



All In Together Now / A 36 course Wu-Tang Clan inspired event - Pop Pop / Seattle, WA

eventbrite

2023 CORPORATE RESPONSIBILITY UPDATE

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Renegade Craft / Festival Pavilion / San Francisco, CA

Message from the CEO

Eventbrite has been connecting passionate eventgoers with niche, local events, sparking meaningful connections and long-lasting memories, for nearly two decades. In a time of increased isolation, these connections are important, now, more than ever.

In this year's Corporate Responsibility Update, we're proud to share key developments on our continued commitment to foster global connectivity and sustainability. In 2023 alone, Eventbrite helped bring together 93 million eventgoers across more than five million events.

We also empowered the next generation of event producers by awarding five \$20,000 grants as part of our 2023 RECONVENE Accelerator program, made strides on DEI by fostering an inclusive workforce and ensuring diversity throughout the hiring process, achieved carbon neutrality for 2023, and maintained a sustainable footprint as a remote-first company.

Eventbrite was founded with the mission to bring the world together through live experiences. We remain committed to this mission and to empowering our event creators as they build communities, while we build long-term value for our shareholders.



Julia Hartz
Co-Founder and Chief
Executive Officer



Eventbrite Creator Summit / San Francisco, CA

About this Update

Our 2023 Corporate Responsibility Update is our second annual report reflecting the progress we have made on the sustainability topics most important to our stakeholders. This Update should be read as a supplement to our 2022 Corporate Responsibility Report and is intended to highlight our 2023 achievements.

Prior to publishing our inaugural report, we conducted a priorities assessment to identify the sustainability topics most important to Eventbrite's business, stakeholders and growth. They were data privacy and security; business ethics and compliance; employee recruitment, development, and retention; diversity, equity, and inclusion; and employee engagement and satisfaction. We engage in regular dialogue with our external stakeholders and our employees to ensure that our understanding of what matters to stakeholders remains accurate.

Unless otherwise stated, all data in this Update is as of December 31, 2023. Our senior leadership and key stakeholders across Eventbrite were involved in reviewing and validating the information in this Update. This Update has not been verified by a third party.



Shop Made in DC / Wine and Watercolors / Georgetown, DC

About Eventbrite

Eventbrite is a global events marketplace that serves event creators and eventgoers in nearly 180 countries. Since its inception, Eventbrite has been at the center of the experience economy, transforming the way people organize and attend events. The company was founded by Julia Hartz, Kevin Hartz, and Renaud Visage, with a vision to build a self-service platform that would make it possible for anyone to create and sell tickets to live experiences.

With over 300 million tickets distributed for over 5 million total events in 2023, Eventbrite is where people all over the world discover new things to do or new ways to do more of what they love. Eventbrite has also earned industry recognition as a top employer with special designations that include a coveted spot on Fast Company's prestigious The World's 50 Most Innovative Companies and Fast Company's Brands That Matter lists, the Great Place to Work® Award in the U.S. and India, and Inc's Best-Led Companies honor.

Eventbrite is deeply committed to powering inclusive experiences through digital accessibility. Please see our [Accessibility Statement](#) for more information.



Eventbrite celebrates the dreamers, makers, healers, supporters, leaders, believers and achievers. As a community, we're bringing the world together through shared experiences. Together, we:

Supported the passions and small businesses of

850K creators

connected

93M consumers

with inspiring experiences

empowered the missions of over

30K nonprofits

Highlights

1:1 gender parity

in our C-Suite

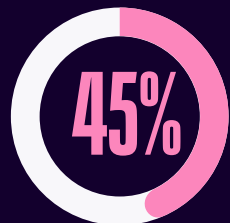
7 out of 8 members

of our Board identify as women

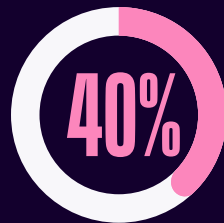
Over one-third

of our Board identifies as BIPOC

As of June 11, 2024.



women
identifying
employees
worldwide



BIPOC
employees
(U.S.)

As of April 1, 2024
For purposes of this Update, BIPOC includes employees who self-identify as American Indian or Alaska Native, Asian, Black/African American, Hispanic, or two or more races.



We **empowered emerging event creators** to lean into event creation as part of their businesses:

5x \$20K

grants made to emerging creators as part of our 2023 RECONVENE Accelerator

36%

of Eventbrite creators reported that their businesses are just starting out*



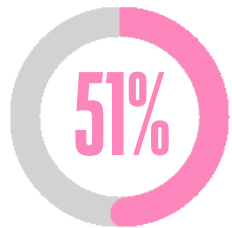
We were **carbon neutral** for 2023



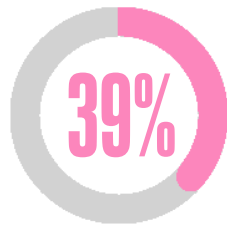
Built connections and careers across our remote-first workforce, with **850 Britelings worldwide**

*Based on Q1 2024 Creator Survey

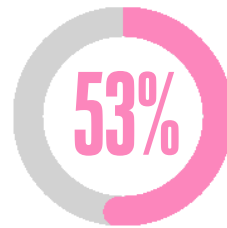
At Eventbrite, we believe we make our greatest impact when we're empowering each other. Our global team of Britelings celebrates diversity in every form: ability, age, citizenship, veteran status, national origin, ethnicity, gender, race, religion, sexual orientation, and socioeconomic background.



