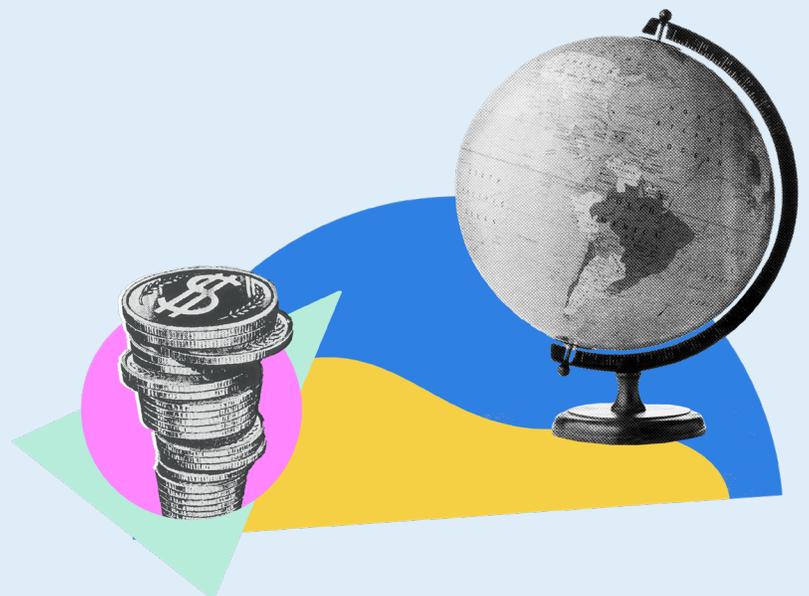


Environmental, Social & Governance Report 2022



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This report was written by long-term Nerd, Elizabeth Renter, a senior writer and data analyst who's been with NerdWallet since 2014.

A Letter From Tim Chen

For 13 years, NerdWallet has strived to provide consumers with clarity for all of their financial decisions: cutting through jargon, parsing terms and conditions, and simplifying complex ideas so consumers can make informed decisions about their money and pursue lives well-spent. And over the past 13 years, this mission has attracted and inspired thousands of people who've lent their talents to our cause as Nerds.

As a mission-driven, consumer-first company, we have long had a company culture oriented towards being responsible and socially conscious. From our early start-up days, this has included employee-organized volunteer opportunities, our annual Charity Auction, and commitments to editorial independence. And with our laser focus on serving consumers, we've responded in real-time as our consumers have increasingly sought financial options personalized to their identities and aligned with their values, like ESG investment opportunities.

Now, as a public company, I am proud to formalize NerdWallet's ESG commitments for the first time. While ESG considerations have been part of the NerdWallet story since our inception, our 2022 ESG report has allowed us to articulate our vision and priorities clearly, and it will ensure we hold ourselves accountable for progress on critical ESG initiatives in the years to come.

In this report, you can learn more about our specific priorities and plans. Our larger ESG strategy is founded on three pillars:

- **Achieving Our Vision**, or the work we do to create a world in which everyone makes financial decisions with confidence. We know that not everyone has access to the information they need to make confident decisions, that not everyone is adequately served by financial incumbents, and addressing these inequities is endemic to our DNA.
- **Investing in Our Nerds**, or the work we do to provide our talented Nerds with an equitable and inclusive workplace in which they can thrive professionally and personally. Our Nerds are eager to make an impact, and we want to empower them in pursuit of our shared and individual goals.
- **Building a Socially Responsible Business**, or the work we do to ensure that our business practices protect and improve the lives of our consumers, our Nerds, and our wider world.

Our commitments are a natural extension of our mission, which has and will continue to galvanize our work. I know I am joined by all Nerds when I say that I am looking forward to turning intention into action and seeing what we achieve together as we focus on driving meaningful impact.



Tim Chen
Co-Founder & CEO



About NerdWallet

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NerdWallet strives to inform and empower consumers with financial guidance they can trust.

We deliver the answers and tools to make better financial decisions across topics including credit cards, student loans, mortgages, personal and small-business loans, banking and more. Consumers and small and medium-sized businesses (SMBs) in the United States, the United Kingdom and Canada increasingly rely on our content and guidance to help them make smart decisions and take confident financial action.

Nerds across the company dedicate their efforts to reaching these people in pursuit of our mission and vision — with potentially profound impact. However, our success doesn't rest only on achieving those goals, but how we achieve them. To that end, we both look inward to optimize how we operate and outward for how our work affects the world around us.

As Nerds, we care about that world and our place within it, and we know the effects of our decisions can reverberate far beyond the people directly accessing our website, app and podcast. We strive to align all of our actions with the greater good — in our immediate and global communities. This way, we can achieve our goals with integrity and align our broader actions with a mission that drives us and a vision that inspires our business.



OUR MISSION

Provide Clarity for
All of Life's Financial
Decisions

OUR VISION

A World Where Everyone
Makes Financial Decisions
with Confidence

Our Values

Without our Nerds, doing the work day in and day out, achieving our mission and vision would be impossible. Shaping all of the invaluable work they do are NerdWallet's company values. These are more than just words written on a wall; they are an ethos that guides our decisions, conversations and actions every single day.

