

Impact, Sustainability & Responsibility Hub

Our centralized destination for all Trust & Safety, People & Culture, Environment & Governance resources.

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As a global company in a connected world, Match Group is committed to making a positive impact across our business and the communities we serve. By assessing our most meaningful opportunities and challenges, we've identified key focus areas that align our efforts with the priorities of our stakeholders and the people who rely on our platforms.

[Trust & Safety](#)

[Privacy & Data Protection](#)

[People, Culture, & Community](#)

[Environment](#)

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Trust & Safety

Creating safe, respectful, and trusted platforms is foundational to Match Group's mission and long-term success. We embed Trust & Safety across our organization through dedicated teams, cross-functional governance structures, and integration into product development, policy, and operational processes.

Our approach is designed to identify and mitigate risk, uphold user privacy, and strengthen trust, while supporting authentic and respectful interactions across our platforms.

We maintain clear policies, internal review processes, and ongoing investments in technology to strengthen our position and adapt to an evolving landscape. Visit our [Trust & Safety Center](#) for comprehensive information on our safety approach, policies, and tools.



Our Trust & Safety Framework Includes:

→ Safety Commitments

A clear set of standards, tools and enforcement factors designed to reduce harm, prevent misuse, and strengthen user safety across our platforms. See our [Safety Center](#).

→ Match Group Advisory Council

An independent council of experts to provide guidance on sexual assault, trafficking, abuse, and user safety. The [Match Group Advisory Council](#) regularly reviews our practices and provides recommendations to strengthen user protections across our platforms.

Privacy & Data Protection

Respecting and safeguarding personal data is central to how Match Group builds and operates its services. We take a proactive, programmatic approach to privacy, embedding data protection considerations into our technologies, business processes, and day-to-day operations through a dedicated global team of privacy professionals and cross-functional governance.

Our approach is designed to support strong trust and safety practices, protect user privacy, and promote responsible data use across our platforms.

We maintain comprehensive policies, oversight mechanisms, and technical controls to manage privacy risks and respond to a rapidly evolving regulatory and technological landscape. For more information on how we collect, use, and protect personal data, visit our [Privacy Center](#).

Our Privacy Framework Includes:

- **Privacy Integration & Risk Assessment:** Early identification and management of risks via Privacy-by-Design reviews for new products and initiatives.
- **Transparency & User Empowerment:** Clear disclosures about how our services use data, along with mechanisms that enable users to exercise their rights over their data.
- **Data Governance & Responsible Use:** Enterprise-wide standards governing how data is processed across our platforms, internal operations, and third-party relationships.
- **Global Standards & Certifications:** Alignment with internationally recognized standards, including ISO 27701 (Privacy Information Management).

Please visit each brand's Privacy Policy for more information on how they collect, use, and manage user personal data (see Tinder's [here](#) and Hinge's [here](#)). See [here](#) for our policy governing how we collect, use, and manage personal data for candidates, contractors, vendors, and other third parties.



Responsible Innovation

As we leverage artificial intelligence (“AI”) and emerging technologies across our platforms, we apply clear principles to promote fairness, accountability, transparency, and safety in product development and deployment. We maintain governance structures to oversee the use of AI, including Board-level visibility into strategy and Audit Committee oversight of privacy- and cybersecurity-related AI matters, as well as legal and regulatory risks related to AI.

See [Our Commitment on AI](#).



People & Culture

We strive to create an environment where employees feel valued, connected, and empowered to do their best work. We are committed to fostering a workplace that supports fairness, equal opportunity, and access to growth for all. Our people strategy reflects the many backgrounds and experiences within our community and is strengthened by employee engagement. We are dedicated to offering meaningful experiences to our employees.



→ Employee Culture

Match Group is committed to creating a safe, equitable, and inclusive workplace where people can grow and thrive. Fostering a purpose-driven culture that sparks meaningful connections enables us to develop innovative platforms that are as diverse as the people who use them. Our strategy is centered around three pillars:

- **Workforce:** Empower our talent through growth and development
- **Workplace:** Foster a culture of inclusion, equity, and engagement
- **Marketplace:** Design products and partnerships that serve everyone, everywhere

Please see [here](#) for Match Group's employee awards and recognition.

Our latest diversity metrics can be found here: [EEO-1: Employer Information Report](#)

→ Equal Opportunity & Non-Discrimination

Match Group is committed to equal opportunity in employment and prohibits discrimination and harassment in any aspect of employment, including recruitment, hiring, compensation, promotion, training, benefits, discipline, and termination.

We do not tolerate discrimination on the basis of race, ethnicity, national origin or nationality, religion, disability, sex, gender, gender identity or expression, sexual orientation, age, or any other characteristic protected by applicable law.

