioritize usability for individuals with disabilities. Internally, we undertake comprehensive audits and implement company-wide efforts to enhance accessibility standards. These efforts are complemented by internal education programs aimed at empowering employees to create more accessible products.

Externally - for users - Wix provides education and training through the [Wix Learn](#) system, offering resources for users to understand and implement accessibility features, thus improving the experience for all site visitors, including those with disabilities. Moreover, users are able to hire an accessibility specialist to audit their site and make any necessary adjustments according to the WCAG 2.1 accessibility guidelines. To read more on accessibility for Wix users, please click [here](#).

In 2023, Wix's Head of Accessibility took to the stage of the CSUN Assistive Technology Conference, to discuss the challenges, responsibilities, and opportunities in our mission to impact and improve the accessibility level of the internet. We are focused on not only enabling anyone to create an accessible website but also making it scalable.

Empowering youth with disabilities

Our Wix employees are dedicated to making a positive impact beyond the confines of their workplace. In 2023, the Wix Accessibility team offered a year-long mentorship program for youth with disabilities in Israel. Employees from the accessibility team mentored and led teenagers at a school for special needs. After learning about the Wix platform and tools, the students undertook projects, creating landing pages, blogs, and more. The students were also invited to the Wix campus for their first and final sessions for hands-on learning experiences. To read more about our volunteering initiatives, please see [Supporting Local Communities](#).



Creating a Safe and Secure Space for Our Users

Creating a safe and secure space for our users is a top priority. We want everyone who uses our platform to feel protected and respected. That's why we have strict measures in place to safeguard our users' data and privacy. Our team works to keep our systems up-to-date and secure from any potential threats. We also have clear guidelines in place so that everyone using Wix treats each other with kindness and respect. Whether you're building a website or engaging with our community, we are here to help you feel safe and supported every step of the way.

Creating a Digital Safe Zone

We care for our users and their website viewers. [The Butterfly Button](#) is available on the Wix App Market. The Butterfly Button is a digital safe zone that secretly provides information and connects domestic violence victims with experts who will be happy to assist. By adding it to their website, users can help their viewers get help. No one can trace the actions made inside The Butterfly and entries are not saved in the browsing history.

With the tap of a finger, viewers can:

Review important public info about domestic violence

Send a secret request to a domestic violence call center

Chat with Betty, a professional AI assistant

Start an anonymous live chat with a domestic violence expert

Content Guidelines

As a global platform serving hundreds of millions of users, Wix upholds freedom of speech while recognizing the need to maintain certain content standards. Our [Content Guidelines](#) outline what is acceptable on Wix.com.

Although we do not pre-approve sites, we may monitor them for security and safety reasons. If we receive a valid notice justifying a site's removal or decide that a user's content is not in compliance with our Terms of Use, we reserve the right to remove content that violates our guidelines or Terms of Use, as well as respond to valid notices of non-compliance.

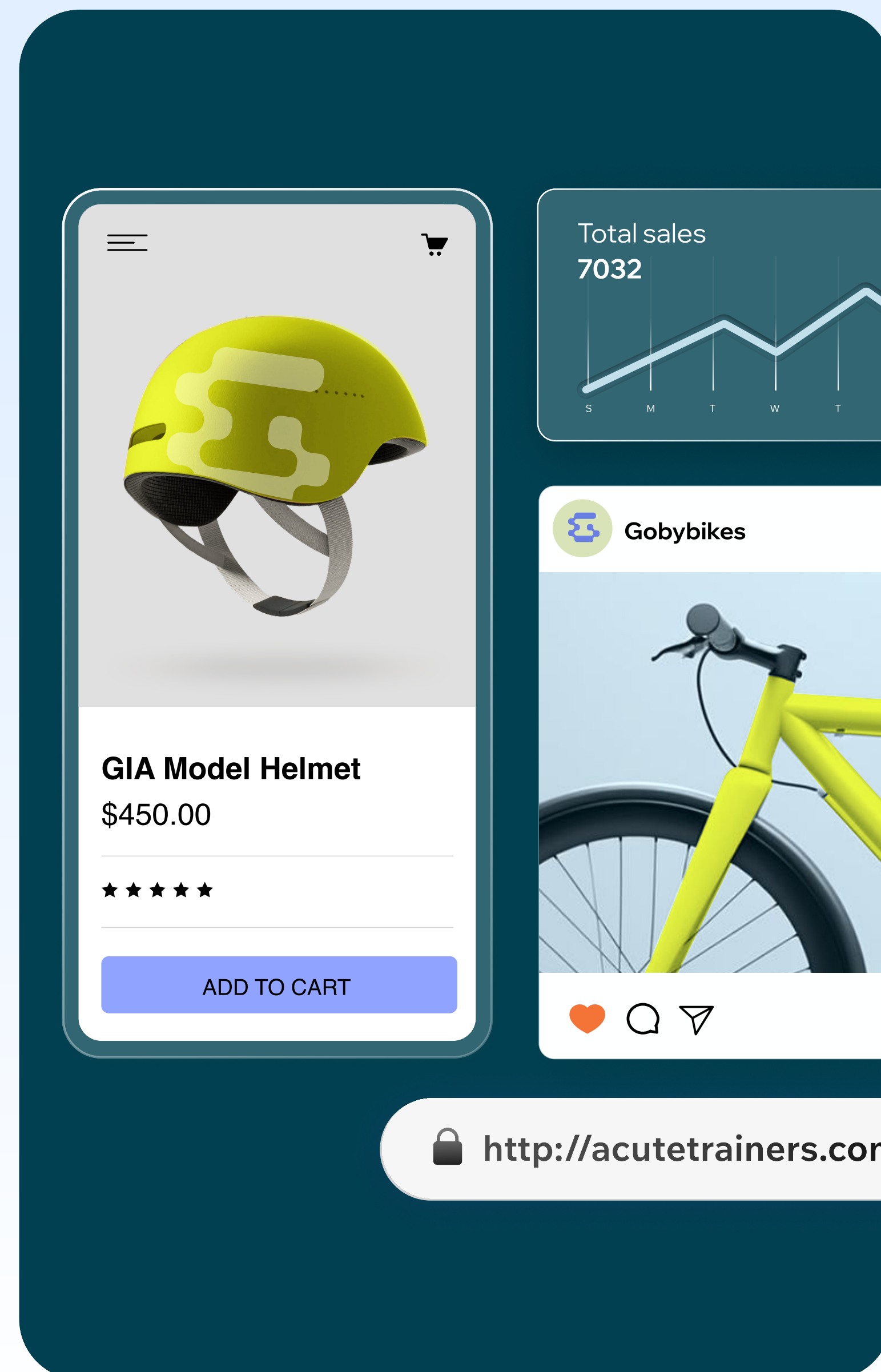
Wix.com content guidelines are comprised of **three basic pillars:**

Wix allows anyone the freedom to create, express themselves and publish the most diverse content through the internet.

Making sure that our employees, users, users of our users, and partners feel safe is our first priority.

Users should be treated equally under our policies.

By using our services, Wix users accept all our terms, policies, and guidelines. These guidelines outline prohibited content, conduct, and behavior on our platform, prohibiting any use of our Services for illegal activities or purposes contrary to Wix policies. For more information, please see our [Content Guidelines](#).



Wix Studio Community Code of Conduct

The Studio Community serves as an inclusive environment where all Studio creators are encouraged to build connections, gain insights, contribute to platform development, and collaborate on innovative projects.

The Wix Studio Community embraces diversity and inclusion, nurturing an environment where all creators are valued and respected. Offensive conduct, harassment, and discrimination are strictly prohibited. Through a shared commitment to seven core values, community members are encouraged to exchange knowledge, collaborate, ask questions, offer support, find inspiration, and make a positive impact together. Red flags are promptly addressed, with measures taken to maintain a safe and inclusive community environment.

This is where our community code of conduct becomes crucial. Its purpose is to maintain alignment among all members, including the Wix Studio team, to uphold the community's vision and values.

For more information, please see our [Wix Studio Code of Conduct](#).

Our seven community values:

Belonging

Support

Growth

Inspiration

Collaboration

Impact

Curiosity

Digital Service Act

The European Union's Digital Services Act (DSA) aims to create a safer digital space where the fundamental rights of users are protected.

Wix has developed various documentation and reports in compliance with DSA requirements, including:

Content guidelines - designed to disclose Wix's moderation policies, fostering trust and clear communication between platforms and users.

Law enforcement guidelines with instructions to request access to users' data held by Wix or report any illegal content.

Semi-annual reporting of average monthly users in the European Union.

Forthcoming transparency reports on content moderation.

Additionally, in accordance with the DSA, Wix has established a Single Point of Contact at Wix Online Platforms Limited (Ireland) as mandated by the DSA to facilitate direct communication with relevant authorities.

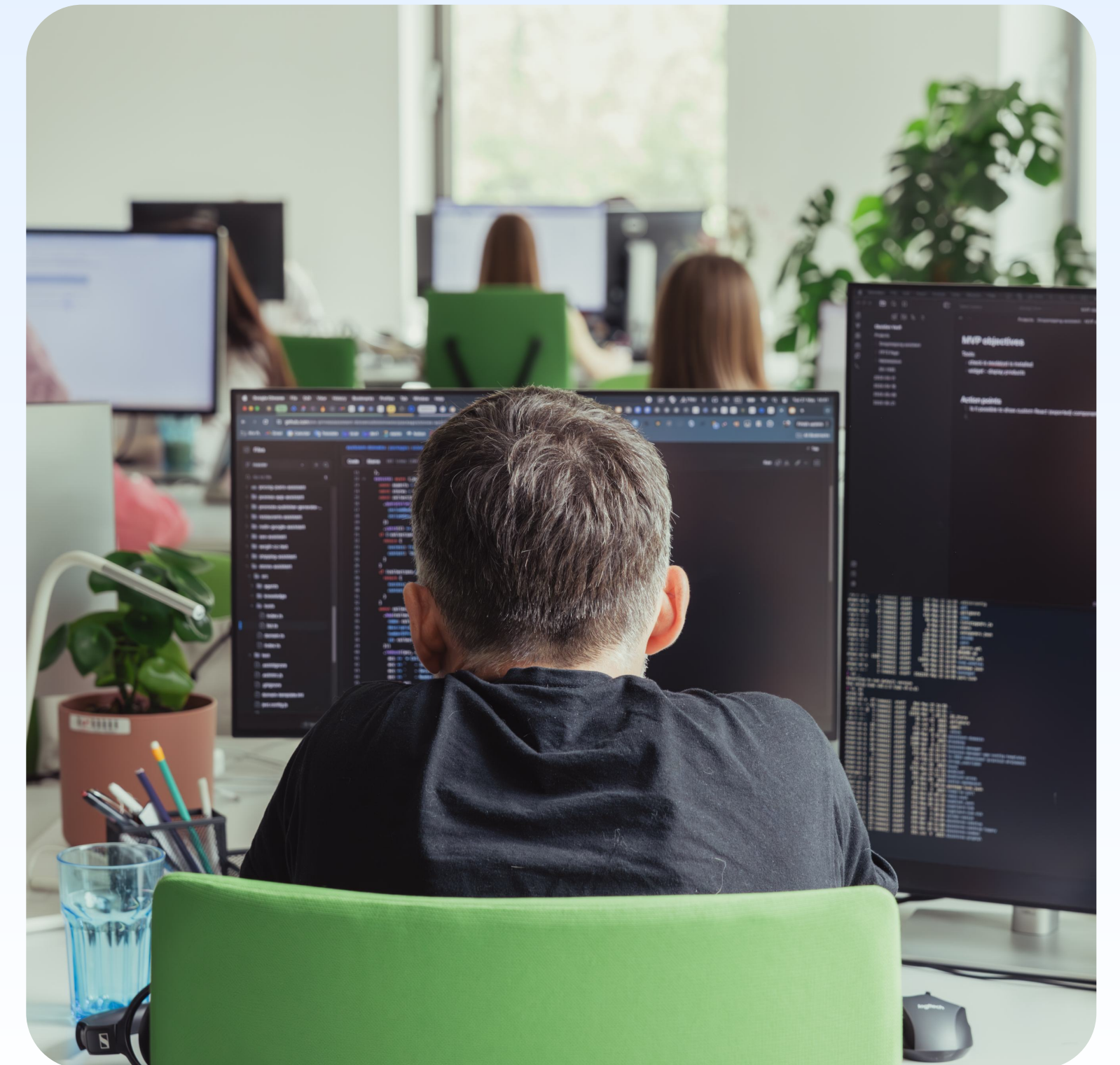
Prior to the implementation of DSA, Wix had already established a channel for individuals, law enforcement agencies, and users to submit complaints about specific content hosted on our platform and to receive updates on the actions taken by us in response to such complaints.

Caring for Our Users' Cybersecurity & Data Privacy

We value our users' privacy and information security as much as our own, embedding security considerations into our infrastructure, development, and partnerships. Prioritizing high standards, we operate a fully monitored Security Operations Center, active 24/7/365 and consisting of a team of experts. The center employs advanced monitoring tools designed to swiftly detect and respond to threats.

Our Privacy team oversees all stages of product development, prioritizing compliance with privacy and security standards, promoting transparent data collection, and offering meaningful privacy configuration options.

The team cultivates a "privacy by design" culture, sharing knowledge and establishing relevant flows designed to promote compliance with existing and emerging data privacy regulations around the world. Simultaneously, our security team implements and maintains technical and organizational security measures to safeguard both company and customer data and assets. They lead the development of security procedures, processes, and controls, designed to ensure the integrity of Wix and user information.



Certifications and Regulations



As part of our commitment to our users' privacy and data protection—and that of their customers, Wix is compliant and certified with the highest international privacy and security regulations, including:



SOC 2 Type 2: A report evaluating a service organization's controls over time, ensuring data security, availability, processing integrity, confidentiality, and privacy.

SOC 3: An assurance standard, designed to ensure that adequate internal IT controls exist. It relates to security, availability, privacy, confidentiality and processing integrity.



PCI DSS Level 1: Compliance standard ensuring secure handling of payment card data by organizations that process, store, or transmit such data.



ISO 27001: International standard for establishing, implementing, maintaining, and continually improving an information security management system.



ISO 27017: Specific subset of ISO 27001 focusing on cloud service security, providing additional guidelines and controls.



ISO 27018: International standard outlining guidelines for protecting personally identifiable information (PII) in public cloud services.



GDPR: General Data Protection Regulation, a European Union regulation governing data protection and privacy for individuals within the EU and the European Economic Area.



CCPA: California Consumer Privacy Act, a state statute designed to enhance privacy rights and consumer protection for residents of California.



LGPD: Lei Geral de Proteção de Dados (General Data Protection Law), a Brazilian law regulating the use of personal data and privacy rights.