Consumer, Company, Team, Self

There is a hierarchy in how we make decisions, with the people we serve coming first. This isn't just a novel idea, but a strategy put into practice across the company. When decisions are being made and multiple perspectives are involved, our guiding star is what's best for the consumer.

Relentless Self-Improvement

Nerds mix expertise with the right amount of humility and experimentation. By consistently striving to take what we have and grow it by feeding our unquenchable curiosity, we can drive momentous innovation.

Ownership

We're all empowered to take action when it comes to improving results — believing in our work facilitates this kind of dynamism. We want (and have) Nerds who aren't afraid to step up with initiative.



Informed Risk Taking

Growth and innovation happen when you can push past discomfort into unfamiliar territory. Nerds are eager to try new things and know good things are often on the other side of a risk.

Open, Candid and Constructive

We are present, engaged and courageous in conversations with one another. Meaningful, collaborative relationships and stronger outcomes grow from effective communication.

ESG Overview

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NerdWallet recognizes the potential effects of operating our business in a responsible and socially conscious way. We — our employees, leadership and stockholders — value action taken with honor and an eye toward the greater good. This action has impact. The results of such impact are compounding, and begin internally. We're committed to supporting our Nerds who drive this impact, and to upholding accountability and integrity in all of our business practices. As a newly public company, we're excited to expand our social impact — which has always been at the heart of our company vision — through the implementation of our new ESG program.

OUR FOCUS

Achieving Our Vision, Investing in Our Nerds, and Building a Socially Responsible Business.

Materiality Assessment

To best focus our efforts in this nascent ESG program, NerdWallet conducted an inaugural materiality assessment beginning in December 2021 and lasting through April 2022. This assessment involved gathering feedback from a variety of internal and external stakeholders.

The groups involved identified several potential areas of focus — environmental, social and governance factors that should be a concern for every organization's operations. We drilled down to isolate focus areas that internal and external stakeholders shared in common, and those where we could have the greatest impact in our first year of our ESG program.

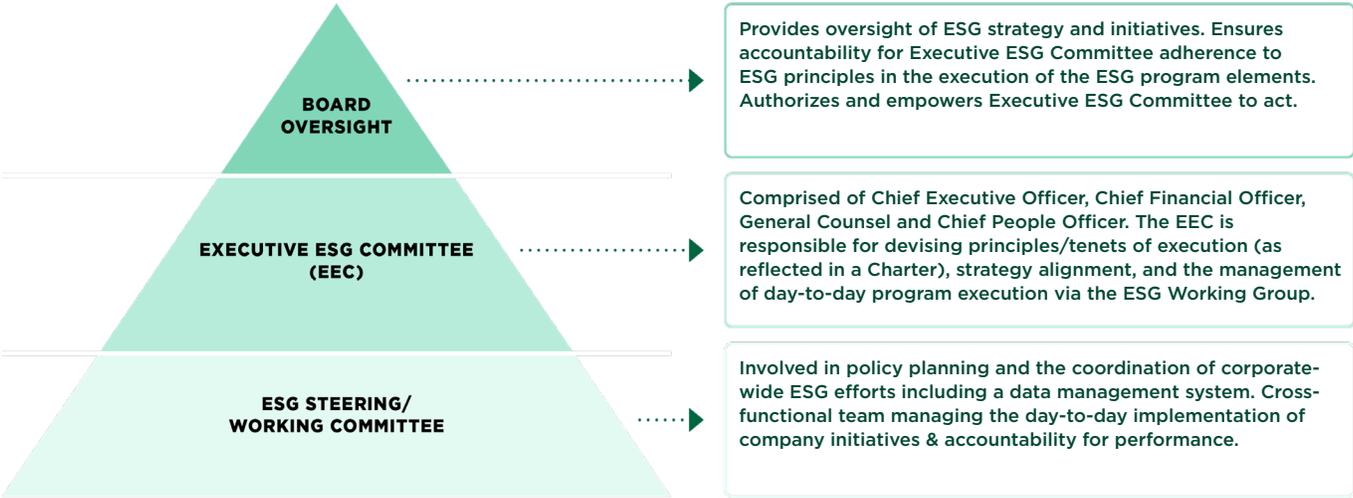
Based on this in-depth assessment, we've decided to focus our initial ESG efforts in three key areas: Achieving Our Vision, Investing in Our Nerds and Building a Socially Responsible Business. These priorities are where we believe we can make the greatest impact and are of significant importance to the company and stockholders. We look forward to tracking and sharing our progress on these goals.

Board Oversight of ESG

The NerdWallet Board of Directors is committed to overseeing NerdWallet's initial and ongoing efforts to integrate ESG principles and practices throughout the organization and the development of a comprehensive ESG strategy.