We are also committed to fostering a workplace free from harassment, intimidation, and retaliation. Employees are encouraged to raise concerns in good faith, and we prohibit retaliation against anyone who reports concerns or participates in an investigation.

We participate in third-party benchmarks, including the Human Rights Campaign's Corporate Equality Index, to evaluate and strengthen our workplace practices.

See our anti-harassment and whistleblowing policies:

- [Global \(Outside US\) Harassment Policy](#)
- [US Sexual and Other Prohibited Harassment Policy](#)
- [Global Whistleblowing Policy](#)

For more information on our commitment to preventing modern slavery and protecting workplace rights in accordance with UK regulatory requirements, see our [Modern Slavery Act Statement](#).

→ Employee Resource Groups (ERGs)

Our ERGs, which are open to all employees, are employee-led communities that support identity, connection, and innovation across our brands. They are supported by our Talent & Culture team, dedicated leadership, executive sponsors, and resources to drive impact and include groups such as **Enabled**, **BOLD (Black Organization of Leaders and Doers)**, **Women**, **LatinX**, **Pride**, and **GenZ @ Tinder**.

Our ERGs align around four shared goals:

- **Careers:** Promote career growth through skill-building, professional development, and talent pipelining
- **Culture:** Foster cultural awareness, inclusion, and create an environment that attracts talent from a wide range of backgrounds and experiences
- **Community:** Build local partnerships through outreach, engagement, and volunteer efforts
- **Company:** Drive inclusive business outcomes, enhancing diversity in product, marketing, and branding



We've also implemented an ERG Product Collaboration model that connects our internal communities with product teams, transforming ERGs into strategic advisors throughout the product lifecycle. Through dedicated product leads and structured collaboration, employees can share insights from their lived experiences early in the design process. This helps identify potential gaps, strengthen safety considerations, and ensure our products resonate with diverse communities globally.

→ Professional Development

We embed inclusion into everything we do - from how we design programs to how we measure impact. Our development offerings include:

- Leadership development opportunities for managers at all levels including **SLX**, an immersive training program focused on servant leadership principles
- Formal mentorship through **MentorMatch**, connecting participants from different brands and facilitating purposeful career development conversations
- On-demand coaching through **Bravely** for professional, as well as personal support
- Cross-functional, global, skill-building learning **workshops** focused on collaboration, communication, and problem solving
- Personalized learning via platforms like **Udemy** and Match Group's own Learning & Development Catalog
- A **Career Profile** tool to support internal mobility and track your goals
- A structured **performance review** processes ensures clear expectations, meaningful feedback, and opportunities for growth
- Through partnerships with organizations like **AfroTech**, **Latinas in Tech**, **Women in Tech**, **Disability: IN**, and **Out & Equal**, we offer employees access to fellowships, conferences, and career resources



→ Employee Compensation & Retention

We conduct regular pay equity audits with third-party experts to ensure fairness across gender, race, ethnicity, and intersectional identities. Compensation practices and equity awards are reviewed globally, and any identified inconsistencies are addressed. We also benchmark against leading indices to measure and improve our progress. We offer:

- Comprehensive and competitive benefits packages
- An Employee Stock Purchase Plan in the U.S., Canada, and France
- Opportunities for equity awards
- Well-being programs supporting physical, mental, and social health
- Regular engagement surveys, feedback mechanisms, and cross-brand collaboration

→ Living Wage Commitment

We are committed to providing fair and competitive compensation and strive to ensure that employees are paid at or above applicable living wage standards in the markets where we operate.



→ Community Involvement

At Match Group, we empower employees to make a meaningful difference in their communities through a combination of company-supported giving, volunteerism, and partnerships.

Through our global giving platform, Benevity, employees can:

- **Donation Matching:** Donate to eligible nonprofits with dollar-for-dollar company matching up to \$15,000 annually (or local equivalent).
- **Double-Match Campaigns:** Amplify their impact during designated campaigns where donations to priority causes are matched two-to-one.
- **Dollars for Doers:** Earn \$10 in donation credits for every volunteer hour logged, up to \$1,000 annually, to donate to a nonprofit of their choice.

Our ERGs and Talent and Culture and Workplace Experience teams also regularly organize volunteer initiatives that deepen employee understanding of community needs while supporting local organizations.

These programs help create opportunities for employees to support causes they care about, strengthen community partnerships, and extend Match Group’s positive impact beyond our platforms.

For more information on people and culture, see the [Match Group Careers](#) page.

Environment

Match Group is committed to reducing our environmental impact and supporting the transition to a lower-carbon economy. While our business is primarily digital, we recognize that our operations, facilities, and value chain contribute to global emissions. Through disciplined measurement, transparent reporting, and strategic investment, we are working to operate responsibly and reduce our environmental footprint.