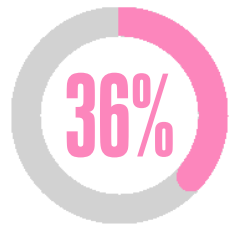
of people leaders identify as women



of people leaders in the U.S. identify as BIPOC



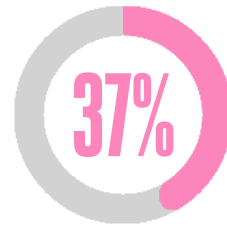
of senior leaders identify as women*



of senior leaders in the U.S. identify as BIPOC*



of our tech employees identify as women



of our tech workers in the U.S. identify as BIPOC

All data as of April 1, 2024

For purposes of this Update, BIPOC includes employees who self-identify as American Indian or Alaska Native, Asian, Black/African American, Hispanic, or two or more races.

*Britelings who hold a senior director or above title.



Data Index

Priorities Assessment

In 2022, we conducted our first ESG priorities assessment to determine priority issues to shape our ESG strategy and reporting. We partnered with an independent consultant to complete the assessment to ensure confidentiality and impartiality. The assessment included an analysis of our investors’ priorities and a thorough review of the methodologies of prominent ESG frameworks and ratings (e.g., SASB, TCFD, MSCI, Sustainalytics, and ISS) to narrow the universe of potential material topics and understand the concerns of key external stakeholders. To get input and feedback from employees, we deployed a survey to gauge how a given topic would impact the future success of our business. The assessment identified a variety of ESG topics

that are most relevant to our business model and operations and of significant concern to external stakeholders. The materiality matrix here reflects the results of our assessment. We plan to periodically repeat this assessment while gathering feedback from stakeholders on a regular basis.

SASB Index

We are committed to transparency and ensuring our stakeholders can easily find the ESG metrics that matter most to them. The following table demonstrates our disclosures in accordance with SASB’s Internet Media & Services Sector version 2018-10.



* Highest Priority Topics

Environmental		
Topic	Response	SASB
Total energy consumed	4,155 GJ	TC-IM-130a.1
Grid electricity	91%	TC-IM-130a.1
Renewable energy	0%	TC-IM-130a.1
Scope 1 Greenhouse Gas Emissions (MTCO ₂ e)	44	
Scope 2 GHG Emissions (market-based) (MTCO ₂ e)	359	
Scope 2 GHG Emissions (location-based) (MTCO ₂ e)	365	
Calculated Scope 3 GHG Emissions (market-based) (MTCO ₂ e)	13,096	
Calculated Scope 3 GHG Emissions (location-based) (MTCO ₂ e)	13,073	

These emissions data were calculated based on currently available information and currently accepted methodologies for calculating greenhouse gas emissions. These methodologies are subject to change and we undertake no duty to update the figures due to changes in methodologies, law or our business.

Employees and Community		
Topic	Response	SASB
Global workforce and associated risks	850 full-time employees as of April 1, 2024: <ul style="list-style-type: none"> • 471 in the Americas • 252 in Europe • 127 in the Asia Pacific region 	TC-IM-330a.1

Employees and Community (cont.)

Topic	Response	SASB
Global workforce and associated risks (cont.)	<p>As a global company, we have hundreds of employees who work from our office locations and remotely. While we celebrate this diversity, we also need to work together across cultures and geographies. With different regulations and risks in our various locations, we have local HR teams to support employees, develop local talent pools and manage risks and regulations. These local teams are supported by a global team, which sets and manages our global people strategy. Our core business work is carried out by Eventbrite employees.</p>	
Employee engagement	<p>We currently administer an annual employee engagement survey and quarterly shorter “pulse” surveys to assess and understand the employee experience and engagement at the company level. The survey also enables us to provide data to leaders across the organization, empowering them to identify, address and monitor feedback at the department level.</p> <p>In 2023, we transitioned to a new employee engagement platform, Workday Peakon Employee Voice, which measures employee engagement and benchmarks a company’s engagement scores against others in the industry. Our 2023 annual engagement survey was administered in September 2023, and we had a 79% response rate globally and an engagement score that was in the middle range of the technology sector, based on Workday Peakon data.</p>	TC-IM-330a.2

Employees and Community (cont.)