Earlier this year, the Board formed an Executive ESG Committee, composed of our Chief Executive Officer (CEO), Chief Financial Officer (CFO), Chief People Officer and General Counsel to initiate the development and execution of our ESG strategy. The Board authorized and empowered the Executive ESG Committee to take action. This group is responsible for developing the principles of execution, strategy alignment and management of the day-to-day implementation by the ESG Working Group.

NerdWallet's ESG Working Group draws from a cross-section of teams throughout the company including human resources, communications, legal, information technology, investor relations and finance. This steering and working committee is involved in ESG policy planning and companywide ESG efforts including day-to-day implementation of the initiatives. They are accountable to the Executive ESG Committee.



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Although this is the first year of our formalized ESG program, NerdWallet is not new to operating with integrity and high standards. Several initiatives outlined in the subsequent pages were created in 2022, but many existing valuable programs were also optimized and expanded in this first year.

Achieving Our Vision

Our vision is a world where everyone makes financial decisions with confidence. We know not everyone has access to the proper tools and resources to make these decisions. Even when they do, such decisions can be wrought with stress and apprehension; as such, these decisions can be misinformed or suboptimal, and sometimes they aren't made at all. The ability to move forward confidently with well-informed financial choices en masse could change lives, communities and even the world.

Our Content

Our editorial content is the entry point by which many consumers and SMBs first come in contact with NerdWallet. It embodies our core value “Consumer, Company, Team, Self.” We provide trustworthy and knowledgeable financial guidance through articles, videos, tools, calculators and our podcast. Our Nerds break complex topics down into understandable but not patronizing language that helps consumers and SMBs take action.

We uphold rigorous editorial standards ensuring our readers and listeners are getting the most helpful and unbiased information.

2022 HIGHLIGHTS

Traffic and exposure

Every month, 21 million consumers¹ “Turn to the Nerds” seeking financial guidance. In addition to evergreen content that answers salient financial questions, the Content Nerds on our editorial team produce relevant and timely articles that anticipate user questions given current economic conditions. For example, given the unique circumstances of 2022, users most commonly turned to us on topics like how to navigate the student loan pause and rising mortgage rates, whether to invest in Bitcoin and how to resume travel after the height of the pandemic.

Focused LGBTQ+ financial content

Members of the LGBTQ+ community can face unique financial and legal challenges when planning for life events. Our Nerds developed a hub — a collection of articles found in a centralized location — to cater to these concerns.

¹ Average monthly unique users (MUUs) during the first 6 months of 2022.



21 million

The number of consumers who “Turn to the Nerds” seeking financial guidance each month.

A few of the topics covered in this content library include building an LGBTQ+ friendly investment portfolio, how to pay for gender-affirming surgery and how to get pre-exposure prophylaxis (PrEP) for HIV prevention with or without insurance.

Guide to navigating tough economic times

Throughout 2022, consumers have faced significant uncertainty about the direction of the economy and their personal financial lives. Their need for support as they navigated this turmoil was heightened. Our Content Nerds provided direction with a library of material specifically for these conditions. They covered critical topics such as: preparing for a recession, understanding and coping with inflation, and protecting your investments and credit.

Project Empower

For everyone to make financial decisions with confidence, we must strive to inform and impact everyone. Launched in 2020, NerdWallet's Project Empower is making notable strides to amplify diverse voices and financial situations. In 2022, the project involved optimizing or creating more than 300 articles. The topics addressed included investing in Black-owned businesses, starting accounts for a child with disabilities, how to find a minority owned bank and much more.

39%

of Americans say whether or not a financial institution is socially responsible is very/extremely important when choosing a new financial product.

Corporate Social Responsibility hub

Using financial products backed by socially responsible companies is important to many consumers and can have broad positive effects, so our Content team made it easier to find these products — on a single page featuring relevant articles and tools. This effort is an extension of our broader Corporate Social Responsibility (CSR) program, and is designed to connect consumers with financial products and investment vehicles from companies that share their concerns for social issues. This includes credit unions that serve low-income communities and investment funds made up of only climate-friendly firms, for instance.

In a NerdWallet survey conducted by Harris Poll in August 2022, we found 39% of Americans say whether or not a financial institution is socially responsible is very/extremely important when choosing a new financial product. And nearly one-third of Americans (31%) who aren't already sure don't know how to find out if their financial institution fits this description. We can now help with that.

Corporate Social Responsibility

Our Corporate Social Responsibility program was created to support those traditionally locked out of the financial system. Millions of Americans are unbanked or underbanked. They lack access to credit and other financial products that some of us take for granted. Through our CSR initiative, we're striving to make a tangible difference in these underserved communities.

The program currently has three areas of focus: the Financial Equality Project, grant-giving to support Minority Depository Institutions (MDIs), and skill-based volunteer efforts that tap the power of our Nerds.

Community Development Credit Unions (CDCUs) and Minority Deposit Institutions are two direct routes to serving low- to moderate-income communities underserved by the financial system. Not only do they provide access to traditional financial services, many of them give back to the communities they're in, encouraging and funding small businesses and community development programs, for example.