For more information, please read our chapter on [Cybersecurity and Data Privacy](#)

Securing data through certification of the Data Privacy Framework

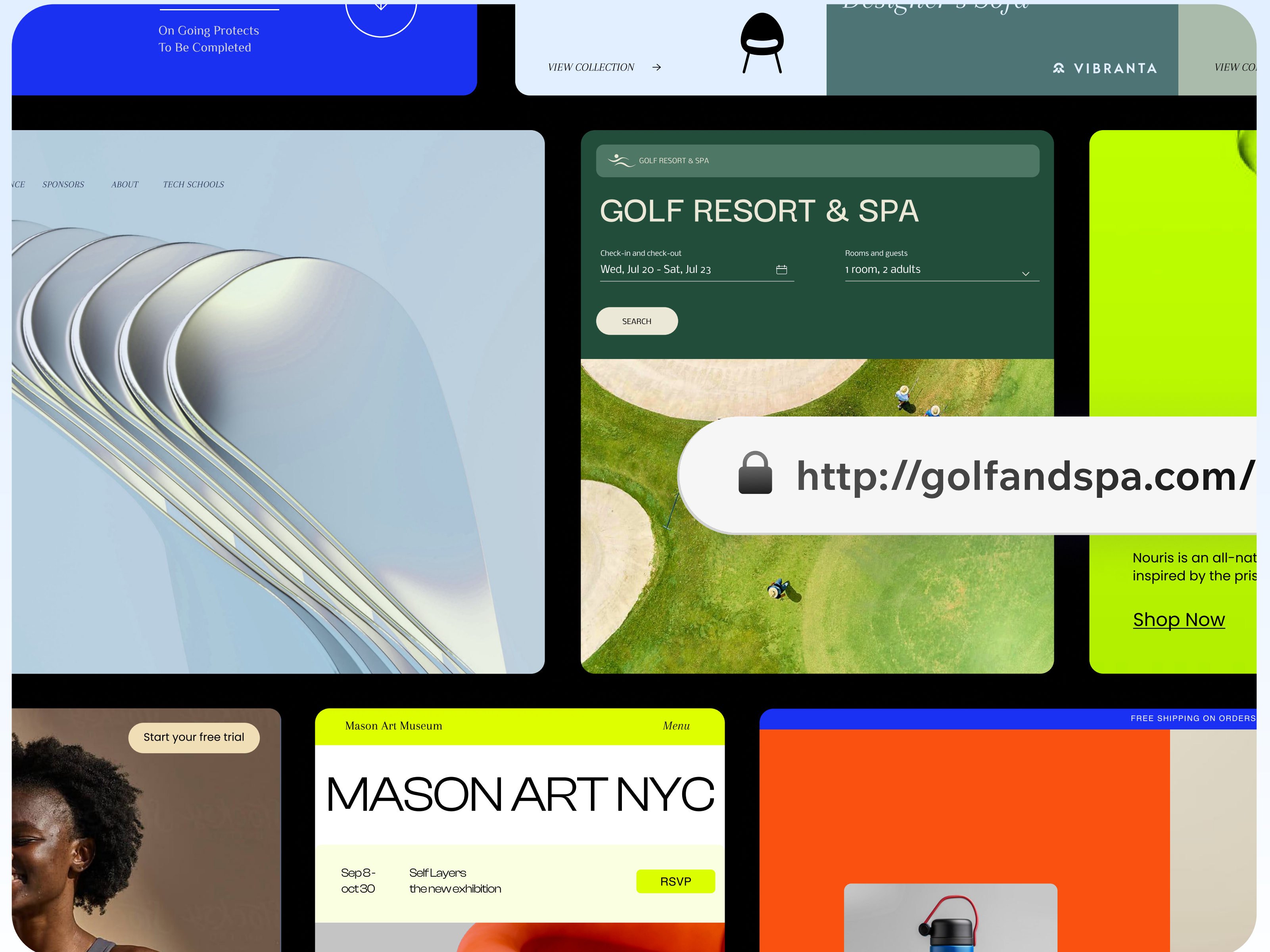
In 2023, Wix successfully secured certification under the Data Privacy Framework. This framework, a joint effort by the U.S. Department of Commerce, European Commission, UK Government, and Swiss Federal Administration, establishes reliable mechanisms for transferring personal data from the European Union, United Kingdom, and Switzerland to the United States. It ensures that our data protection practices align with EU, UK, and Swiss laws. For a global company like Wix, this certification is important for several reasons. It allows us to:


Navigate the intricate landscape of data protection laws

Foster trust in our customers

Serve as a competitive differentiator

By showcasing prioritization of high standards of data privacy and security, we're not only meeting regulatory requirements but also providing a valuable asset for all our users.



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Actions to protect our users' digital assets include:**Bug Bounty Program**

Our [Bug Bounty program](#) is managed on the HackerOne platform. We encourage website security researchers to submit vulnerability reports, covering all security issues. 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.

Anti-DDoS Protection

Anti-DDoS hardware is a physical layer of protection between potential attackers and the network. We implement advanced anti-DDoS solutions and take immediate action to counter service attacks so that all of our users' sites stay resilient and secure at all times.

Machine learning and data analysis

Machine learning is used to detect pattern changes and suspicious activity, in order to block any attempted misuse of our users' accounts, data or sites.

Security visibility

Wix invests heavily in state-of-the-art tools and technologies to achieve high-security visibility, designed to ensure secure operations throughout our platform.

Security certifications – SOC 2 and SOC 3

In 2023, we received a System and Organization Controls (SOC) 2 Type 2 and SOC 3 certification for Wix Studio and Wix Editor. Developed by the [American Institute of CPAs](#), SOC 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. To see all of our security certifications, please [click here](#).

To read more about our cybersecurity abilities for our enterprise users, please see our [White Paper, Security at Wix](#).

Trust Center

Our [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.

Transparency Reports - Data requests

In 2023, Wix.com received a total of 868 requests from law enforcement agencies in 41 countries. After an extensive review of each request, Wix decided to object to 82 requests and did not provide information in these instances. We objected to data disclosure in cases where we were unable to locate the requested data in our system or the request did not meet legal requirements regarding data disclosure.

In 2023, Wix did not experience any material data breaches, nor did it face privacy-related litigation initiated by regulatory bodies. In addition, Wix did not incur monetary losses as a result of legal proceedings associated with user privacy.

Read more on our policies, privacy center and transparency report on our [Privacy and Security Hub](#).

Artificial Intelligence Services

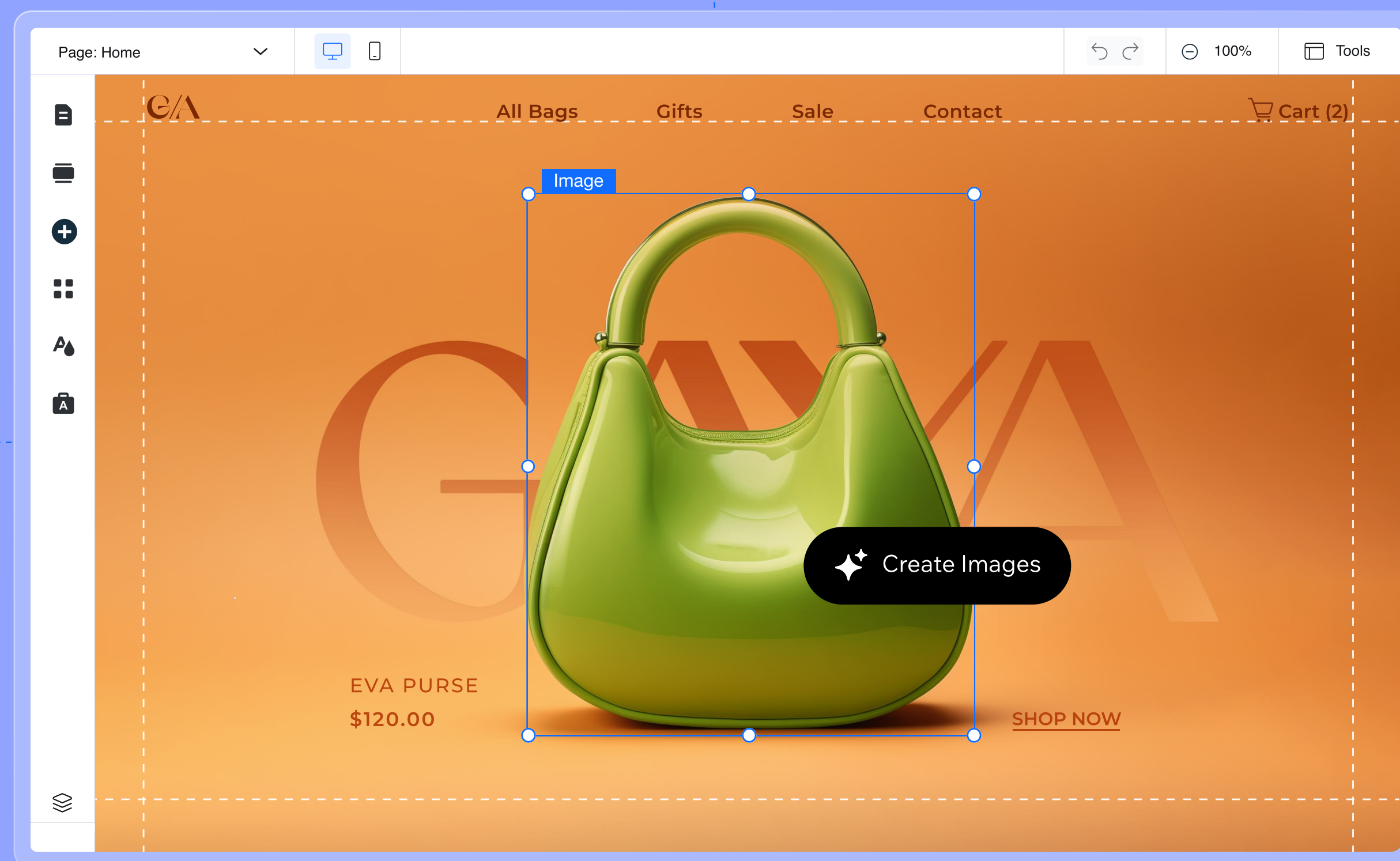
AI is quickly becoming a big deal in technology, revolutionizing industries with its abilities.

Changing how businesses work and connect with customers, AI brings automation, personalized experiences, and smart decision-making to a new level. AI's ability to crunch big data and predict future trends makes it useful for making businesses more efficient and competitive. In this dynamic landscape, AI is set to play a huge role in shaping the future of tech and business.

We have added AI services to our platform, providing users with advanced tools to make content creation easier. With AI and machine learning technologies, users can create top-notch content quickly. These AI capabilities not only improve the user experience but also keep Wix ahead of the curve in website building and online services.

However, we recognize our duty to use AI responsibly – for any new AI product we make, our product managers have a set of rules to follow to make sure we are compliant with relevant laws and regulations and the product respects user privacy. We check that user data stays confidential, handle intellectual property carefully, and use security measures.

More information on our AI terms of use can be found [here](#).



Our People & Community

5,302

Wix people

15

Countries around the world

99%

Permanent employees

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 fulfill themselves. We are continuously learning and looking at ways to continue to create a work environment that is inclusive. 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. We believe all of these efforts culminate in high employee satisfaction and retention. Our focus on the development and well-being of our employees directly aligns with our efforts to create and drive positive and meaningful impact on our society and community.



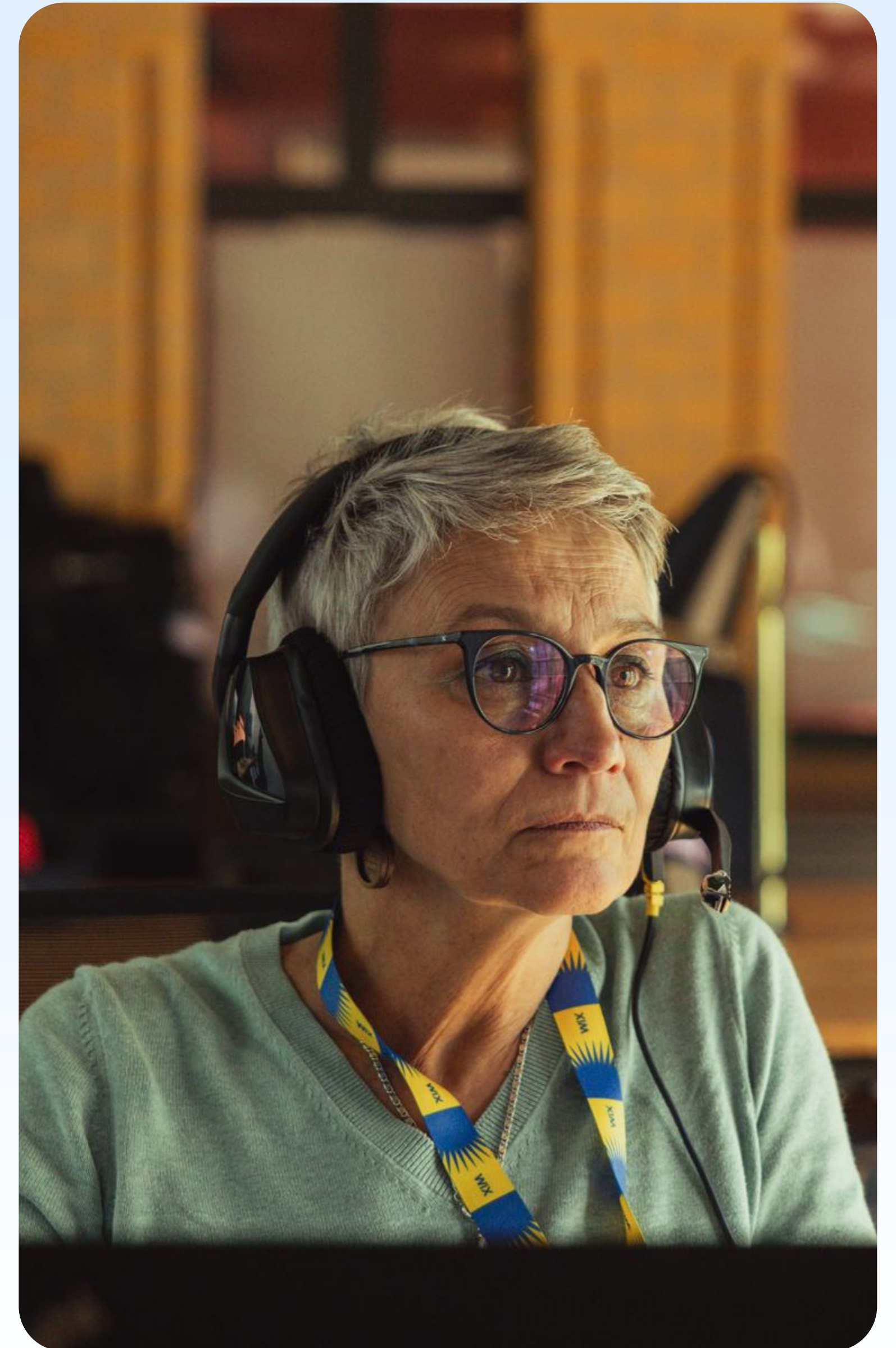
Our Hiring Philosophy

We aim to build the best products in the world, which can't be done without hiring the best people to do it. We aim to create a culture in which any person can be successful. We don't care about education, age, gender, religion, political opinions, disability or sexual preference. We care about motivation, potential, skills, experience and the ability to be a good teammate.

When it comes to recruitment, we look for exceptional people according to their skills and potential, and not only according to their titles and resumes.

Direct employment of our cleaning staff

At our Tel Aviv Campus, it was important for us to hire the cleaning staff directly through Wix, instead of outsourced through a third-party. Currently, we employ approximately 80 people in our cleaning staff. The cleaning staff attend events and receive the same benefits all Wix employees receive, including equity in the company. Special programs were put in place to support and retain them, including promotions and focus groups to better understand their needs. We further provide them with special onboarding sessions to better understand their employee rights. Dedicated Hebrew lessons are also provided so they can more easily integrate into the workplace and wider society by speaking the local language.