→ Our Approach

Measure

We use emissions accounting aligned with the Greenhouse Gas Protocol to measure our Scope 1 and Scope 2 emissions. We leverage enterprise sustainability platforms to improve data quality and consistency across our portfolio.

[GHG Emissions Reporting \(SB 253\)](#)

Report

We publish annual environmental disclosures and climate-related reporting aligned with leading frameworks, including the Task Force on Climate-related Financial Disclosures (TCFD).

[Climate Risk Assessment \(SB 261\)](#)

Commit

The [Science Based Targets initiative \(SBTi\)](#) has approved Match Group's near and long-term science-based emissions reductions targets. These include:

Overall Net-Zero Target	Reach net-zero greenhouse gas emissions across the value chain by 2050
Near Term Targets	Reduce absolute scope 1 and 2 GHG emissions 54.6% by 2033 from a 2022 base year Reduce scope 3 GHG emissions from purchased goods and services 61.1% per million USD of gross profit by 2033 from a 2022 base year
Long Term Target	Reduce absolute scope 1, 2, and 3 GHG emissions 90% by 2050 from a 2022 base year

Reduce

We are reducing emissions through operational efficiency, renewable energy procurement, and supplier engagement. Our renewable energy strategy prioritizes high-impact solutions that accelerate clean energy development rather than relying solely on unbundled renewable energy certificates (RECs).

To support this approach, we have committed to:

- A **Virtual Power Purchase Agreement (VPPA)** supporting grid decarbonization efforts by enabling new solar energy generation to come online in Michigan; and,
- **Frontier**, an advanced market commitment that accelerates the development of high-quality carbon removal technologies by guaranteeing future demand and supporting early-stage innovation.

These investments directly contribute to renewable capacity expansion and support our emissions reduction strategy.

[Voluntary Carbon Market Disclosure Pursuant to AB 1305](#)

Engage

We empower employees and local leaders to contribute to sustainability initiatives across our brands through education, collaboration, and participation in enterprise-wide environmental programs.

We advance environmentally sustainable workplace practices by reducing waste through food donation partnerships (e.g., Friendly Fridge BX in New York) and composting programs, providing employee sustainability education, and supporting environmental initiatives in our communities.

→ Climate Risk & Governance

Environmental policies and initiatives, including climate-related risks and opportunities, are overseen by the Nominating & Corporate Governance Committee of the Board of Directors. Management leadership is responsible for implementing climate strategy, monitoring progress against emissions targets, and integrating climate considerations into operational decision-making.

→ Operational Sustainability

We are improving environmental performance across our offices and facilities by:

- Transitioning leased spaces to meet modern climate performance standards
- Incorporating energy optimization technologies such as smart sensors
- Supporting LEED-certified and high-efficiency office environments
- Advancing waste education and recycling programs in regional offices



Governance

We are committed to operating with integrity and transparency in everything we do. Our governance practices are designed to strengthen trust with our users, employees, and stakeholders while ensuring that data is handled responsibly and privacy is protected. These principles guide how we make decisions and support meaningful connections across our platforms.

Match Group's [Board of Directors](#) provides overall strategic guidance and oversight of Match Group's business, operations, and long-term growth. The Board is responsible for ensuring strong governance practices, monitoring key risks and opportunities, and supporting leadership in advancing the company's mission and responsibilities to users, employees, and shareholders.

Match Group's Board has established the following standing committees:

Committee	Area of Oversight
Audit Committee	Oversees financial reporting, internal controls, and audit processes to ensure accuracy, transparency, and compliance. The Committee also monitors key risk areas, including data security and safety-related metrics, and provides guidance on aligning oversight with ethical and regulatory standards.
Compensation & Human Resources Committee	Responsible for overseeing executive compensation, leadership development, succession planning, and broader human resources strategies. The Committee ensures executive compensation programs support company performance, talent retention, and a fair, competitive workplace.
Nominating & Corporate Governance Committee	Oversees corporate governance practices, Board composition, and director evaluations, ensuring the Board maintains the skills, independence, and perspectives needed for effective oversight. The Committee also guides governance-related policies and practices across the company.

See our [Corporate Governance Guidelines and Committee Charters](#) for more information on the purpose, responsibilities, authority and member requirements of the Board and each of its committees and [Committee Composition](#) for the membership of each committee.

The Board and its committees receive regular updates from management on key safety, privacy, and regulatory risks.

Other Governance Items

- [Political Activity Policy](#)
- [Code of Business Conduct & Ethics](#)
- [Sustainability Accounting Standards Board \(SASB\) framework for the Internet Media & Services industry](#)

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