2022 HIGHLIGHTS

Financial Equality Project

NerdWallet deposited \$2 million into Self-Help Federal Credit Union, a CDCU that provides economic opportunity for underserved communities by providing personal and small-business loans and basic banking services. It also finances community development programs. By depositing our cash in a CDCU instead of a big bank, our money works harder for the people who need it most.

For every one dollar of capital deposited, Self-Help is able to raise an additional \$7 in deposits, compounding that \$2 million into \$16 million in impact.

The NerdWallet Financial Equality Project calls on other companies to make similar deposits into CDCUs serving low-income communities, where their cash can make a tangible difference.

Grants for MDIs

NerdWallet provided a \$200,000 donation to Inclusiv — a nonprofit representing CDCUs in low-income communities — to provide grants to Minority Deposit Institutions (MDIs). These funds are being distributed through the organization's Racial Equity Grant Fund across 14 MDIs for everything from operations and technology to Community Development Financial Institution (CDFI) certification and grant applications for federal funding, increasing the financial potential of the customers they serve.

Volunteer efforts

While Nerds volunteer throughout the year for causes and organizations of their choosing, a few campaigns are worth highlighting:

- **Self Help:** Nerds volunteered with this CDCU to help increase homeownership rates for individuals and households of color in pursuit of the elimination of the racial wealth gap. Pairing their professional skills with their desire to help, Nerds assisted in strategy development and research to inform Self-Help's outreach workshops and content.
- **National Coalition of 100 Black Women:** Nerds volunteered to help this organization work to decrease the number of unbanked and underbanked Black women in California through a six-week financial literacy workshop. These Nerds developed a relevant library of content for the organization to share across its networks.
- **50/50 Leadership:** Nerds volunteered to support this organization's members, many of whom make less than \$25,000 a year and have experienced challenging life events. Nerds organized a library of content to provide these members with basic guidance on handling their finances.



Investing in Our Nerds

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We attract and hire Nerds who are passionate about making real, significant change to how people manage their personal finances. They are inspired and motivated by the possibility of great impact, and they are committed to our mission. Nerds ask hard questions and consider challenging paths in the name of doing their work well. And, as the name implies, they're smart, resourceful and unapologetically nerdy.

Our Nerds are our most important asset. For them, we are committed to building and maintaining an inclusive and equitable workforce, to creating a work environment that is intellectually and socially rewarding, and to helping them reach their own professional goals, at NerdWallet and beyond.

Our three year DEI goal involves continued increasing representation among women in leadership and women in tech, and across races and ethnicities.

Diversity, Equity and Inclusion

At NerdWallet, our Diversity, Equity and Inclusion (DEI) efforts are not an add-on to our culture, but an indelible part of who we are. We aspire to provide people with surroundings that support their ability to be their authentic selves, and live (and work) their best lives — however they identify. For consumers this means the ability for all to make financial decisions with confidence. For our Nerds, it's creating an inclusive sense of community that provides space to learn, contribute and thrive with support and the confidence of belonging.

Our three-year DEI goal involves continually increasing representation among women in leadership and women in tech, and in the U.S. across underrepresented races and ethnicities.

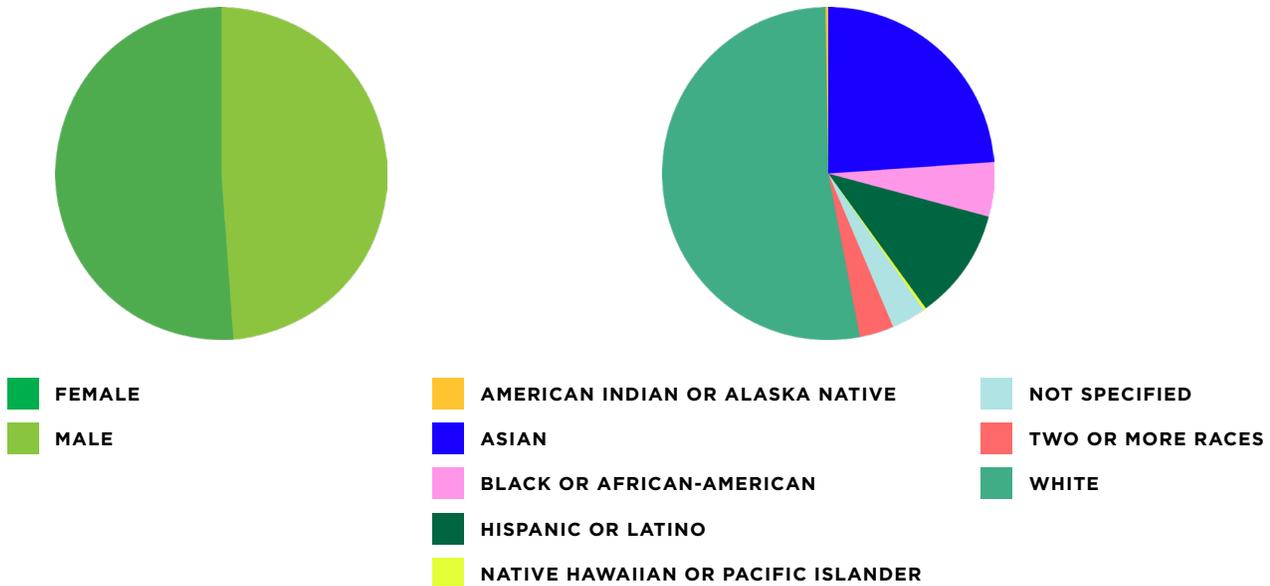
We have several employee programs dedicated to maintaining a diverse and inclusive environment, including a remote-first philosophy that allows diverse recruitment and hiring, development programs to facilitate growth among all Nerds and a twice-yearly pay equity review process.