Diversity, Equity & Inclusion

Gender equality – Wix Women

47%

of Wix's workforce

44%

of managers

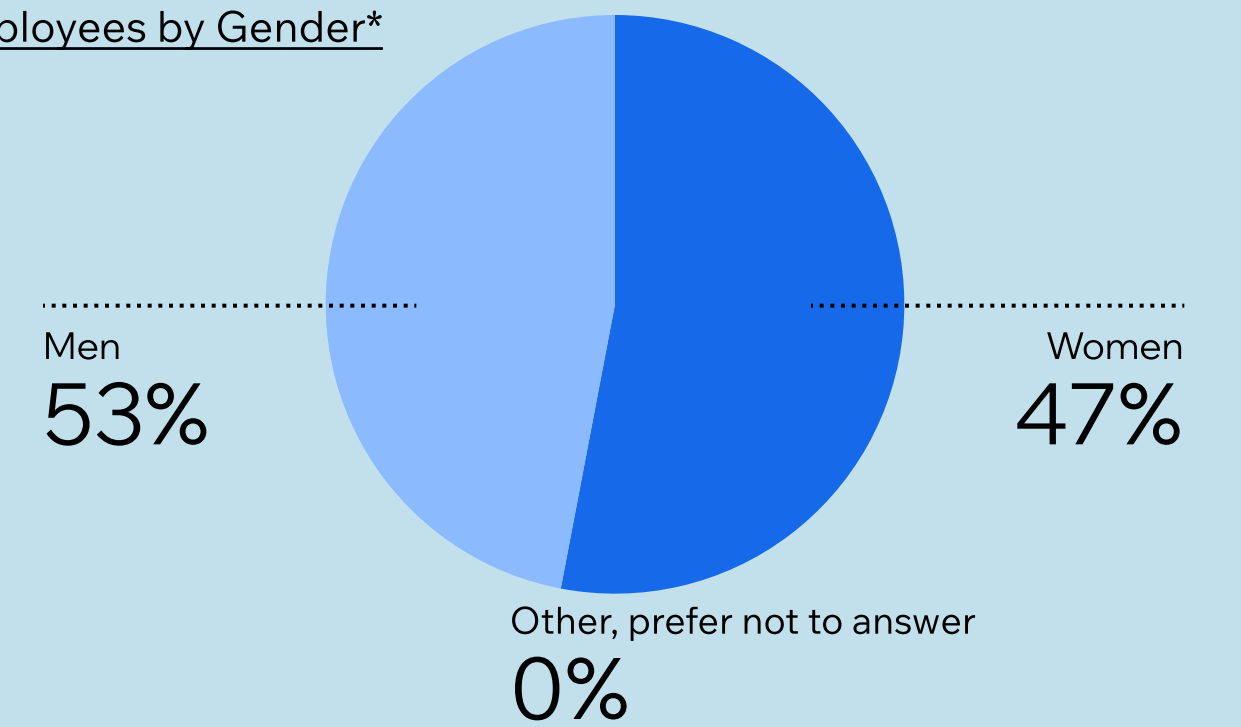
32%

of technical professionals⁵

We are focused on fostering a culture of diversity, equity and inclusion across all facets of our company. Wix embraces a culture that promotes equal opportunities and opposes all forms of discrimination and harassment. We are proud to provide transparency around the makeup of our employee base.

⁵ Technical professionals are defined as all technical occupations in computing, design, development, research and information technology that require deep technical specialization and knowledge.

Employees by Gender*



* "Other" may include not reported, third gender, two-spirit, transgender, gender-fluid and other gender identities.

* Data is based on self-reporting/self-identification.

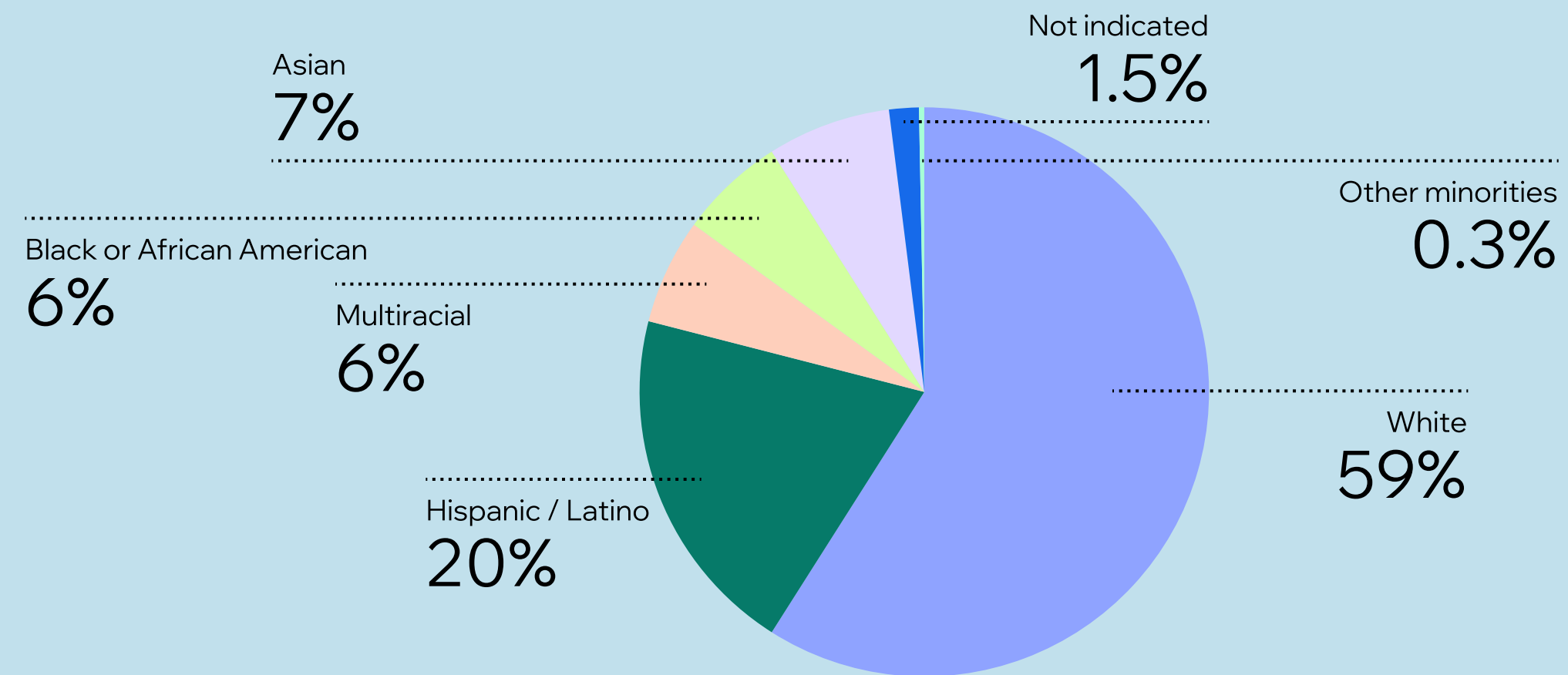
Culture of inclusivity, diversity and support

We prioritize creating a workplace where everyone feels valued and included. We believe in assessing motivation, ownership, and collaboration skills, fostering a unique organizational culture where every individual can thrive.

In 2023, we began a new initiative called "Wix for Everyone" aimed to create employment opportunities for people with disabilities at Wix.

In the United States, employees have the opportunity to self-select their gender, race and ethnicity within our HR and payroll systems. Policies are in place to prevent discrimination, and all employees undergo training to understand these guidelines. These sessions include anti-harassment and discrimination training upon the start of employment and on an annual basis. The training session links to the company's anti-harassment and discrimination policy and is meant to complement and educate employees on that policy.

Race and Ethnicity (U.S. only)*



* Based on self-reporting/self-identification.

Student Program

Wix seeks to be a major contributor in shaping the next generation of tech workers, and we take pride in investing in young, upcoming talent. We offer seven student programs in Israel aimed at supporting and employing university students, providing them an opportunity to secure their first job in the tech industry. Each program is for a specific profession - Developers, BA & Data Engineers, Product, Writers, UX, and Design. Through this program, students are assigned to work in the profession of their choosing, and the relevant guild is responsible for their onboarding and training. Afterward, they

usually enter a company where they continue their training. This enables them to learn about the guilds and companies that they are placed in with a fully integrated approach and continue to be mentored throughout the program. In 2023, we hired over 130 students in Israel, of which over 60 were in developer roles. Overall, students and interns accounted for 17% of our hires, and many of the graduating students (over 80 in 2023), were offered full-time positions. As part of a similar intern program in Lithuania, we hired 28 developer interns in 2023.

Promoting underrepresented groups through ERGs in the United States

Employee Resource Groups (ERGs) are our U.S.-wide employee-led groups that focus on strengthening diversity, equity, inclusion, and ultimately belonging to Wix. Today, we have three ERGs: sKinTech, Wix Rainbow⁶, and Women in Leadership. These groups:

Provide a community for those with a shared identity and their allies to find connection, support, and empowerment

Strengthen a culture of allyship through learning and discussion

Represent their group’s voice to positively impact Wix’s business strategy

Empower employees with opportunities to grow, network, and develop

Get involved in the community and drive related services and volunteer initiatives

Throughout 2023, our ERGs provided a series of thought-provoking and empowering initiatives that amplified diverse voices and fostered dialogue about inclusion including:

#IamRemarkable - Workshops that empower individuals to celebrate their achievements and challenge societal perceptions of self-promotion.

Unconscious Bias and Trans Through the Ages: A Trans Day of Visibility Event - Informative sessions that delved into unconscious biases and the historical journeys of marginalized communities to foster understanding and promote inclusivity.

Building a Kick-ass Culture of Inclusivity - An exclusive presentation from Kim Scott, author of “Radical Candor” and “Just Work,” on how all employees can contribute to building a culture of inclusivity.

We prioritized education about DEI, a path we will continue into 2024. We were proud to launch a program to elucidate the essence of DEI and the history of DEI in the tech sector. This training aims to gain invaluable insights to engage in conversations about Wix's DEI efforts and nurture an inclusive workplace culture.

We also intend to offer training sessions focused on dismantling the gender binary to provide an overview of deconstructing gender norms and highlight their importance.



⁶ Wix Rainbow is an employee-led initiative for the LGBTQ+ community, first established in Israel and operating in multiple sites.

Women in Tech

Wix recognizes the disparities that exist in the tech industry, particularly concerning women's representation. Understanding that, we have implemented strategic changes in our recruitment processes in 2023:

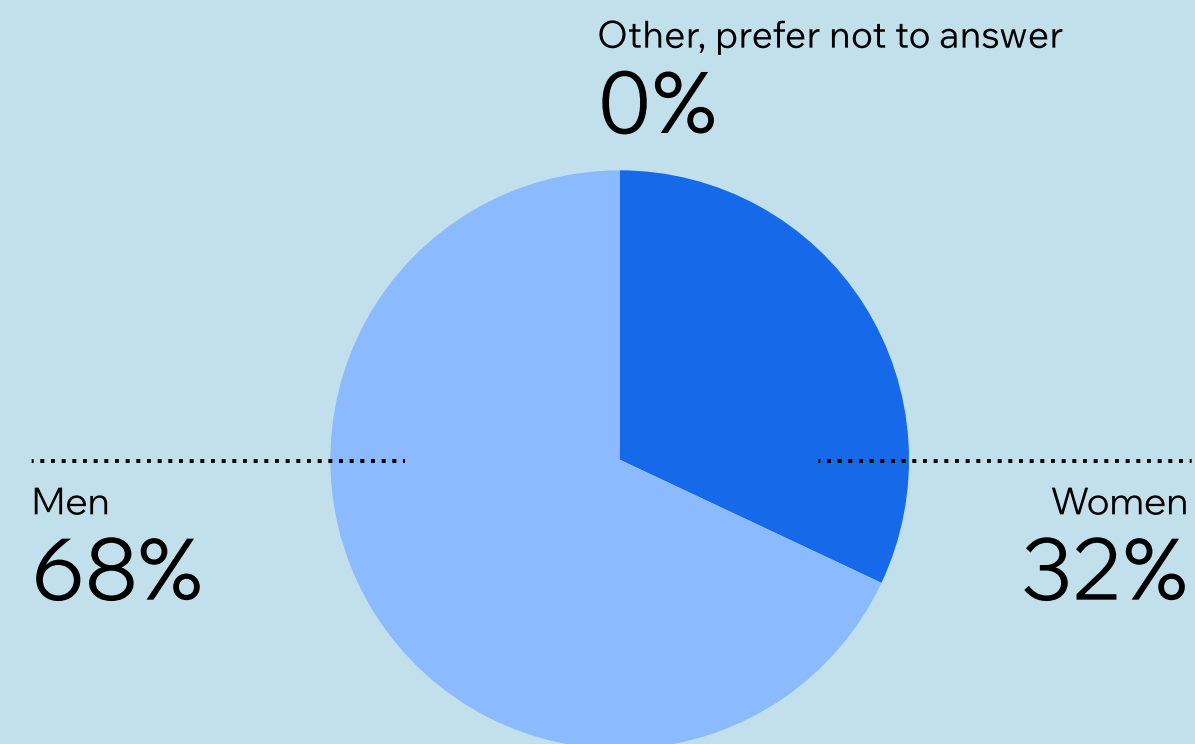
Wix Enter student program

We held an event to introduce and encourage potential women applicants to apply to Wix and worked with organizations like QueenB to promote this student program to as many talented women as possible. We also created a setup for the interview round so that women interview women candidates, to create a safe environment where they can feel the most confident.

Kickstart program

In our intensive training program for developers, we made efforts to promote inclusion and equal opportunity for women.

Technical professionals by gender



Women in R&D

In 2023, a new Wix community was founded for Women in R&D, aimed at fostering a supportive environment and facilitating professional growth for tech women at Wix. During the year, the community hosted three successful meetups, each focusing on different aspects of career development and empowerment.

The opening event featured a leadership panel comprising experienced professionals who shared valuable insights and experiences. The following events included roundtable discussions to brainstorm ideas for future community initiatives, a session on public speaking skills, and the launching of the program "Women on Stage", further enhancing opportunities for women in the R&D field.

Looking ahead to 2024, the community outlined an ambitious roadmap. The calendar includes various events and activities throughout the year, such as lectures on personal branding, technical conferences, social gatherings, and peer meetings. Additionally, plans are in place to engage with volunteers from diverse backgrounds to broaden perspectives and foster networking opportunities.

The year is expected to culminate with the launch of a mentorship program and an end-of-year event, reinforcing the community's commitment to supporting women in R&D at Wix.

Equal Pay

Equality has been one of the core values at Wix for many years thus, we have been actively reviewing compensation equality for many years. When we find unjustified gaps, we take actions to try to fix them. We are proactive in making sure that the only things that affect pay are skills and performance, and not biases. To identify pay gaps, we use a model that focuses on gaps within professional groups per country, while also accounting for professional expertise. In 2023, our overall weighted average pay gap (calculated according to the different groups' sizes) between men and women decreased by 20%, from 2.4% in 2022 to 1.9% in 2023 (in both cases, in favor of men).

Read more about our actions for equal pay and representation in our [Global Equal Pay Report](#), [Ireland Gender Pay Public Report](#) and [Israel Equal Pay Public Report](#).