Topic	Response	SASB
Gender representation (Global)	<p>As of April 1, 2024:</p> <p>Company-wide</p> <ul style="list-style-type: none"> • Male: 52.2% • Female: 45.3% • Not declared: 2.5% <p>Tech:</p> <ul style="list-style-type: none"> • Male: 61.6% • Female: 35.3% • Not declared: 3.1% <p>Non-Tech:</p> <ul style="list-style-type: none"> • Male: 36.8% • Female: 61.3% • Not declared: 1.9% <p>Leadership (people managers)</p> <ul style="list-style-type: none"> • Male: 47.8% • Female: 50.5% • Not declared: 1.6% 	TC-IM-330a.3

Employees and Community (cont.)

Topic	Response	SASB
Representation by ethnicity (U.S.)	<p>As of April 1, 2024:</p> <p>U.S. Employees</p> <ul style="list-style-type: none"> • White: 52.1% • Asian: 16.0% • Black or African American: 10.9% • Hispanic or Latino: 6.7% • Other (includes Native American or Pacific Islander, American Indian or Alaska Native and Two or More Races): 6.3% • Not-declared: 8.1% <p>Tech:</p> <ul style="list-style-type: none"> • White: 53.3% • BIPOC: 36.9% • Not-declared: 9.8% <p>Non-Tech:</p> <ul style="list-style-type: none"> • White: 50.7% • BIPOC: 42.9% • Not-declared: 6.5% 	TC-IM-330a.3

Employees and Community (cont.)

Topic	Response	SASB
Representation by ethnicity (U.S.)	<p>Management:</p> <ul style="list-style-type: none"> • Director: <ul style="list-style-type: none"> White: 45.5% BIPOC: 42.4% Not declared: 12.1% • Senior Director: <ul style="list-style-type: none"> White: 63.6% BIPOC: 31.8% Not declared: 4.6% • Vice President: <ul style="list-style-type: none"> White: 35.7% BIPOC: 50.0% Not declared: 14.3% • Executive Leadership Team: <ul style="list-style-type: none"> White: 75.0% BIPOC: 25.0% Not declared: 0% 	

Data Privacy and Security		
Topic	Response	SASB
Behavioral advertising and user privacy	Please see our Privacy Policy .	TC-IM-220a.1
Number of users whose information is used for secondary purposes	Please see our Privacy Policy .	TC-IM-220a.2
Monetary losses as a result of legal proceedings associated with customer privacy	Eventbrite suffered no material monetary losses in 2023 as a result of legal proceedings stemming from user privacy.	TC-IM-220a.3
List of countries where core products or services are subject to government-required monitoring, blocking, content filtering or censoring	Eventbrite does not have a material presence in any country where our core products or services are subject to these requirements. Eventbrite uses industry standard automated abuse monitoring technologies for specific abusive practices on our platform but Eventbrite does not actively block, filter, or censor information on our platform, unless it become explicitly aware of an infraction under our Terms of Service or Community Guidelines .	TC-IM-220a.5
Data breaches	Eventbrite had no material data breaches in 2023. Please see our SOC 3 report for information about the security, confidentiality and availability controls we have in place to protect customer data.	TC-IM-230a.1
Data security risks	Data security risks are discussed in Item 1A. Risk Factors of our Form 10-K, filed with the SEC on February 27, 2024.	TC-IM-230a.2
Monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Eventbrite suffered no material monetary losses in 2023 as a result of legal proceedings associated with anticompetitive behavior regulations.	TC-IM-520A.1

Forward-looking Statements

This Update contains certain “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995, including statements regarding our ESG goals, commitments, and strategies as well as related business and stakeholder impacts. These forward-looking statements include, but are not limited to, plans, objectives, expectations, and intentions and other statements contained in this Update that are not historical facts and statements identified by words such as “expects,” “anticipates,” “intends,” “plans,” “believes,” “seeks,” “estimates,” or words of similar meaning. These forward-looking statements reflect our current views about our plans, intentions, expectations, strategies, and prospects, which are based on the information currently available to us and on assumptions we have made. Although we believe that our plans, intentions, expectations, strategies, and prospects as reflected in or suggested by these forward-looking statements are reasonable, we can give no assurance that the plans, intentions, expectations, or strategies will be attained or achieved. Furthermore, actual results may differ materially from those described in the forward-looking statements and will be affected by a variety of risks and factors that are beyond our control, including those more fully described in our filings with the Securities and Exchange Commission (“SEC”), including our Annual Report on Form 10-K for the year ended December 31, 2023. The statements made herein are made as of the date of this Update and we assume no obligation to update any forward-looking statements contained in this document as a result of new information, future events, or otherwise.

Where to Find More Information

This Update includes a number of operating metrics that we use to evaluate our business, measure performance, identify trends, formulate business plans, and make strategic decisions. Please see our filings with the SEC, including our Annual Report on Form 10-K for the year ended December 31, 2023, for details regarding the definition and calculation of our operating metrics.

Trademarks

This Update utilizes certain trademarks and service marks for reference purposes. All such trademarks and service marks are and remain the property of their respective owners.



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