2022 HIGHLIGHTS

A diverse workplace

Diversity, equity and inclusion require ongoing efforts — there is no benchmark at which we plan to stop this work. In endeavors like this, there will always be space for continued improvement and growth.

Currently, women represent 51% of our global workforce, and men, 49%. Black, indigenous and people of color represent 44% of our U.S. Nerds, and white, 53%, according to self-reported data.



Remote-First Workforce

At the beginning of the pandemic, we became a remote-first workforce. Since then, we've been optimizing this approach to how we do business. We believe this relatively new method of how we work is key in reaching, attracting and retaining the most diverse talent across all levels and departments in our organization. Here are some examples of how we're ensuring Nerds everywhere feel included and equipped to thrive in the distributed workplace.

The tools to do the job

- A work-from-home stipend for Nerds to better equip their workspace with the office equipment and tools necessary to be productive.
- Core working hours with built-in flexibility. We want to ease collaboration across distributed teams while allowing Nerds the autonomy to make decisions around the daily demands on their time.
- A simple, transparent process to ease transition to remote work, including a handbook on best practices and a tiered geography-based pay structure.

**Non-U.S. data not available for publication due to local regulations*

NerdWallet traditions, rethought

- Updated employee appreciation events and holiday celebrations, including an updated NerdLove week. This annual employee appreciation week combined virtual events, gifts, and prompts for in-person activities when Nerds lived in proximity to one another.
- An improved day for our Little Nerds and their working parents. Our annual Little Nerds Day got a remote-friendly update including a virtual photo booth and a live sing- and dance-along.
- Extended Kickoff Week, our annual new year planning and culture-building presentations. Previously fit into a single day, this extension minimized Zoom fatigue and facilitated active, remote involvement.

Mental health and wellbeing, prioritized

- Four scheduled mental health days, when the “office” is formally closed so Nerds can take time off to prioritize self-care.
- Access to a mental health app (Ginger) featuring coaches and licensed therapists, and regular seminars with a mindfulness expert.
- Managers who support and encourage flexible scheduling, allowing Nerds to balance work-life commitments and accommodate unpredictable events.

Black Equity at Work program

We partnered with the Black Equity at Work program at Management Leadership for Tomorrow — a nonprofit that works to advance the careers of high-achieving workers from underrepresented communities — to develop a data-driven and comprehensive plan to drive and support racial equity at NerdWallet. Our plan has been approved, and the rigorous 3-year route to certification features five pillars:

1. Black representation at every level of the organization.
2. Compensation equity.
3. An inclusive, anti-racist work environment.
4. Racially just business practices.
5. Racial justice contributions and investments.

Career Accelerator Program

We partnered with Landit — a company working to increase the success of women and diverse groups in the workplace — to launch the Career Accelerator Program (CAP). Career development programs like this are often reserved for executives, but NerdWallet has opened it up to most job classifications. The program aims to support the development and retention of Nerds. It aligns with our goals to increase representation of underrepresented races and ethnicities (UR/E), women in leadership and women in tech.

The 12-month CAP program includes six workshops and three sessions with a certified coach. In 2022, we have 57 Nerds participating in four cohorts.

Leadership Empowerment Accelerator Program for women

The Leadership Empowerment Accelerator Program (LEAP) for women is designed to increase representation of women in leadership roles. Like our Career Accelerator Program, this initiative was developed in partnership with Landit. The aim of this six-month program is to propel underrepresented women into leadership positions using peer-to-peer learning and sharing, coaching based on targeted development areas and increased visibility with NerdWallet senior leadership.

The LEAP program started in July 2022 and includes six workshops and six sessions with a certified coach. Eighteen Nerds have participated thus far.

Employee Resource Groups

NerdWallet's employee resource groups (ERGs) provide inclusive, supportive peer communities within the workplace. ERGs are sponsored by NerdWallet and an executive, and supported by the Talent Development and Belonging team. The groups serve as advocates for inclusion in the workplace, providing input and guidance to management on a variety of topics.

There are five active, chartered ERGs: NerdOut, NerdParents, NerdWomen, NerdWallet Women in Data & Engineering and Nerds of Color. The groups meet regularly, hold companywide events, provide mentorship and camaraderie, meet with management on important issues of representation, facilitate candid conversations and each have a robust Slack messaging channel for ongoing support. They also volunteer in their communities to further their respective missions of inclusion.