Employee Learning, Growth & Mobility

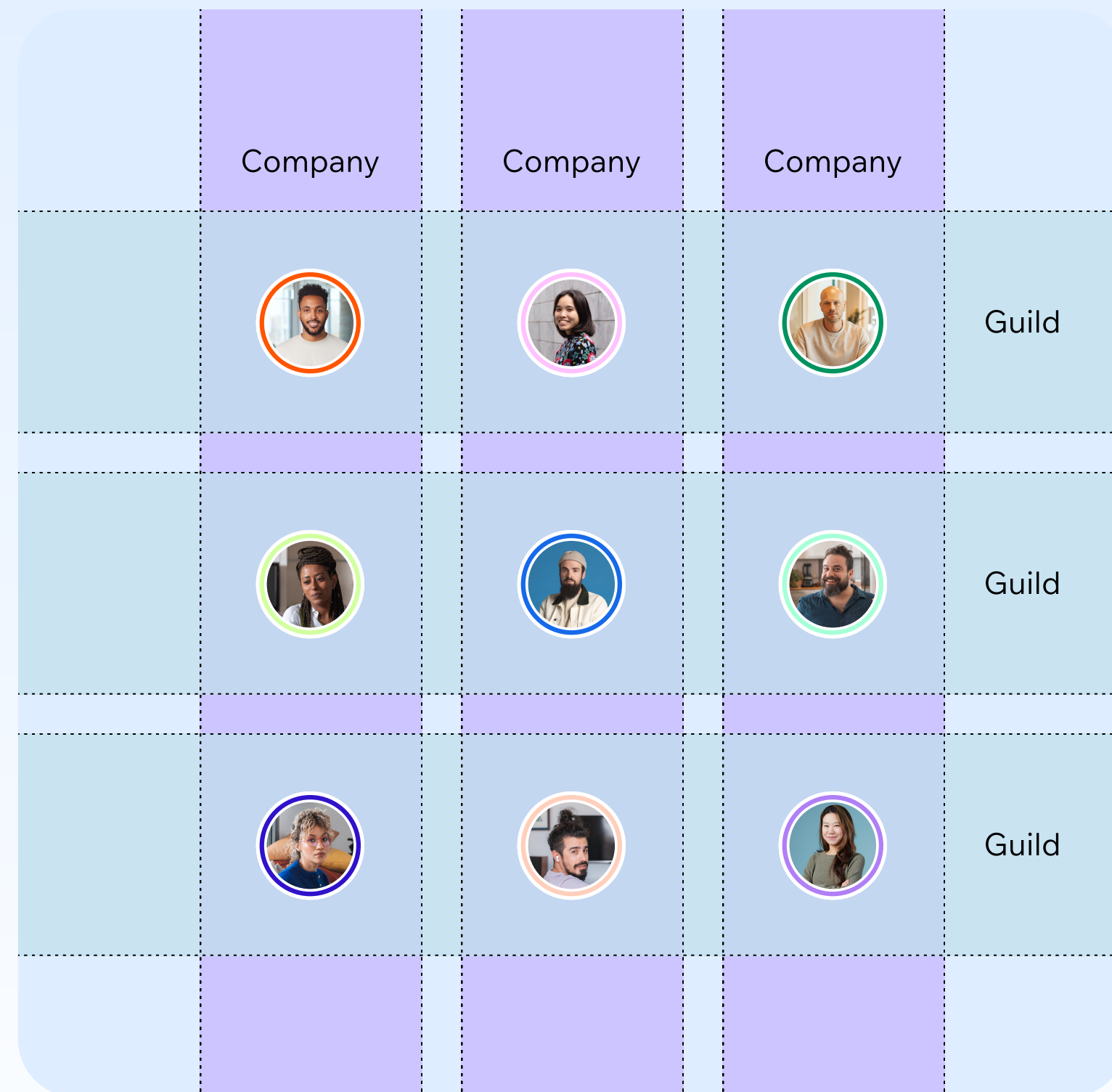
Feedback and growth are integral to our Wix way of development. We believe in providing immediate, real-time feedback—this is how we think a team should be nurtured and fosters a culture of openness. Communication is not a once-in-a-while thing for us, but a daily practice. We believe everyone should know where they stand at all times. We encourage everyone to speak up and share their thoughts as they come; there's no need to wait for the end of the year or a project.

This approach empowers our team members to continuously improve, learn, and evolve rapidly. At Wix, 'growth' is not just a buzzword—it's ingrained in our mindset. We prioritize creating an environment where personal and professional development flourishes, believing that growth occurs constantly and everywhere. For example, employees can grow and deepen their knowledge in their current roles or move between positions and broaden their professional expertise.



Our Organizational Structure

Wix’s organization structure is not about hierarchy and position - it’s about responsibility and ownership. Our structure is unique and allows us to best support our product success as well as our people’s growth, and is divided into:



Companies

That build our products (Stores, Events, Bookings, Payments, Blog, etc.)

A Company is a multi-disciplinary group that works together on a product or a line of products. Each company has the resources it needs to build products independently with full autonomy and the ability to influence its product. By sticking to the company's structure, we create a start-up vibe, a fast-paced, intimate environment with minimal dependencies in which each team member has a place and feels their impact. It also fosters an environment with a strong sense of belonging and allows people to become experts in their field.

Guilds

Maintain our professional level in the different disciplines (front-end development, back-end development, mobile, user experience, customer care, design, operations, project managers, business analysts, etc.)

A Guild is a horizontal group that functions as the center of knowledge and expertise in a specific domain. Our guilds maintain professional quality, standards, methodologies, and infrastructure across the companies and provide ongoing learning opportunities for employees with the same profession. Guilds at Wix function as professional communities, establish a sense of belonging and provide networking opportunities among peers across multiple locations. The guild enables knowledge sharing, promotes professional development, and provides mentorship. This is achieved via activities such as seminars, meetups, guild days, training, peer review, or one-on-one sessions with “guild masters,” who focus on the professional development of their teams.

Departments serve as core domains within our company, focusing on essential functions that support the overall operations and success of Wix (marketing, legal, finance, people teams).

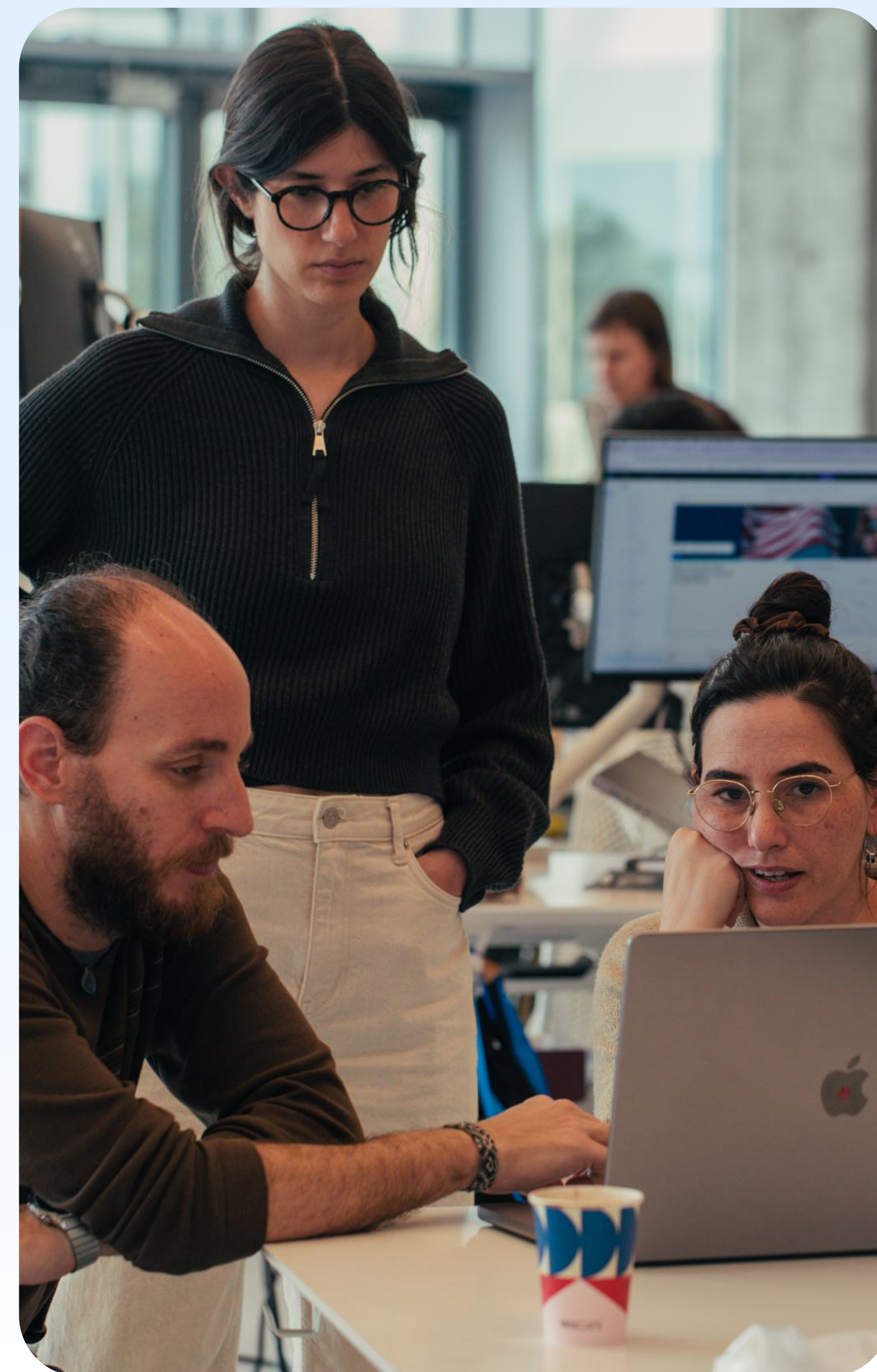
Departments collaborate with all Wix people to align their efforts with the company's strategic goals and objectives. By providing specialized expertise and services, departments help Wix operate efficiently, comply with applicable laws and regulations, attract and retain talent, and achieve all that we set out to do.

Our unique structure gives our people the ability to be professional and encourage individual growth, working with as many people in their same profession who can inspire them and they can learn and consult with, and at the same time work in organic teams around a shared goal and vision.

Guild activities

Guild activities are special events that happen on a regular basis and present opportunities for employees to diversify their skill sets and broaden their professional horizons. During these activities, employees are temporarily relieved of their regular team responsibilities to engage in a variety of tasks of their choosing. These tasks may include collaborating with other product teams, contributing to open-source projects or internal enhancements, conducting research, working on infrastructural projects, and more. Guild activities facilitate experiential learning across a spectrum of disciplines, allowing employees to acquire new skills and knowledge beyond their customary roles and have the opportunity to network and feel a part of a community.

Our company and guild structure is one of the main tools that allows and encourages development. This structure is designed to preserve a high level of professional excellence while scaling our business and product offering.



Learning Opportunities at Wix

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 range of career opportunities, we believe we are laying the foundation for a stronger organization with a more capable workforce. We seek to support our employees in many ways, including educational training programs, learning and development opportunities, employee resource groups, and competitive employee benefits as well as giving back to our community.



Wix Double You – learning hub

Over 1600 employees participated in learning opportunities through Wix Double You in 2023

The global hub offers learning opportunities for all employees at all levels and all professions. Sessions are offered in different languages and time zones, as well as remote or in-person. We believe people grow when they learn new skills, and in 2023 we offered various learning opportunities, using various methods:

Lectures

Courses

Workshops

On-demand content

The topics are based on our people's needs - in 2023, we put an emphasis on the following topics:

AI for Beginners

Become an inventor

Powerful Data Presentation

Own your time

In addition, we increased our learning opportunities delivered by internal speakers to ~40% of total opportunities (versus 18% in 2022), thereby displaying that we can learn more from each other and encouraging our employees to develop their presentation skills.

Wix Engineering Conference

~1,000

Participants

42

Presenters

100%

Fully booked workshops

The Wix Engineering Conference is more than just an internal event, but an investment in our employees and in the future of our own engineering culture. Wix Engineering Conference is a unique opportunity for our development teams to come together and broaden their understanding and awareness of other internal engineering activities, teams' projects and focuses. And yes, having fun along the way!

At the conference, we gave our developers the time and space to learn about the latest industry trends, new tech stacks, and innovative development practices. The conference included a Q&A session with Wix's CEO, a panel session with the Engineering leadership, a keynote speech by Scott Chacon, GitHub's Co-Founder, and numerous talks and booths, representing Guilds and Companies. Since conference content was both consumed and created by our developers (50% of speakers were women), it was a unique opportunity to share their experiences and lessons learned with their peers in a safe environment.

As a playground for growth and learning, the conference has been graced by the presence of many well-known thought leaders from the industry. By dedicating a full day to knowledge enrichment and providing our developers with opportunities for growth and increased internal awareness, we set the stage for continued organizational innovation.



Our Leadership Philosophy

Over 90%

of new managers were promoted internally in 2023

Great leadership is key to Wix's success. We believe that we build the best products in the world because we have the best teams in the world.

We have a unique way of doing things - and our approach to leadership is part of that. In November 2021, we published the first edition of *The Wix Way of Leadership* book, in which we share our leadership values, philosophies and practices. A set of beliefs and guiding principles, the book helps us all stay on the same page, be more efficient and more flexible. Today, with over 5,000 people across the world and approximately 1,000 managers, we understand that we need the guidelines on the *Wix Way* to best lead and manage.

We want Wix to be the best chapter of our people's careers, which is why we're working hard on sharing the philosophy

and methodology of leadership at Wix. We believe that leadership can be learned and mastered through hard work – although it is not always easy. We expect our leaders to create the right setting for their employees' success and the best environment for their growth. We expect them to know their teams well, communicate with them openly and constantly, give feedback and take care of their growth. We believe in winning teams that are high-performing teams and not just teams of high performers and expect our managers to strive for that.

Without replacing common sense, restricting freedom or hurting our managers' creativity, we give our managers tools to help reduce miscommunication and create a shared language and culture that we believe will help us create the best products in the world.



Leadership development at Wix

At Wix, we prioritize continuous learning and development opportunities for our employees across all levels of leadership. Over 90% of our 2023 new managers were promoted internally (vs. external hires). Our tailored programs include:

Managers of Managers (MoMs) Course

This program focused on boosting leadership skills of managers who oversee multiple teams. Through a mix of virtual sessions and in-person workshops, participants learned coaching skills, leadership strategies, and network building. By the end of it, MoMs aim to hold a strong personal perception of their role as MoMs, coach their managers to fulfill their potential, gain a deeper understanding of Wix's way of leadership and build a valuable network of managers throughout Wix.

In 2023, we ran this program for all MoMs in Ukraine, and Poland. In 2024, we plan to expand the program to Dublin and the U.S.

Team Leaders (TLs) Course

Designed for newly promoted team leaders, this course equips participants with essential leadership skills and a deep understanding of their role within the organization. During the course, each TL also gets personal consultation time with the facilitators and a personal review of their leadership style.

In 2023, **211** TLs participated in this comprehensive program, averaging **21.5** hours of learning over three months.

Senior Managers Course

In 2023, 21 senior managers from our Israel site participated in an intensive program. Aimed at senior leaders managing large teams, the course emphasized complex leadership skills such as change management and systems thinking. The course included interactions with Wix's management and external speakers, with the goal of building their winning teams and groups by understanding the power of culture, leading in complexity by using the "system thinking" approach, and becoming part of a valuable network of managers throughout Wix.

In addition to these structured courses, we foster a culture of continuous learning through peer-groups, forums, guild activities, and communities, encouraging managers to share insights and tackle leadership challenges collaboratively.

At Wix, our managers development is centered mostly around the managerial journey. We provide tailored support that focuses on personal development as managers, and different leadership programs and trainings in organic teams. The development opportunities refer to general needs or content, specific touchpoints throughout the managers journey and other opportunities for self-development. Our skilled-based framework for each profession empowers employees to grow within the organization. Continuous feedback mechanisms, such as our "ask us anything" email inbox, foster open communication and support employee satisfaction. We prioritize transparent manager-employee relationships and ongoing feedback, promoting a positive work environment. In 2023, we launched a new hub called "Wix Lead," which serves as a valuable resource for managers seeking content and tools to support their teams. The Hub includes tips, knowledge, how to's and more, on how to provide or receive professional feedback, how to make sure that the team is satisfied, and more.

Internal mobility

We believe that internal mobility boosts the growth and retention of talent, fills strategic positions with existing Wix talent and increases knowledge sharing throughout the organization. Our global, cross-company internal platform facilitates mobility within Wix, through which employees who have spent a significant period in their current role and are ready to expand their skills, expedite their growth, and take the next step in their career, can apply for other roles at the company. Guild activities provide another chance to explore a new Wix company and if available, employees can request to move.

We recognize the significance of discussions around internal mobility and support managers as they navigate role transitions within their teams, as well as team members themselves. To facilitate the process of guiding our employees toward available career opportunities within the company, our Head of Internal Mobility is ready to assist employees seeking transfers.

In 2023, 21% of all open positions were filled internally.

We also have a high and constant rate of referrals from our employees recommending their friends and former

coworkers to work at Wix. We currently do not offer incentives for referrals because we believe introductions should only happen if they believe in us as a company and in their friends as potential Wix coworkers.

Employee Retention

With a focus on skill enhancement, career progression, and overall satisfaction, Wix assesses satisfaction through retention rates, with 77% of our employees having been with us for at least two years as of December 31, 2023.



