



2020 SASB Index

As part of our efforts to disclose on the topics that are most material to our business, Square aligns to the Sustainability Accounting Standards Board's (SASB) Software & IT Services Standard.

Topic	SASB Code	Accounting Metric	Category	Response/ Location
Environmental Footprint of Hardware Infrastructure	TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	(1) 110527.2 Gigajoules of energy in 2020 (across natural gas and electricity) (2) 100% (3) 0%; However, in 2020, we developed a plan to purchase renewable electricity certificates from clean energy developers to offset our Square offices energy usage starting in 2021. In 2022, we will be exploring opportunities to secure renewable energy through long-term power purchase agreements. This initiative is currently expected to reduce Square's emissions by 2% on an annual basis by 2030.
	TC-SI-130a.2	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Square does not currently conduct a global water audit and, as such, is unable to report on these metrics at this time.
	TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	Discussion and Analysis	Our data centers are leased. As part of our process for selecting data center vendor partners, we have confirmed that our vendors have comprehensive climate risk protocols and set rigorous energy efficiency optimization targets for their hardware selection as well as infrastructure and facility construction. These best practices help minimize both overall power consumption and associated carbon emissions. Additionally, when selecting our key operational partners, we consider their efforts to increase reliance on renewable energy sources.
Data Privacy & Freedom of Expression	TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	Discussion and Analysis	Privacy Notice
	TC-SI-220a.2	Number of users whose information is used for secondary purposes	Quantitative	We only use customer data for the purposes disclosed in the privacy policies provided to our customers.
	TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Quantitative	Material legal proceedings are disclosed in our SEC filings, which are available on our investor relations website .
	TC-SI-220a.4	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	Quantitative	Square does not publicly disclose this information.
	TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Discussion and Analysis	Square complies with all applicable laws and regulations, including, but not limited to, regulations related to embargoed countries/regions and requirements under the Foreign Corrupt Practices Act and Export Control Regulations
Data Security	TC-SI-230a.1	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	Quantitative	Square regularly processes large volumes of data and we may be periodically subject to unauthorized attempts to compromise or acquire data. For cybersecurity purposes, we do not disclose specifics regarding these attempts unless we are legally required to do so. We maintain an information security program that is aligned with

				applicable regulatory requirements and industry standards, such as the PCI Data Security Standard for our card processing systems. We routinely review and strengthen the program as necessary to provide responsiveness to and protection against actual and emerging threats.
	TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Discussion and Analysis	2020 CSR Report, pg. 50
Recruiting & Managing a Global, Diverse & Skilled workforce	TC-SI-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	Quantitative	As of December 31, 2020, we had 5,477 full-time employees worldwide with 662 full-time employees outside the U.S., or 12% of employees outside the U.S. We also engage temporary employees and consultants as needed to support our operations.
	TC-SI-330a.2	Employee engagement as a percentage	Quantitative	We do not have one single metric to share that we believe encompasses employee engagement, please see our blog Measuring Inclusion , which details multifaceted approaches to tracking inclusion, which includes tracking employee sentiment.
	TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Quantitative	Workforce Data Report 2020
Intellectual Property Protection & Competitive Behavior	TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Quantitative	Material legal proceedings are disclosed in our SEC Filings, which are available on our investor relations website .
Managing Systemic Risks from Technology Disruptions	TC-SI-550a.1	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Quantitative	For information on Square's performance and past incidents, please visit issquareup.com .
	TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	Discussion and Analysis	2020 10-K, pg. 17 - 45
Activity Metrics	TC-SI-000.A	Seller gross profit ¹	Quantitative	Q4 2020 Shareholder Letter, pg. 2
	TC-SI-000.B	Cash App gross profit ²	Quantitative	Q4 2020 Shareholder Letter, pg. 2
	TC-SI-000.C	Gross profit ³	Quantitative	2020 CSR Report, pg. 3

¹ Metric has been modified from (1) number of licenses or subscriptions, (2) percentage cloud-based because we believe the modified metric better encapsulates our scale.

² Metric has been modified from (1) data processing capacity, (2) percentage outsourced because we believe the modified metric better encapsulates our scale.

³ Metric has been modified from (1) amount of data storage, (2) percentage outsourced because we believe the modified metric better encapsulates our scale.