- **NerdOut:** Exists to support career development, advocate for and foster a supportive community for our LGBTQ+ Nerds.
- **NerdParents:** Follows a mission to provide a supportive community for parents, soon-to-be parents and their allies in the startup world.
- **NerdWomen:** Empowers women at NerdWallet to achieve professional and personal success by offering educational opportunities, connecting over shared experiences and providing a space for community.
- **Women in Data & Engineering:** Works to empower, support, mentor and aid in career development for women in data and engineering across all career levels at NerdWallet.
- **Nerds of Color:** Exists to attract, support and retain NerdWallet employees from diverse communities with a goal of building an inclusive culture so everyone can bring their whole selves to work.

In 2022, our ERGs held numerous events, including: a backpack drive headed by NerdParents to provide school supplies to Bay Area youths, a speaker series featuring activist Honey Mahogany led by NerdOut during Pride Week, collaborations with the NerdWallet book club, and a Black History Month panel with Black Nerds in leadership positions.

Pay equity

In addition to getting diverse Nerds in the door, we want to treat them well while they're here. A big part of that is compensation. At NerdWallet we're taking steps to ensure we're providing equitable pay to all Nerds. Pay equity is essential to our values.

Compensation decisions at NerdWallet are carefully made. Data informs our established processes for all salary and benefit changes. Twice yearly, we use software created by Syndio — a company that uses technology to measure representation and pay fairness — to review all compensations for equity.

As a result, we were in the first cohort of firms to be certified by Fair Pay Workplace. This nonprofit organization works to “dismantle pay disparities based on gender, race and their intersection using a set of transparent Rules and Standards,” and its certification doesn't come easily. Our data and practices are rigorously evaluated coinciding with each performance review cycle, and we are committed to a tailored action plan to build and maintain our equitable pay practices.

Recruitment

We are privileged to be a company of high performers. Getting our Nerds in the door doesn't always come easy — many of them are the best in their respective job roles. We actively seek high-caliber candidates who are excited about our mission and vision, and pair this with a commitment to growing and maintaining a diverse workforce.

Training and process refinement

Our recruiting team is consistently refining our best practices in recruitment, interviewing and hiring. This includes providing interviewers with formalized training and a values-specific interview question bank, building structured processes and ensuring everyone involved adheres to careful bias-avoidance practices.

Targeted outreach

Creating an inclusive and diverse workforce takes intentional effort. We've set our Diversity, Equity and Inclusion goal to expand the breadth of Nerds; here's where some of that work is done. Before expanding recruitment on a job opening, we take one to two weeks to specifically source underrepresented talent.

We recruit at Blacks in Technology job fairs and through BreakLine, a company that screens job candidates who are veterans, women and people of color. And we identify college students and graduates as potential candidates with the help of CodePath, an organization that helps students from underrepresented backgrounds gain a foothold in the tech industry.

Leadership hiring policy

When interviewing for the highest levels of management and leadership, we're especially intentional. At the final stage of interviews for these high-profile positions, we mandate that at least two candidates from underrepresented races or ethnicities or women be included. We have had 100% adherence to this policy since the second-quarter launch.

Development

NerdWallet consistently seeks out ways to engage and develop our Nerds, making work a rewarding and fulfilling way to spend their time. We help them grow in their careers because when Nerds excel and feel engaged, we all win.

This year we hosted our first companywide in-person event, encouraged employees to direct their own professional development and provided them with a recurring education stipend to do so, offered in-house opportunities for career development and training, and regularly solicited feedback via employee engagement surveys to assess our progress.

2022 HIGHLIGHTS

Nerds By NerdWallet (NXNW)

In July, 530 Nerds gathered in Las Vegas to build and deepen relationships across the company. For many, this was the first opportunity to meet their co-workers in person. An additional 100 Nerds joined them remotely.

Over the course of three days, Nerds connected, celebrated and built strong foundations for continued collaboration. We participated in a live taping of NerdWallet's Smart Money Podcast, had time for smaller team-building and leadership activities, listened to CEO Tim Chen's vision for the company and watched a keynote presentation on innovation by Tamara Ghandour.



Employee enrichment stipend

All Nerds were offered an annual allowance to be used in their professional development. These funds could be used for books, classes, conferences or other materials and activities that would propel our employees' career enrichment.

With this stipend, employees took advantage of educational opportunities to deepen their expertise such as user experience design courses, editing certifications, search engine optimization and data courses, and technical certification renewals.