Compensation & Benefits



At Wix, we firmly believe that our employees are directly tied to the success of the company and we want to ensure everyone benefits from our company's growth and performance. In addition to salaries, we provide Restricted Stock Units (RSUs) to all full-time, part-time and hourly employees. We offer unique benefits to all employees in all Wix sites, which vary by location.

Compensation

One of the most important components in our compensation package is our Restricted Stock Units (RSUs) which are granted to all of our employees. RSUs are provided so that every team member feels a part of Wix's success. Additionally, managers can show appreciation to an employee who has gone above and beyond in their role, and made an extra effort, by giving them a bonus or a "Take It Personal" (TIP). TIPs are typically something the employee really likes or needs such as a short vacation, tickets to a show, or something they have been wanting for a while - the key is for it to be personal and meaningful.

Generally employee benefits include:

Employee Stock Purchase Plan (ESPP)

Presents a valuable opportunity for eligible employees to participate in Wix's journey. The program enables them to purchase Wix shares at a 15% discounted rate of the fair market value through payroll deductions, facilitating a direct connection between individual contributions and company success.

Health plans

A benefits package offering comprehensive medical, dental, vision, and disability plans for financial protection in the event of certain personal events, such as a major illness; or injury, etc.

Pensions/savings/retirement plans

We offer pension/savings/retirement plans depending on location, such as 401(k) programs in the U.S. with employer matching and both traditional pre-tax and Roth after-tax options.

Parental leave

We provide parental leave in accordance with local laws in the countries we operate in. Employees who are non-birthing parents receive six weeks of parental leave. In certain locations, parental leave policies are inclusive of surrogacy loans for LGBTQ+ employees.

Time off and holidays

We provide time off for personal recharge and special life moments.

Free breakfast and lunch or allowance

Wix either provides breakfast and a hot lunch and/or a lunch allowance for employees to use at their discretion.

Onsite services

Massages, facials, nail technicians, or similar services, all for a discounted price.

Gifts

Employees receive birthday and holiday gifts every year.

Discount programs

A portfolio of discounts, perks, and rewards that enable Wix employees and their families to save on a variety of services and products. This includes financial benefits such as special terms for Wix employees in different banks.

Monthly stipends & allowances

We provide this benefit as a stipend added to employees' gross wages or as an allowance or through special cards, varying by location. The purpose is to support productivity (better commuting options, stronger internet connection for at-home offices, etc.) or to improve employees' wellness (gyms, massages, yoga, etc.)

To read more about our benefits with regards to health and wellbeing, please see the [Wellbeing and Work-Life Balance](#) chapter.



Our Employee Health and Wellness

Health and Safety

We aim to ensure that all employees follow our safety conduct guidelines:

Employees must use their personal key cards when entering the offices.

Cleanliness and tidiness must be maintained at all times.

All employees must familiarize themselves with and follow relevant emergency procedures.

All accidents must be immediately reported to a supervisor or manager.

In 2023, specialized First Aid one-day courses were offered to employees in Ukraine to empower them to respond effectively to unpredictable emergencies. Similar initiatives are implemented globally to promote employee comfort and health.

In addition, we organized annual health awareness initiatives like Health Month which offered comprehensive check-ups and flu vaccinations to promote a culture of health and raise

awareness of health risks. In 2023, over 850 employees were checked for skin cancer during Skin Cancer Awareness Month, and approximately 800 women were examined for breast cancer in Breast Cancer Awareness Month. In Lithuania, we offered voluntary blood tests, which over 70% of employees participated in, and different check-ups to employees in the office, including a medical check-up, which over 80% of employees took part in, and posture check-up. Additionally, our Employee Assistance Program offers free and confidential counseling services to employees and immediate family members at any time, providing access to qualified, accredited counselors and information specialists.

Security throughout our locations

All site managers have received security guidelines, and we installed security buttons in all offices to connect directly with local law enforcement or security companies in case of emergencies. Security guards are stationed at several key locations, including Krakow, New York, Kyiv, Dnipro, Cedar Rapids, Vilnius, and Dublin, while Miami benefits from local security presence within the building. In some areas, like our Tel Aviv Campus, we added security guards and provided thorough briefings on how to respond to potential safety threats. Wix's head of physical security is responsible for iterative assessments of the threats and taking, along with the sites' managers, preventive actions.

Wellbeing

We believe employee wellbeing is about caring and primarily about giving the employee what they need at the right time – sometimes it can be hard feedback, or a day off when they're having a personal issue. Relationships and trust, and having direct communication lines, encourage a spirit of partnership and friendship, and allow open conversations and expressions of ideas and thoughts. The employee experience is important to us and we take it into consideration in our business decisions. We try to build a holistic experience for our employees, taking into account many aspects of our diversified employees' needs- emotional, health-related, family-related, etc.

We seek to be attentive to our employees' well-being across our global offices through diverse programs and initiatives, tailored to local needs of employees at our different offices. Essential health and well-being benefits include:⁷

Fitness centers and classes at Wix office locations (WixFit) or gym cards with access to a variety of sports and entertainment facilities in the area.

Subsidized psychological services.

Moreover, Wix celebrates diverse cultural holidays and provides branded gifts as tokens of appreciation. Monthly gatherings, holiday toasts, and online engagement initiatives further help foster a sense of community and belonging among employees, whether onsite or remote.

We also provide a supportive environment where employees can balance their professional responsibilities with their personal lives. At Wix, there are various work arrangements including remote and hybrid work options. Additionally, in the U.S., we provide Flexible Paid Time Off (PTO) to facilitate work-life balance, and in Israel, we give employees up to two half days during public holidays that are not counted towards their vacation days.



Creating a Family-Friendly Workplace

Across our global offices, we implement a variety of initiatives and events aimed at promoting work-life balance and family inclusivity. From summer and winter parties to dedicated events like the Wix Kids & Family event, we create opportunities for employees and their families to come together and enjoy quality time outside of work.

At Wix, we celebrate significant milestones in employees' lives, such as children starting school, by offering personalized gifts and creating opportunities for employees to spend quality time with their families. We also operate children centers where families can engage in parent-child activities. On-campus facilities for children, including playrooms with recreational activities, are provided in certain offices, emphasizing Wix's family-friendly approach. At certain locations, Wix also runs a Wix camp for employees' children during school breaks during the year. These camps are for a range of ages, including teenagers.

We love to create an environment where our employees feel supported and can prioritize their wellness, and promote their happiness and overall success across our global operations.

To read more about our employees' benefits, please click [here](#).

⁷ Well-being benefits may vary by location and are subject to change.

Supporting Local Communities

Over 200

Websites and applications were built for NGOs, small businesses and humanitarian requests in 2023



Donations

Since Wix was founded, we have sought to support our local communities. Our people have found innovative ways to help and support NGOs, businesses, the environment, and hope to inspire others to join. We have always given our time and skills to support others and will continue to do so.

At Wix, we offer various volunteering opportunities across different causes and activities every quarter. These opportunities encompass educational, technological, aid-related, environmental, and other initiatives. We actively encourage our employees to volunteer during work hours, so that they don't need to dedicate their personal time.

Wix Karma

A dedicated team within Wix is committed to making a positive impact on communities globally. Our initiatives are structured to empower employees to engage in meaningful volunteer work through various formations:

Individual volunteering

Employees have the opportunity to volunteer individually, with Wix facilitating and supporting them to ensure their efforts align with community needs.

Organic group volunteering

Teams within Wix are encouraged to volunteer collectively, fostering team building and bonding while contributing to community welfare. We customize volunteer opportunities to suit team preferences, providing the necessary infrastructure for seamless coordination.

Wix Karma open events

These events are accessible to all Wix employees, offering hands-on engagement with communities beyond the office environment and designed to facilitate direct interaction and support for local communities.



Volunteering Through Diverse Channels

In various locations where Wix operates, employees actively engage in volunteer work with different charitable organizations. Whether it's volunteering with families in need and senior citizens during the holiday season, helping children with disabilities, assisting at local dog kennels, or donating blood, our employees show their dedication to giving back to their communities. In 2023, Wix employees actively engaged with their local communities and social enterprises, showing their professional skills and commitment to social responsibility. Some of our initiatives include:

Empowering through education, Wix mentorships

Wix provides several mentorship programs.

In 2023, we invited the developer community to book free one-on-one sessions with Wix tech leaders and receive mentorship about Wix's guilds and development methods.

We continued our mentorship in the Women Go Tech initiative to help young girls in tech.

We continued supporting Hour of Code, a global initiative that allows boys and girls to experience one hour of writing code, and to learn about the world of high-tech and technological innovation in an experiential and fun way. 2023 was the fifth year that Hour of Code was held in Israel, in which more than 327,000 youth participated in over 1,500 'Hour of Code' events in nearly 300 communities across the country.

In Lithuania, our Wix members participated in Wix "TedTalks," local tech meetups, and spoke at local universities to share their knowledge and skills.

Building websites for nonprofit organizations as part of onboarding for UX and product teams

As a large tech company, we put our expertise forward to use our products to help NGOs in Israel. In collaboration with the Product and UX guilds, part of the onboarding process for new employees is to build a website for an NGO. This helps the employee to learn about the Wix product, understand the user experience, and connect them to our ecosystem. Through this program, 38 websites for NGOs were created in 2023.

Wix Elevate

The program offers free training sessions, product knowledge sharing, and website-building assistance to NGOs and community organizations. In 2023, the program helped train 10 NGOs. The Vered program was founded by Wix, which provides 10 free websites for women business owners in the periphery together with Link19 (a Wix agency).

Contributions to Our Community

Supporting nonprofit organizations

We support a range of initiatives, including providing essential resources for underserved youth, financial support for the renovation of community centers, tattoo parties for cancer survivors, care packages for senior citizens during the holidays, and more.

Supporting local entrepreneurs

Nurturing local talent and entrepreneurship in unique ways is important. For example, for Easter, Wix employees in Lithuania were given gift certificates to support young Lithuanian online store creators. By encouraging patronage of these small businesses, we can contribute to the economic vitality of our communities.

Wix Playground

Wix Playground is powered by the Wix design team. We are dedicated to celebrating creative expression and supporting the design education of emerging designers everywhere, through collaborations, events, and experiential learning. Through partnerships with educational institutions and industry events, in 2023 we worked towards integrating web design skills into academic curricula and providing platforms for emerging designers to showcase their work.

With a focus on giving back, our initiatives have ranged from building websites for local community groups to hosting free workshops and webinars aimed at empowering designers and students. Located on the West Side, artists can use our space in New York for free, and in 2023 we held 17 events for our community. We also provide free portfolio reviews, giving new designers the skills to build their online presence.

With our internal initiative, "A Site a Year," designers give back to the community by creating online presences for NGOs and small businesses globally. In 2023, we designed and built over 30 NGO websites voluntarily.

In Europe, we partnered with the London School of Communication (LCC), to create an extracurricular activity for students called Talent Works, where Wix Playground taught the students how to build websites for 10 south London community groups.

Another initiative by Wix Playground, to promote emerging design talent worldwide, is the "On the Rise" open call for young designers in collaboration with OFFF Barcelona Festival. Emerging creatives are welcome to submit their work and win an opportunity to present it in front of a massive international creative audience, allowing them to get exposure, create contacts and experience public speaking.

In 2024 we plan to launch "Site of Sites", an unbranded effort to create a democratic platform for web inspiration that aims to provide a new and growing resource for the leaders in web design. It's a place where designers can connect, collaborate, share and get inspired.



Wix's Efforts – Two Fronts Under War

Within the past two years, we have had the unfortunate situation of two different wars - the Russo-Ukrainian War and the Israel-Hamas War that have been impacting our people and their safety. Our people are at the heart of everything we do, and we want to help them during these trying times. Wix employees globally continue to come together and support their Ukrainian and Israeli colleagues through an employee-

driven initiative to donate vacation days and funds to impacted colleagues, called the Wix4Wix Foundation. In Ukraine, through these ongoing efforts, we have been able to meet over 90 requests for financial support with approximately \$600,000 USD donated, as of the end of 2023. In Israel the total sum donated was approximately \$440,000 USD.



The War in Israel

With our headquarters in Israel, the attacks on October 7th directly impacted all of our Israel-based employees in one way or another. Within hours from the initial attack, recognizing the weight of responsibility placed on us as one of the leaders in the tech industry and employers, we quickly rose to the challenge to adapt and proactively support our employees and local communities through these hard times and respond to the evolving needs of our people and their families.

As a company that considers our people to be our center, it was important for us to verify the safety of our employees and offer them and their families support. We quickly created an infrastructure for communications with employees (through Whatsapp, Slack, designated forms, emails and more) to both check on employees' safety and status and understand what support they need or what volunteer initiatives they want to join.

At the same time, we kept the rest of the company informed, while spreading a sense of care and support. We put together a Company Update shortly after the war began, to spread a sense of empathy, stability and confidence to our internal stakeholders. In addition, we worked fast to inform employees outside of Israel about what's going on, and how it's affecting their colleagues and the company.



Volunteer and contribution efforts

From day one, employees all around the country wanted to help. We therefore facilitated volunteer opportunities for our employees including:

We extended our support to grieving families by organizing "Shivah" mourning arrangements and providing necessary items for preparation.

We initiated partnerships for specialized medical equipment and aid to released hostages.

Israeli farmers have faced a significant shortfall of approximately 30,000 field workers. In response, we mobilized 500 employees to aid these farmers and volunteer on their agricultural land.

Monetary contributions – as much as we can

Since the beginning of the war in Israel, Wix took extensive measures to address various aspects of the war's impact. The company provided financial aid to people located in both southern and northern regions who were affected by the war. Our initiatives encompassed the provision of essential supplies such as food and clothing, with active employee involvement in collection drives by over 100 employees and packaging efforts. This resulted in the distribution of hundreds of thousands of meals and care packages to communities and affected families of the hostages in 2023 and so far in 2024.

Adopting the South

We collaborated with 50 other high-tech companies to provide aid and relief to affected communities, including in underprivileged areas. This effort included educational and therapeutic initiatives, such as transforming shipping containers into educational hubs for local children. We also engaged in community-building efforts in rural communities, offering support ranging from purchasing essential appliances to organizing activities and day trips to foster resilience and cohesion.

Wix4Wix campaign

We started the Wix4Wix Foundation to initially support our Ukraine-based employees and expanded it to support our Israel-based employees in 2023. This is an employee-driven initiative to donate vacation days or a monetary amount to a dedicated fund to support impacted colleagues. We allowed employees from our 5 main offices to contribute unused and accrued vacation days, and/or a portion of their salary. The donations helped our Wix colleagues who were affected by the war in Ukraine and Israel as well as offered support to Israeli civilians for humanitarian causes and organizations that support locals in affected areas. Funds raised were in the seven figures.

Adapting spaces – Wix's new HQ

The new Wix Campus was set to open its doors to all Israel-based employees on October 8th, instead, the space was used to collect donations and work as an HQ to support local communities. Through various volunteering activities, the employees felt a sense of purpose to support Israel through Wix, and it proved to be an effective way to improve morale. Company-wide emails were sent on a weekly basis providing insights, data and information on all of the different initiatives and activities that were taking place on Campus to support the country and people who were directly affected by the war.

Using tech for good

We used our expertise in technology to assist different tech programs:

Arava

The initiative aims to connect government and public-service entities with tech companies to assist in developing technology solutions to aid in providing vital services during wartime. We actively participated, leveraging our technological expertise to contribute to over 200 successful projects out of the 400 requests received through the "Arava tech center" platform. Wix-led initiatives included the development of a "bot" powered by intelligent algorithms, aiding individuals in navigating humanitarian relief options and accessing necessary resources.

Maof

By collaborating with the agency for small and medium businesses in the south, we facilitated the transition of small businesses to go online, enabling them to sell gift cards and sustain their operations during times when they had to close their stores down.

Wix4Swords of Iron

We supported humanitarian and civil efforts that were in need due to the effects of October 7 and the war by creating websites on Wix (memorials, businesses in the south that needed to move to selling online, etc). Many of these initiatives helped solve critical challenges.

National testimonial archive

Recognizing the challenges survivors face in traditional reporting processes, we collaborated to design a platform that empowers survivors to share their stories on their own terms. For survivors of sexual violence, we prioritized sensitivity and accessibility in developing this impactful tool.

Online donation portal

Our team developed a dedicated online portal to facilitate global donations to Israeli health and humanitarian organizations, thereby enhancing broader relief efforts.

Emotional support

Prioritizing the health and well-being of our employees during the war, we offered the following support:

Free counseling sessions for all employees and immediate family members, with tailored support available for those directly impacted by the events.

Full therapy sessions were subsidized by the company to give employees additional help, as needed.

"Group Hugs" – a platform to improve wellbeing, in which employees were able to receive short one-on-one consultation sessions, designed to provide accurate advice, tailored to their specific needs.

Expert training about re-onboarding for managers to best support teammates coming back from reserve duty.

Additional support for employees who returned from reserve duty, including yoga classes, support groups and tailored activities.

Supporting our Ukraine-based people

Over two years into the full-scale war in Ukraine, the conflict continues to greatly impact many of our friends and colleagues at Wix. With ~900 Ukraine-based people at the start of the Russian invasion in early 2022, and with ~600 people still based in Ukraine, our key effort was and remains making sure that our people are safe, continuously supporting them and their families.

Before the invasion, Wix began helping its people in Ukraine leave the country in early February 2022. We relocated over 200 people and their families to Turkey and Poland. For those who couldn't or didn't want to leave, we offered support and guidance, especially for those who moved to safer areas within Ukraine.

In 2023, we expanded our Krakow, Poland, site which was created as a hub in 2022 and is now operated in Poland for relocated teams from Ukraine, allowing us to welcome around 200 people. In addition, our offices in Kyiv served as a Hub for uninterrupted power and connection in 2023. We remain in constant contact with all of our Ukrainian people and will continue supporting them throughout these challenging times.

Knowing how important safety is, especially during uncertain times, we introduced Safebot, an tool that lets our people send their status during attacks or strikes, and allows them to quickly ask for help if needed.

But safety is not just physical. Understanding that our people's mental health is just as important, we offered different initiatives such as "Wix After Hours" lectures to help people cope with the challenges of wartime.

Supporting our team through tough times

In both Ukraine and Israel, as part of our focus on supporting our employees during challenging times, we have provided extra financial help for employees who were drafted into the military, and their families, alongside mental and emotional support.

In response to the difficult conditions of wartime, we adjusted our attendance system to give our team members greater flexibility. Employees facing challenges related to the war can select "I Can't Work" in the system without losing any vacation days. We also adjusted our policies for reserve duty employees, allowing them to take as many days off as they need.



Our New Campus

Four years ago, the Wix Campus, our dazzling new headquarters, was only a bold vision. Spearheaded by a dedicated team, it was a journey fueled by ambition and innovation. Our aim was clear - to craft a space that felt both vast and intimate, where teams could thrive and collaborate effortlessly. In 2023, our entire Tel Aviv team finally and officially united under one roof, writing the next chapter of the Wix journey.

This was not just about constructing a building; it was about cultivating a culture of connection and creativity. A testament to our focus on communication and inclusion, we championed transparency and communicated regular updates through "The Campus Chronicles," thereby keeping everyone informed.

The campus in Tel Aviv, Israel is our global headquarters. We built it to have everyone sit together in one facility and offer a variety of benefits and services. Many day-to-day services are available on the Wix Campus to make life easier for employees:

Wix Meet & Learn

The space was created to provide Wix employees with a great on-campus gathering experience and is intended to host learning events, guild days, meetups, professional forums, team-building events, workshops, and other team gatherings. Located in the lower lobby of the Campus, eight large classrooms and three lounges are available for groups of at least 15 people. In addition, our flexible auditorium can be split into three separate spaces, with a total capacity of up to 480 people. The Meet & Learn kitchenettes are stocked with nutritious snacks and energy bars for everyone to enjoy throughout the day.

WixCreate

Wix's very own makerspace includes a creative workspace with special equipment, available for all employees who want to bond together at a dedicated workshop, or even upgrade their clothes with our printing machine, complete with Wix-designed prints.

On the house - breakfast & lunch

Wix employees enjoy complimentary breakfast and are provided with lunch money every month for food which can be purchased at the Campus, and coffee at multiple barista stations that are open throughout the workday.



WixWhaaat

The spot for great products and services at a great price. The store sells many items an employee might need - from wines, phone accessories, or toys for their kids. The Wix Whaaat has partnered with many businesses around Israel and provides discounts for Wix employees on various products.

WixGlam

Employees can get many different beauty services at the Campus for a discounted price. Services range from acupuncture to nails to hair to facials and more.



WixNest

Our free babysitting service for parents with youngsters helps them go about their day without worrying about their babies.

WixFit

Employees can sign up for a variety of free workout classes such as yoga, functional training, pilates and more. In 2024, we opened our fitness center, which will have a variety of workout equipment and will offer additional workout classes. WixFit has clean towels for use, lockers on every floor and showers to freshen up.

Deliveries

Employees can order packages to the Campus and have them delivered to their office.

We designed the Wix Campus to promote a positive work environment, with features like optimized lighting, high air quality, and ergonomic workstations.

As part of our ongoing focus on sustainability, Wix is making moves towards a greener future. By bringing our buildings together onto one campus, we not only streamline our operations – but also strive to do our part for the planet. By consolidating 9 offices into one, we are able to have smarter and more efficient energy use, with shared systems for

heating, cooling, and lighting that help us cut down on our carbon footprint.

Our campus was officially certified by LEED (Leadership in Energy and Environmental Design), with Gold level certification in June 2023, reflecting our long-term focus on sustainability.



By keeping everything in one place, we aim to protect green spaces and make the most of our land, which is a win for both nature and our bottom line. Our multiple gardens create a calming environment for our employees but also act as natural insulators. Our joint campus also makes it easier for us to encourage sustainable transportation options and provide shared facilities, thereby making life easier for our employees and reducing traffic and pollution in our area. For more information on our sustainable activities throughout our sites, please read the [Resource Management](#) chapter.

Our Environment

60

Daily shuttles to TLV Campus

70

Subsidized EV charging stations in Campus parking lot

LEED Gold

Certification for new Campus building

3.6 mt CO₂e/\$M revenue

Scope 1 and 2 emission intensity



We solidify the foundation for the next decade of Wix's success with the decisions we make today. This includes developing long-term sustainable plans and embracing emerging practices for ongoing business success in a more sustainable world.

Resource Management

Aiming to be excellent in all our actions, we are working to manage all our environmental resources, big or small.

Sustainable transportation

Being a software company means that fuel usage primarily arises from employees commuting to work. We actively encourage our employees to use alternative means of transportation. In 2023, on average, we operated over 60 daily shuttles to our TLV Campus.

To make it even easier for our employees and visitors to commute to our Campus site, we submitted a request to the Israeli Ministry of Transportation to add a train station near our Campus as well as increase bus lines and bus stops in the area.

To encourage usage and accommodate employees with electric vehicles, we installed 70 subsidized charging stations in our Campus parking lot. In addition, we designated parking for communal bikes in our Campus, with a special rate for employees to rent them. Our bike storage room accommodates our employees who arrive with two-wheelers and is equipped with pumps and charging ports for electric bikes.

In our Dublin offices, employees are encouraged to cycle to work through our "Bike to Work" scheme, which involves reimbursing the cost of a new bike through regular payments from the employee's salary, saving up to 52% on the retail cost of the bike. Similarly, our Lithuania offices offer monetary incentives to employees who opt for cycling

as their commuting method and have even established a bike repair station to promote the well-being and satisfaction of our cycling colleagues.

Energy and water efficiency

To reduce our energy use in our Campus, we use a building management system (BMS) to automate turning off building lights and air conditioners. Our automated system also monitors our water consumption, with a water meter for every floor and alerts us to extreme changes and potential leaks.

One of our biggest energy uses is the commercial dishwashers located in our Campus restaurants. We therefore decided to incorporate a heat recovery system from heat and steam in 2023.

In 2023, our offices worldwide used a total of 11,081 MWh of electricity and approximately 65,000 m³ of water.^{8,9}

⁸ Water withdrawal figures are based on actual data representing 78% of our workforce, with the remaining 22% extrapolated based on number of employees.

⁹ In some cases, both water and electricity consumption require monthly assumptions.

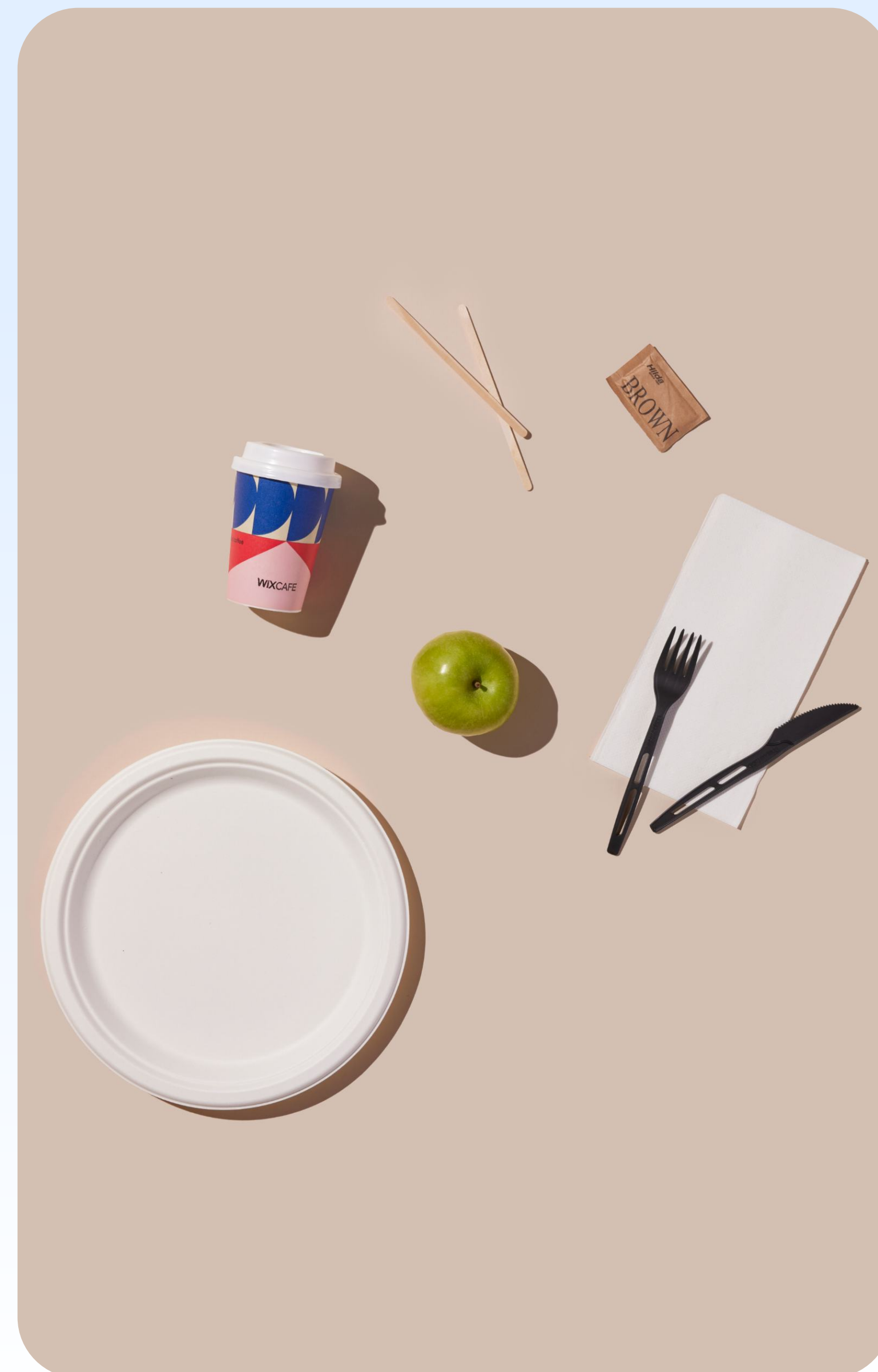
Waste separation and reduction

Most of our offices have waste sorting and recycling programs (plastic, paper, e-waste, etc.), set on reducing waste sent to landfill. We use high-quality tableware and cutlery to promote reuse rather than relying on paper disposables.

Looking ahead, we are focused on reducing the waste coming from our kitchens and restaurants. We intend to start a pilot program to make sure that waste gets separated, sorted and transferred to the appropriate places by type. We are also tackling the issue of single-use plastics by keeping track of how much is in use. Since a lot of meals at Wix are take-away, we are considering switching to reusable containers that can be returned and used again.

Reusing coffee for tableware

We are all about finding creative ways to repurpose and reuse resources! That is why in 2023, we partnered with rekava, a Ukrainian recycling company, to give new life to coffee waste. Our team of coffee baristas in Kyiv saves coffee grounds from our in-house coffee bar, and instead of tossing them out, they are collected by rekava. There, they work their magic, turning those coffee grounds into biodegradable tableware, candles and plant pots. A small but meaningful step towards a more sustainable future, we are proud to be a part of the initiative.



Climate Change

At Wix, we are working to assess and manage climate-related risks and opportunities to understand the impacts of climate change on our operations and our contributions to it. Recognizing the importance of addressing climate change, we are assessing making sustainable options for our business.

We are working towards actively reducing our carbon footprint by advancing energy-efficient operations and implementing climate adaptation initiatives. For instance, our green building initiative in Tel Aviv, Israel, exemplifies our focus on sustainability, with our Campus being built in accordance with LEED certification standards.



We are also actively engaged in promoting climate awareness and driving positive change through various initiatives:

Wix Karma

In 2023, we partnered with organizations like Venatata to create green urban spaces, and organized company-wide beach clean-ups.

City-Business Climate Alliance Leadership Forum

We proudly participated in joint projects with the Tel Aviv- Jaffa municipality and the business sector to tackle environmental challenges.

Greenhouses at Wix Campus

Our terrace at the Wix Campus includes beautiful greenhouses, providing learning opportunities about sustainable agriculture to all employees. We work with an agriculture consultant to make sure that our greenhouse successfully grows seasonal produce.

We incentivize climate-conscious behavior among our employees by offering various incentives, such as reduced charging costs for electric cars and discounts on private EV chargers. Moreover, we are exploring additional incentives to encourage employees to transition to private power supply providers that generate electricity from renewable sources.