In-house development programs

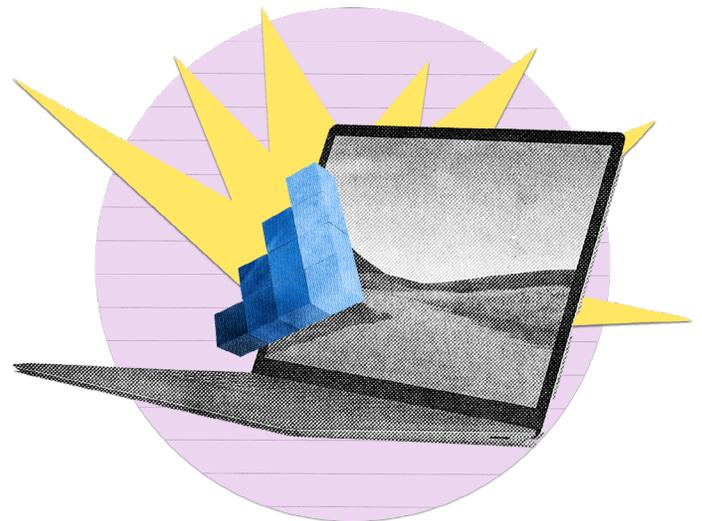
In addition to our career and leadership for women accelerator programs, we offer a targeted development program to new managers. Manager Lab is held twice a year and teaches skills invaluable to leaders, including coaching, feedback and how to have effective discussions.

Across the organization, NerdWallet teams hold their own development programs, informal brown-bag sessions and training.

NerdVoice engagement survey

This twice annual, confidential survey asks Nerds for feedback across a variety of topics. In April 2022, 610 Nerds took part in this latest analysis. We want to know how we're doing, as an employer and company, so we ask the people who know best. Through this medium, we examine overall engagement, alignment, culture and values, collaboration, performance recognition, inclusion, development and leadership.

We want our Nerds to reap the benefits of embodying our Open, Candid and Constructive value. So we use these survey results to implement changes, where necessary. For example, after a recent round of NerdVoice, the Executive Team decided to focus on better articulating annual priorities and goals to the company.



Awards

We don't keep our successes as a workplace under wraps. In 2022, NerdWallet won several awards and made several prestigious lists including:

- Inc. Best Workplaces
- Fortune's Best Workplaces in the Bay Area
- Fortune's Best Workplaces for Millennials
- Fortune's Best Medium Workplaces
- Fortune's Best Workplaces for Women
- CMA Best Content Marketing Program in Financial Services (finalist)
- Gold House A100 List (Tim Chen, CEO)



Community Engagement

Serving communities is part of the NerdWallet experience, and we provide Nerds the time and resources to get involved and engaged. Community engagement can mean different things to different people, so we give our employees the reins when determining how their time and resources are best spent.

We provide 8 hours of work time each quarter for volunteer work. We also hold two companywide activism days each year and provide donation-matching to Nerds' charities of choice up to \$1,000 per calendar year.

2022 HIGHLIGHTS

Volunteer hours

Nerds took advantage of their Volunteer Time Off (VTO) en masse, logging a total of 2,328 hours in the first eight months of the year. At this rate, we expect Nerds to have volunteered close to 3,500 hours for causes they care about by the end of 2022.

Activism days: Nerds Pay It Forward and April Giving Challenge

The First Annual Nerds Pay It Forward Day was launched to coincide with NerdWallet's 13th birthday by Nerds Pay It Forward, an employee group dedicated to volunteerism and founded in 2014. All Nerds were invited to dedicate half of their day to supporting their local communities with donated time. In addition to Nerds volunteering individually in their local

VOLUNTEERING

3,500

The number of hours we expect Nerds to have volunteered for causes they care about in 2022.

DONATION MATCH

\$74,000

Roughly the amount Nerds have donated of their own money as of September 2022.

\$59,000

Roughly the amount of donations NerdWallet has matched as of September 2022.

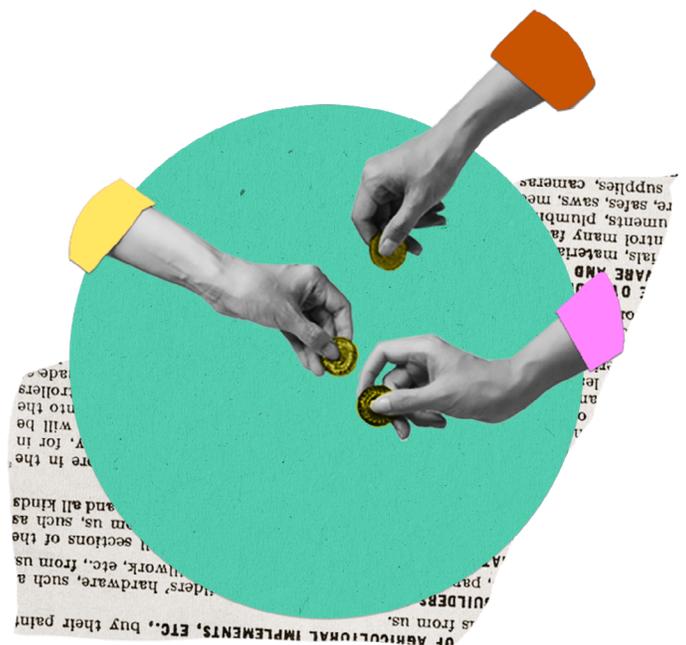
areas, groups joined forces across the country, serving together in San Francisco, New York City, Scottsdale, Nashville, Washington, D.C., and Dallas. Nerds cleaned up beaches and parks, sorted clothing at a donation center, served lunches to senior citizens, prepared groceries for people in need, sorted and packed food at food banks and more.