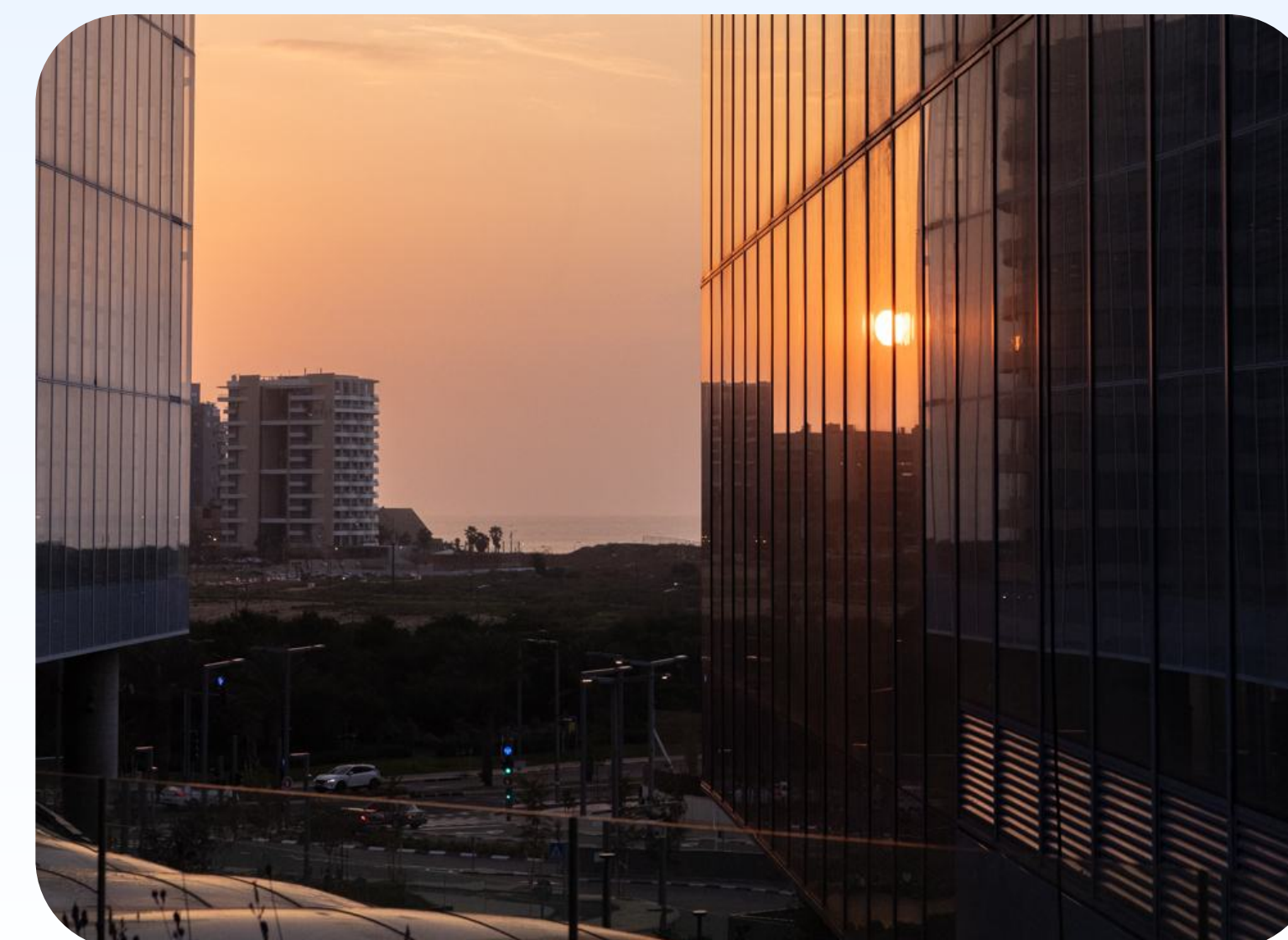
Wix allocated dedicated resources, both financial and non-financial, in 2023 to manage climate-related topics. These resources support our initiatives and enable us to drive meaningful change.

In 2023, Wix's scope 1 and scope 2 location-based greenhouse gas emissions totaled 5,618 mt CO₂e.¹⁰ We intend to continue reducing carbon emissions and establish a comprehensive database to track our progress against a baseline which we expect to publish in future reports. More information on our initiatives to reduce carbon emissions through sustainable transportation and energy efficiency can be found [here](#).

¹⁰ Scope 1 emissions include fuel consumption. Scope 2 emissions include electricity consumption.

Tracking our emissions from data centers

In the IT sector, data centers have a high energy consumption, mainly for powering and cooling equipment, resulting in potentially significant greenhouse gas emissions. 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 GHG emissions associated with the purchase of these services. We recently began the process of tracking the emissions of our external data centers.



Our Company

The smart decisions we make today are setting us up for success in the future. This includes developing long-term sustainable plans and embracing leading corporate governance practices for ongoing business success in a more sustainable world.



Corporate Governance

Board of Directors

96%

Board Attendance

89%

Independent Directors

22%

Female Directors

~7.6 years

Average Board Tenure

Wix's Board of Directors (BoD) is comprised of nine members; eight independent directors and Wix's CEO and Founder, Mr. Avishai Abrahami who also serves as honorary chairman. There are three standing committees of the BoD:

The **Audit Committee** consists of three independent directors, one acting as chair of the committee. Its responsibilities include reviewing financial reports, selecting auditors, pre-approving their services, and reviewing cybersecurity risks. Under the Israeli Companies Law, the committee identifies administrative issues, approves related-party transactions, and oversees internal controls. The Audit Committee members approval is required for actions with office holders and controlling shareholders, needing a majority of unaffiliated directors.

The **Compensation Committee** consists of three independent directors. Its charter is aligned with NASDAQ rules and the Israeli Companies Law and extends to reviewing and recommending overall compensation policies for executives, approving corporate goals relevant to executive compensation, and evaluating performance. The committee also approves equity incentive awards and oversees compensation and benefits for non-employee directors. Under the Companies Law, the committee recommends compensation policies, oversees implementation, and executive compensation.

The **Nominating, Governance and Environmental Committee (NGEC)** includes two independent members of the board. The committee's duties include recommending director nominees and assessing board performance. It also develops corporate governance guidelines and oversees strategy, programs, and public disclosure for ESG issues. The NGEC is also responsible for approving Wix's ESG reports.

Our committees operate in accordance with their respective charters while the Board operates in accordance with our corporate governance guidelines, all can be found [here](#). We remain compliant with Nasdaq's Board Diversity Rule for foreign companies.

The Board of Directors has approved and adopted [Governance Guidelines](#) to provide the framework for the governance of Wix. These guidelines include our mission statement, responsibilities and duties of the Board members, structuring of the Board, director qualifications, evaluations, communications and more.

Board updates in 2023

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 Messrs. Yuval Cohen and Roy Saar. These changes reflect our 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 significantly surpassing the "Rule of 40" in 2025, ensuring that Wix's combined revenue growth rate and free cash flow margin equals or exceeds 40%.

Read more about our Board of Directors on our [Investor Relations website](#).

Board & Executive Compensation

Wix ensures fair, competitive, and equitable compensation for its executives, incorporating various components such as base salary, cash bonuses, and equity-based incentives. We believe that a significant portion of our executives' compensation should be variable based on the company's

results. The value of the variable compensation components (consisting of cash bonuses and equity-based long-term incentives) is at least 40% of an Executive's total annual compensation package.¹¹

Equity awards, carry vesting schedules over specific periods, typically 4 years; and performance based RSUs are earned based on predetermined performance targets.

We have formal employment agreements with our executive officers, detailing provisions related to non-competition, confidentiality, and invention assignment. Executive officer engagements have no set duration and can be terminated according to applicable laws.

The compensation policy for non-executive directors includes annual cash retainers and fixed equity grants, along with additional fees for committee memberships. Avishai Abrahami, our CEO receives no additional compensation by virtue of his service as a board member. Apart from the CEO, who holds dual roles as director and executive officer, there are no specific arrangements or benefits outlined for directors upon termination.

For more information on our compensation policy, please click [here](#).

¹¹ As detailed in our [2023 annual filing](#).



Business Ethics

We prioritize creating impactful products and services while fostering fairness and equal opportunities online. Upholding ethics is not just a legal obligation; it is integral to our success and reflects our priority to doing what is right. We believe that our company's success depends a lot on us being fair, transparent and ethical. When we do things for our users - we think about their benefits, and it allows us to deliver amazing products and experiences. We are dedicated to fostering a fair and ethical environment for everyone we interact with, including employees, users, shareholders, suppliers, officers, colleagues and members of the public.

Here are some examples of our ethical governance:

Compliance training

Wix prioritizes compliance training so that relevant ethical standards are being met globally. All new hires undergo a legal compliance training session and receive thorough onboarding courses covering key policies such as insider trading, anti-corruption, privacy, anti-harassment, and security awareness, with annual online courses reinforcing these essential principles. We communicate compliance policies annually via company-wide emails. Additionally, tailored anti-harassment training is provided in specific regions, aiming to maintain a respectful workplace culture.

Avoiding conflicts of interest

At the beginning of every year, all our directors and officers complete comprehensive questionnaires to disclose their involvement in transactions with third-parties, other company boards, and potential conflicts of interest. Later in the year, ahead of the publication of our proxy statement, a follow-up questionnaire is sent to our directors and updates are requested to ensure that the information stays current. The legal team records this information to monitor any affiliations with new vendors or customers. Additionally, our directors and officers are required to inform the legal department of any new transactions not previously disclosed, on an ongoing basis.

Our employees must disclose financial interests in certain Company transactions for approval by the General Counsel or CFO, and in the case of an officer, by the Audit Committee and/or BoD. Employees must inform their managers of any potential conflict of interest they may have in any proposed transaction of which they have knowledge. Exploitation by an employee of any opportunity that is discovered through corporate property, information or position must first be an opportunity declined for pursuit by the Board of Directors.

Anti-Corruption

Wix.com Ltd. and its subsidiaries are committed to adhering to applicable anti-corruption laws worldwide, overseen by the company's Compliance Officer. A training session about anti-corruption is mandatory for all employees during onboarding and on an annual basis. Our policy prohibits offering or receiving anything of value to obtain business or gain an unfair advantage. This mandatory policy applies to all directors, officers, employees, and contractors who devote all or substantially all of their time to the company, with certification of compliance required. Third parties acting on our behalf are required to comply with applicable anti-bribery and anti-corruption laws.

Code of Conduct

Wix.com Ltd. and its subsidiaries prioritize integrity, honesty, and professionalism in all activities so that high ethical standards are maintained. The Code of Conduct serves as a guide for directors, employees, contractors and service providers, highlighting ethical risks and providing mechanisms to report unethical behavior. Each individual is responsible for adhering to the Code, with avenues for seeking guidance or reporting concerns readily available.

Training on the Code and related policies is provided to all employees during onboarding, who acknowledge their adherence upon joining and receive a copy annually. All of our employees are encouraged to consult the General Counsel or CFO for questions about the Code and relevant laws.

Our Code of Conduct is publicly available and applies to all employees, full-time contractors and service providers, and is included in their contracts' compliance clauses. To read our Code of Conduct, please [click here](#).

Whistleblower Policy

Transparency is ingrained in our culture at Wix, and our Whistleblower Policy exemplifies our focus on ethical governance. Serving as a fundamental framework for reporting potential misconduct, this policy encourages transparency and the early identification of issues while emphasizing integrity and regulatory compliance. By providing avenues for confidential and anonymous reporting, we aim to foster a culture of accountability and protect the interests of all our stakeholders.

Our Whistleblower Policy enables employees to confidentially report concerns related to financial matters, code of conduct violations, and other issues. These complaints are automatically received by the chair of the audit committee, general counsel and the compliance officer. Various channels,

including a web-link, telephone, or sealed envelope, are available for submitting complaints. These complaints are reviewed by the Audit Committee, with findings reported to the BoD. Retaliation against individuals making good faith complaints is strictly prohibited. Employees are encouraged to utilize designated reporting methods to ensure transparency and safeguard against retaliation, with the policy subject to annual review by the Audit Committee.

We established an independent hotline platform where both anonymous and identified complaints can be submitted by our employees and external stakeholders on various issues. We actively encourage our employees to "Speak Up" as an integral part of our organizational culture, providing access to this platform for all employees through our internal system.

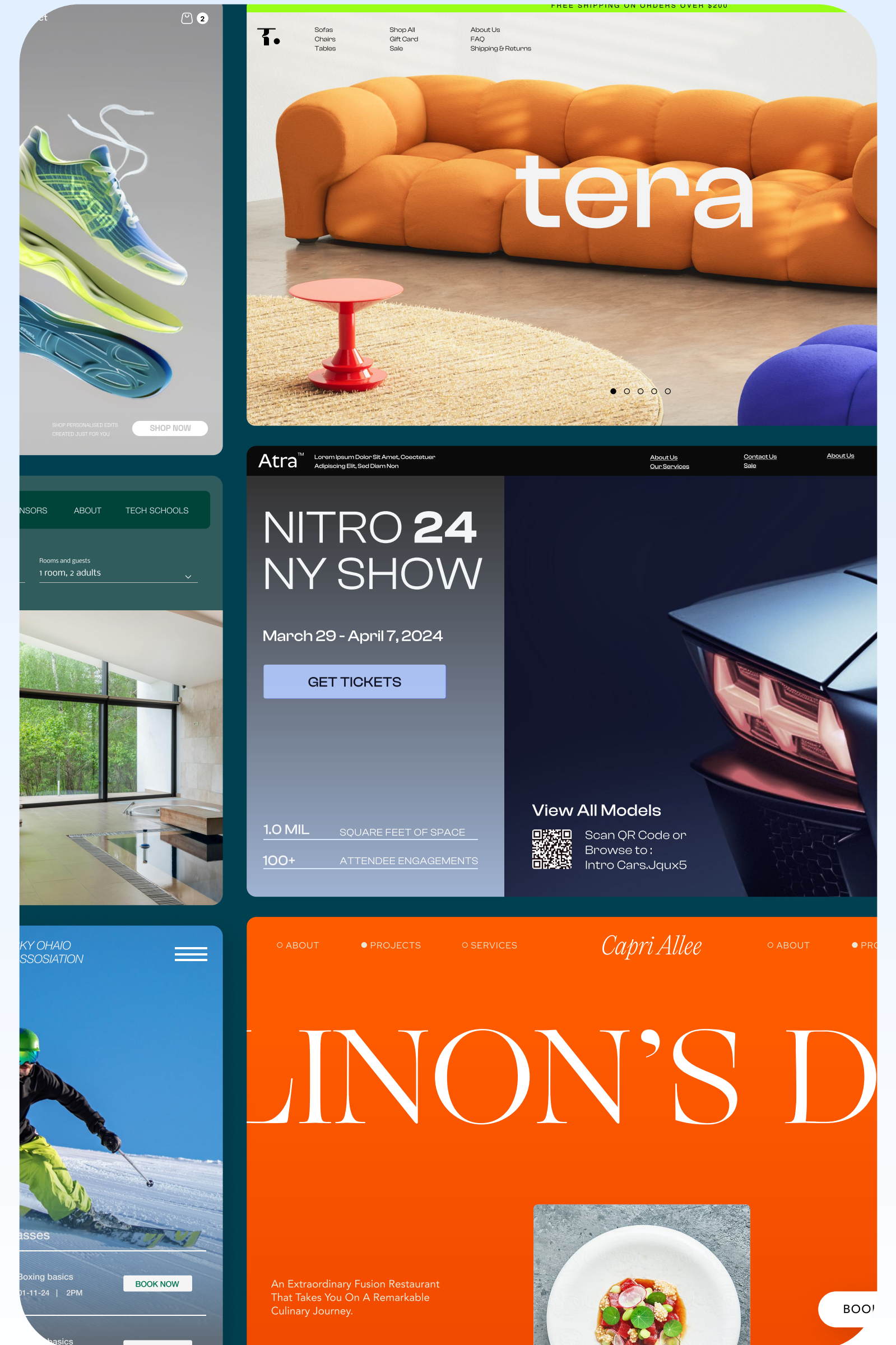


Risk Management During the War in Israel

Our fundamental infrastructure, responsible for handling user traffic, is strategically located outside of Israel, minimizing operational disruptions. This infrastructure includes three main AWS data centers, along with three physical data centers managing internet connectivity and DDoS protection. Furthermore, Wix is using three different cloud providers in order to ensure redundancy and resilience.

To ensure the continuity of critical operations, Wix has established a dedicated safe room equipped with essential infrastructure, bolstered by additional power generators on the Tel Aviv campus.

To read more about how we are supporting our employees and local communities during the wars in Ukraine and in Israel, please [click here](#).



Investor Relations

We believe that shareholder feedback is a key input to Board and Committee discussions and helps inform our decision-making process. As such, we maintain regular dialogue with our shareholders.

Throughout 2023, we engaged with our shareholders to discuss our strategy, operations and execution as well as solicit relevant feedback. Our key activities included virtual and in-person non-deal roadshows (NDRs), industry conferences, our 2023 Annual General Meeting of Shareholders and our August 2023 Virtual Analyst & Investor Day, in addition to ongoing individual shareholder engagement throughout the year.

In the second half of 2023, we dedicated time to engage with our shareholders specifically to solicit feedback on executive compensation matters. Members of our management team and Board engaged with institutional shareholders representing over 40% of our ordinary shares during this time. These engagements helped us refine the executive compensation proposals in our 2023 proxy statement.

Since 2021, members of our management led “listening tours” with several of our major shareholders to obtain their input. These “listening tours” provided our management with a strong feedback mechanism that led to the implementation of multiple initiatives over the years.



Appendix

Supporting the United Nations Sustainable Development Goals

The United Nations Sustainable Development Goals (UN SDGs), commonly referred to as the Global Goals, were adopted by the United Nations in 2015. They serve as a universal rallying call to tackle social and environmental challenges, alongside promoting economic advancement, mitigating inequality, and stimulating innovation.

In alignment with the SDGs, Wix acknowledges the importance of addressing social and environmental challenges, as detailed in this report. Wix contributes to progressing the following SDGs, in metrics, and impact.



Quality Education

"Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all."



We care about advancing quality education through various initiatives aimed at empowering individuals with the skills and knowledge needed to thrive in the digital age. We actively engage in mentorship programs and collaborate with educational institutions to integrate web design skills into academic curricula. Whether through our Wix Playground designer workshops, or mentorship programs like Women Go Tech, our partnerships extend beyond commercial interests, emphasizing skill development and community enrichment. Our free courses and certifications through WixLearn, also demonstrate our ambition to provide quality education for small businesses to expand the reach of their enterprises.

To read more, please see our chapter on [Supporting Local Communities](#) and [Teaching Our Users How to Stand Out](#).

Gender Equality

"Achieve gender equality and empower all women and girls."

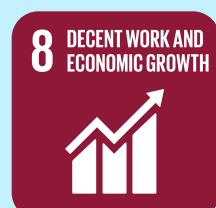


We take efforts to attain equal representation of women in our workforce. Through strategic changes in our recruitment processes, active engagement with organizations like QueenB, we strive to create equal opportunities for women. By increasing balanced representation in our interview processes and establishing supportive communities like Women in R&D at Wix, we provide platforms for networking, knowledge sharing, and professional growth. Events such as women leadership panels, roundtable discussions, and skill-building sessions are designed to further empower our women and encourage them to excel.

To read more, please see [Diversity, Equity & Inclusion section](#).

Decent Work and Economic Growth

"Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all."



Wix contributes to SDG 8 by empowering businesses and individuals worldwide through its website development platform, cultivating economic growth, and promoting decent work opportunities. By enabling organizations to build professional websites easily, Wix supports entrepreneurship, job creation, and the expansion of small businesses. Through accessible tools and resources, we empower users to enhance their online presence, driving economic development and employment opportunities globally. For more information, please see [Our Users](#) chapter.

Reduced Inequalities

"When every individual is self-sufficient, the entire world prospers."



Wix is devoted to fostering an inclusive workplace culture where every individual has equal opportunities for success. Our hiring practices prioritize meritocracy, focusing on candidates' skills, abilities, and potential rather than irrelevant factors. We actively promote diversity and inclusivity, striving to create a work environment where personal and professional relationships thrive together. Founded in 2023, our ongoing initiative, "Wix for Everyone," exemplifies our dedication to reducing inequalities by facilitating employment opportunities for people with disabilities. Our desire to reduce inequality extends beyond our workplace through our products. For example, our [Accessibility Wizard](#) enables our users to build websites that are accessible to all. To read more about our efforts in reducing inequalities, see our chapter on [Diversity, Equity & Inclusion](#).

Climate Action

"Take urgent action to combat climate change and its impacts."



At Wix, we continue to assess and study the impacts of climate change on our operations and our contributions to it. In 2023, we took part in several climate initiatives such as the City-Business Climate Alliance Leadership Forum and volunteering initiatives through Wix Karma.

By promoting alternative means of transportation, such as daily shuttles to our various locations and installing electric vehicle charging stations, we encourage employees to choose environmentally friendly commuting options. Additionally, partnerships with shared ride services, "Bike to Work" schemes in our offices in Dublin and monetary incentives for cycling in Lithuania promote sustainable transportation choices.

This year, we measured our Scope 1 and Scope 2 greenhouse gas emissions for the first time. We intend to reduce carbon emissions and form a database to track our progress against a baseline which we aim to publish in future reports. To read more, please see our chapters on [Climate Change](#) and [Resource Management](#).

ESG Data Tables

Environmental ¹²

Resource consumption	2023
Electricity (MWh)	11,081
Electricity intensity (MWh/employee)	2.09
Water (m ³)	64,998
Water intensity (m ³ /employee)	12.26

GHG emissions (mt CO ₂ e)	2023
Scope 1	698
Scope 2 (location-based)	4,920
Scope 1+2 absolute emissions (location-based)	5,618

¹² Scope 2 emissions, electricity and water consumption figures were assessed for per-employee and approximated for shared spaces.

GHG emissions intensity (mt CO ₂ e / \$M revenue)	2023
Scope 1 emissions	0.45
Scope 2 emissions (location based)	3.15
Scope 1+ 2 (location based)	3.60

Social¹³

	2021	2022	2023
Wix people	5,927	5,516	5,302
By region			
EMEA	79.1%	81.4%	87.2%
Americas	20.8%	18.02%	11.9%
APAC	0.002%	0.006%	0.008%
By managerial positions¹⁴			

¹³ Totals may not equal 100% due to rounding.

¹⁴ Data includes temporary employees.

	2021	2022	2023
Senior management¹⁵	-	183	195
Women	-	37%	37%
Men	-	63%	63%
Other, not specified	-	0%	0%
Middle management	-	954	922
Women	-	45%	45%
Men	-	55%	55%
Other, not specified	-	0.1%	0.1%
All other employees	-	4,379	4,185
Women	-	49%	48%
Men	-	51%	52%
Other, not specified	-	0.3%	0.1%

¹⁵ Senior Management is considered director level and above, and includes the CEO.

	2021	2022	2023
Technical positions¹⁶			
Women	-	31%	32%
Men	-	69%	68%
Other, preferred not to answer	-	0%	0.04%

	2021	2022	2023
Total Turnover (Wix)¹⁷	16%	24%	20%

¹⁶ Tech is defined as all technical occupations in computing, design, development, research and information technology that require deep technical specialization and knowledge, according to SASB. Does not include temporary employees.

¹⁷ Includes employees and subcontractors that have been laid off, not including temporary employees, students, interns and the maintenance staff.

	2021	2022	2023
Employee diversity - USA			
White	53%	50%	59%
Hispanic/Latino	28%	30%	20%
Multiracial	5%	4%	6%
Black or African American	7%	8%	6%
Asian	6%	6%	7%
Other minorities	0%	0%	0%
Not indicated	1%	1%	1%

	2021	2022	2023
Employees by age			
Under 30	35%	29%	25%
30-50	63%	68%	70%
Over 50	2%	3%	4%
No data	0.2%	0.1%	0.1%

	2021	2022	2023
Employees by gender¹⁸			
Women	47%	48%	47%
Men	53%	52%	53%
Nonbinary	0.1%	0.1%	0.04%
Prefer not to answer	0.1%	0.2%	0.1%

	2021	2022	2023
Job Scope			
Full time	95%	96%	96%
Part time	5%	4%	4%
Permanent	99.1%	99.7%	99.0%
Temporary	0.9%	0.3%	1.0%

¹⁸ Based on self-reporting/self-identification

	2021	2022	2023
Parental Leave¹⁹			
.....			
Took parental leave	111	175	157
.....			
Returned to work after parental leave	111	156	147
.....			
Employees still employed 12 months after their return to work	95	129	139

	2021	2022	2023
Employees under work visa²⁰	-	-	4%

¹⁹ Includes Israel sites only, Representing approximately 58% of Wix's workforce.

²⁰ Includes employees with any type of visa, residency card (Ireland), green card (U.S.) and work permit.

Sustainability Accounting Standards Board (SASB) Tables

The table below references SASB's Internet Media & Services Sustainability Accounting Standard, Version 2023-12, which is most relevant to our operations. Unless otherwise specified, the data and descriptions are current as of December 31, 2023.



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	Resource Management Climate Change
	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	Resource Management
	TC-IM-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	Climate Change
Data Privacy, Advertising Standards & Freedom of Expression	TC-IM-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	Ensuring a Safe and Secure Space for Our Users
	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
	TC-IM-220a.4 and 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 that are personal data breaches, (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	Creating a Safe and Secure Space for Our Users Certifications and Regulations

TOPIC	CODE	ACCOUNTING METRIC	RESPONSE
Employee Recruitment, Inclusion & Performance	TC-IM-330a.1	Percentage of employees that require a work visa	ESG Data Table
	TC-IM-330a.2	Employee engagement as a percentage	Employee Retention
	TC-IM-330a.3	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees and (d) all other employees	ESG Data Table
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	None.
Activity Metrics	TC-IM-000.A	Entity-defined measure of user activity	We ended 2023 with ~263M registered users and ~6.3M premium subscriptions on Wix. For more information, please visit the Financials section of our Investor Relations website.

TOPIC	CODE	ACCOUNTING METRIC	RESPONSE
	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.

GRI Content Index

This report was written with reference to the GRI Standards for the period of January 1st, 2023 to December 31st, 2023. The index below lists the indicators from the guidelines that are met in the report:



GRI Standard	Disclosure	Description	Page
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GRI 1: Foundation 2021

GRI 2: General Disclosures 2021

2-1	Organizational details	6, 7, 69
2-2	Entities included in the organization's sustainability reporting	4, 6
2-3	Reporting period, frequency and contact point	4, 112
2-4	Restatements of information	None
2-5	External Assurance	110
2-6	Activities, value chain and other business relationships	6, 8, 13, 24
2-7	Employees	91-96
2-9	Governance structure and composition	79-81
2-10	Nomination and selection of the highest governance body	80
2-11	Chair of the highest governance body	80
2-12	Role of the highest governance body in overseeing the management of impacts	3, 13, 16, 80
2-13	Delegation of responsibility for managing impacts	80
2-14	Role of the highest governance body in sustainability reporting	3, 16, 80

GRI Standard	Disclosure	Description	Page
	2-15	Conflicts of interest	82
	2-16	Communication of critical concerns	52, 80, 83
	2-18	Evaluation of the performance of the highest governance body	80
	2-19	Remuneration policies	80, 81
	2-20	Process to determine remuneration	80, 81
	2-22	Statement on sustainable development strategy	3, 13
	2-23	Policy commitments	30-32, 42, 82-83
	2-24	Embedding policy commitments	30, 34, 42, 80-83
	2-25	Processes to remediate negative impacts	14, 36, 37
	2-26	Mechanisms for seeking advice and raising concerns	32, 83
	2-27	Compliance with laws and regulations	98, 99
	2-29	Approach to stakeholder engagement	14, 15

GRI Standard	Disclosure	Description	Page
Material Topics			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	16
	3-2	List of material topics	17, 18
Climate change			
GRI 3: Material Topics 2021	3-3	Management of material topic	75-76
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	90
	305-2	Energy indirect (Scope 2) GHG emissions	90
	305-4	GHG emissions intensity	91

GRI Standard	Disclosure	Description	Page
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Resource Management

GRI 3: Material Topics 2021	3-3	Management of material topic	73
GRI 302: Energy 2016	302-1	Energy consumption within the organization	90
	302-3	Energy intensity	90
GRI 303: Water and Effluents 2018	303-3	Water withdrawal	90

Employee health and wellness

GRI 3: Material Topics 2021	3-3	Management of material topic	57, 58
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	93

GRI Standard	Disclosure	Description	Page
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	55, 56
	401-3	Parental leave	96
Employee development			
GRI 3: Material Topics 2021	3-3	Management of material topic	46-48
GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	49-53
Promoting equal opportunity			
GRI 3: Material Topics 2021	3-3	Management of material topic	40, 41
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	79, 92-95

GRI Standard	Disclosure	Description	Page
Business Ethics			
GRI 3: Material Topics 2021	3-3	Management of material topic	82
Cybersecurity and data privacy			
GRI 3: Material Topics 2021	3-3	Management of material topic	32
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	36
Website ethics			
GRI 3: Material Topics 2021	3-3	Management of material topic	29-32

GRI Standard	Disclosure	Description	Page
Business continuity (under war – two fronts)			
GRI 3: Material Topics 2021	3-3	Management of material topic	63-67
Our user community			
GRI 3: Material Topics 2021	3-3	Management of material topic	24-26, 31
Supporting local communities			
GRI 3: Material Topics 2021	3-3	Management of material topic	60-62

Independent Accountants's assurance report on Wix.com Ltd.'s Greenhouse Gas (GHG) Statement

To the Shareholders and the Board of Directors of
Wix.com Ltd.

Scope

We have been engaged by Wix.com Ltd. to perform a 'limited assurance engagement,' as defined by International Standards on Assurance Engagements, here after referred to as the engagement, to report on the accompanying GHG statement of Wix.com Ltd. for the year ended December 31, 2023, comprising the GHG statement of Wix.com Ltd. for the year ended December 31, 2023, comprising the Emissions Inventory of Scope 1 and 2 (the "Subject Matter").

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on this information.

Criteria applied by Wix.com Ltd.

In preparing Subject Matter, Wix.com Ltd. applied the Global Reporting Initiative Sustainability Reporting Standards' ('GRI Standards') 305: Emission 2016 (Criteria).

Wix.com Ltd.'s responsibilities

Wix.com Ltd.'s management is responsible for selecting the Criteria, and for presenting the Subject Matter in accordance with that Criteria, in all material respects. This responsibility

includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the GHG statement, such that it is free from material misstatement, whether due to fraud or error.

EY's responsibilities

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

Our engagement was conducted in accordance with the International Standard for Assurance Engagements on Greenhouse Gas Statements ('ISAE 3410'), and the terms of reference for this engagement as agreed with Wix.com Ltd. Those standards require that we plan and perform our engagement to express a conclusion on whether we are aware of any material modifications that need to be made to the Subject Matter in order for it to be in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

Our independence and quality management

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, and have the required competencies and experience to conduct this assurance review.

EY also applies International Standard on Quality Management 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services engagements, which requires that we design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Description of procedures performed

Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems. The Green House Gas quantification process is subject to scientific uncertainty, which arises because of incomplete scientific knowledge about the measurement of GHGs. Additionally, GHG procedures are subject to estimation (or measurement) uncertainty resulting from the measurement and calculation processes used to quantify emissions within the bounds of existing scientific knowledge.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the Subject Matter and related information, and applying analytical and other relevant procedures.

Our procedures included:

- Conducted interviews with personnel to understand the business and reporting process
- Conducted interviews with key personnel to understand the process for collecting, collating and reporting the subject matter during the reporting period
- Checked that the calculation criteria have been correctly applied in accordance with the methodologies outlined in the Criteria

- Identified and testing assumptions supporting calculations
- Tested, on a sample basis, underlying source information to check the accuracy of the data

We also performed such other procedures as we considered necessary in the circumstances.

Conclusion

Based on our procedures and the evidence obtained, we are not aware of any material modifications that should be made to Subject Matter for the year ended December 31, 2023, in order for it to be in accordance with the Criteria.

Kost Forer Gabbay and Kasierer

KOST FORER GABBAY & KASIERER

A Member of Ernst & Young Global

June 4, 2024

Tel-Aviv, Israel

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 environmental, social and governance goals, targets and projections, 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 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, factors discussed under the heading “Risk Factors” in the Company’s annual report on Form 20-F for the year ended December 31, 2023 filed with the Securities and Exchange Commission on March 22, 2024. Any forward-looking statement made by us in this report 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.

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 expensive than certain legal requirements. Furthermore, much of this information is subject to assumptions, estimates, third-party information or methodologies that are 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 or recommendations, 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 (including investor) focus, or other factors, some of which may be beyond our control. Any such changes may also impact our ability to achieve any ESG-related plans, 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.

For more information on our performance and activities in these areas, please contact us at wix_esg@wix.com.

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.