Likewise, the First Annual April Giving Challenge encouraged Nerds to work as teams to raise money and volunteer with organizations they personally support. In the style of a March Madness tournament, those who raised the most money would advance to the next round. The final team was invited to a celebratory lunch with the NerdWallet executive team. In total, Nerds donated more than \$6,000 with matching.

Employee donation match

We know giving back matters to our Nerds, and in addition to service hours, cash can go a long way for nonprofit organizations. For each employee, we match up to \$1,000 in charitable giving per calendar year. They choose where to donate from hundreds of organizations, with causes such as the environment, veterans, human rights, disaster relief and community services.

As of September 1, 2022, Nerds had donated roughly \$74,000 of their own money and NerdWallet had matched roughly \$59,000. Including donation credits, \$139,000 was given to charitable organizations in just the first eight months of the year.



Building a Socially Responsible Business

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It's important that the work we do is done in a manner that protects and improves the lives of our Nerds, our direct users and society at large. NerdWallet is accountable to the communities and people we impact, and that impact is broad. Strictly adhering to our standards of conduct is paramount to our success.

Cybersecurity and Data Privacy

Cybersecurity and data privacy are critical to maintaining customer trust and retention. When a consumer inputs their financial information into any website or app, they take a risk, and we take that very seriously. As such, we continually monitor and innovate our product development and maintenance, and conduct internal training to reduce any privacy and security vulnerabilities.

Our cybersecurity and privacy programs are led by our Data Protection Officer, who is supported by our Cyber Security, Legal and Privacy teams, and a cross-functional group of engineering and product Nerds. Everyone at NerdWallet is accountable for keeping privacy and security top-of-mind, and upholding strict standards in all of the work that they do. We also clearly communicate our external privacy and security notices to all of our users, on the bottom of every screen on our website and within our app.

2022 HIGHLIGHTS

Product and feature safeguards

We've implemented a pre-deployment process for assessing all of our products and features for privacy and security. This process aims to ensure any data we collect serves a stated and justifiable purpose, and is protected against risks. It demands that high standards are embedded in every design. Broadly adopted in 2022, this process will be a requirement beginning in January 2023.

Initial privacy and security training

All current Nerds have undergone an initial security training and have signed a global privacy policy explaining how we access, retain and use data.

Ongoing privacy and security training

Each year, all Nerds, no matter their role, complete mandatory training that includes the following topics: data privacy and data security, privacy principles, regulations and obligations, and how to handle security incidents and data events.

Business Ethics

Code of business ethics

All employees, executives and directors are required to follow our code of business ethics, which underscores the importance of acting with honesty and integrity at NerdWallet. These formalized principles apply to our directors, officers and employees, including our principal executive officer, principal financial officer, principal accounting officer and persons performing similar functions. We also intend to post, on our website or via a Current Report on Form 8-K, all disclosures that are required by law or the listing standards of Nasdaq concerning any amendments to, or waivers from, any provision of the code of business ethics.

Editorial Independence

One of NerdWallet's defining characteristics is the editorial independence of our Content team. This editorial team is made up of journalists who have worked at many esteemed outlets, including Bloomberg, The Wall Street Journal and The New York Times. The team is deeply knowledgeable about personal finance and journalistic integrity.

Consumers trust our content because we offer guidance that's credible and grounded in our consumer-first values. The Nerds who write, edit and manage our content are strictly separated from business operations. They do not use NerdWallet's business relationships as a basis for making decisions on what to write about, which sources to consult or which products are best in class.

Environmental Considerations

We recognize the importance of climate change and the heightened interest in companies' environmental footprints. This is why we have historically, and continue to, occupy already surplus office spaces so that we avoid the embodied and operational carbon footprint from another new development. As we employ a geographically distributed workforce with flexible work from home policies, we understand our operational footprint to be minimal. As we develop and evolve our environmental program and strategy, we look forward to sharing what we learn and how we're progressing.

Forward-Looking Statements

This report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. Forward-looking statements generally can be identified by words such as “anticipate,” “believe,” “estimate,” “expect,” “intend,” “plan,” “target,” “continue,” “predict,” “project,” “change,” “result,” “future,” “will,” “would,” “could,” “can,” “may,” “likely,” “potentially,” or similar expressions that concern our strategy, plans, expectations or intentions. Although we believe that the expectations and assumptions reflected in these forward-looking statements are reasonable, forward-looking statements are subject to inherent uncertainties, risks and other factors that are difficult to predict and could cause our actual results to vary in material respects from what we have expressed or implied by these forward-looking statements. We describe risks and uncertainties that could cause actual results and events to differ materially in our reports filed with the Securities and Exchange Commission. We undertake no obligation to publicly update any forward-looking statement, whether as a result of new information, future developments or otherwise, except as may be required by law.

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