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Impact Report 2025

About this Report

We are proud to share our annual Impact Report (the “Report”), highlighting the progress we have made and the work still ahead as we continue to advance our mission to change how the world works together. This report is intended for all our stakeholders, including our community, employees, and shareholders. Unless otherwise noted, the Report reflects quantitative data from the 2025 calendar year.

This Report has been prepared in alignment with guidelines set by the Sustainability Accounting Standards Board (SASB) and the Taskforce on Climate-Related Financial Disclosures (TCFD). Additionally, Fiverr’s sustainability priorities, strategy, and reporting are supported by our ongoing commitment to the Sustainable Development Goals (SDGs) set forth by the United Nations and our established impact reporting targets and goals.

We invite stakeholders to learn more about our ongoing sustainability efforts by visiting our investor relations [website](#) or contacting us directly at investors@fiverr.com.

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Introduction

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A Message from our CEO

The world of work is undergoing one of the most significant transformations in modern history. Artificial intelligence is accelerating the pace of change, reshaping how work is created, delivered, and managed. New technologies are expanding what individuals and businesses can accomplish while also raising important questions about accountability, transparency, and access to opportunity. Amid this transformation, Fiverr's mission is as relevant today as it was when we founded the company in 2010: to change how the world works together. That mission continues to guide our business strategy and serves as the foundation of our approach to sustainability.

At Fiverr, we believe technology should expand human potential, not limit it. While AI is changing how work gets done, human creativity, expertise, judgment, and entrepreneurship remain irreplaceable. In many ways, AI is making talent more valuable, not less. As technology lowers barriers and automates routine tasks, the ability to connect the right expertise to the right challenge becomes increasingly important.

These beliefs are shaping how Fiverr is evolving as a company. Throughout the last year, we began executing a comprehensive, multi-year transformation designed to position Fiverr for the future of work. We are evolving from a transaction-oriented marketplace into a trusted work platform that helps businesses, freelancers, and emerging technologies collaborate to achieve increasingly complex and valuable outcomes. We believe the next generation of work will depend not only on access to talent, but also on delivering quality results, fostering strong partnerships, and responsibly integrating new technologies into the way work gets done.

Sustainability sits at the heart of this transformation. At its core, Fiverr is about expanding access to opportunity. Every day, our platform is used to build businesses, develop skills, connect with clients, and participate in the global economy. We believe companies like Fiverr have an important role to play in creating more inclusive pathways to economic participation, supporting responsible innovation, and empowering entrepreneurs and independent professionals to thrive in a rapidly changing world. During 2025, we continued investing in the people and communities that make up the Fiverr ecosystem. We provided resources for freelancers, supported nonprofit organizations and entrepreneurs, and continued fostering meaningful connections across our global community. Through Fiverr for Nonprofits, the Colors Foundation, the Future Collective, and our participation in Pledge 1%, we remained focused on helping individuals and organizations access the tools, resources, and networks needed to grow and succeed, and we are proud of the tangible impact these programs delivered for communities around the world.

As we continue advancing AI-enabled products and services, we are committed to deploying technology responsibly. During the year, we strengthened our governance practices, cybersecurity protections, privacy safeguards, marketplace standards, and AI oversight processes to support a safe, transparent, and reliable experience for our users. Our employees remain central to everything we do. Their creativity, expertise, and commitment to our mission continue to drive innovation across the organization. Through investments in learning and development, leadership growth, employee engagement, and an inclusive workplace culture, we continue working to create an environment where employees can do their best work while helping shape Fiverr's future.

Looking ahead, we are optimistic about the opportunities before us. The future of work will be more flexible, more entrepreneurial, more global, and more technology-enabled than ever before. Fiverr is uniquely positioned at the intersection of these trends: connecting businesses with talent, empowering individuals to build independent careers, and working toward a future where opportunity is more accessible to people everywhere. Thank you to our freelancers, clients, employees, partners, shareholders, and communities for being part of this journey. Together, we are helping build the future of work.



Micha Kaufman

Micha Kaufman,
Founder and CEO



A Message from our Board of Directors

At Fiverr, sustainability is closely connected to our mission and long-term strategy. As a global marketplace for digital talent, Fiverr has an opportunity to expand access to economic opportunity, support responsible innovation, and maintain the trust that allows freelancers, businesses, and communities to work together across borders.

This year’s report reflects continued progress across Fiverr’s four sustainability pillars: creating fair economic and social opportunities, marketplace integrity and ethics, empowering our people, and climate change. Fiverr continued expanding programs designed to support freelancers and nonprofits, strengthened marketplace governance and responsible AI oversight, maintained strong cybersecurity and privacy practices, invested in employee development and engagement, and advanced initiatives designed to reduce the environmental impact of operations.

As the digital economy continues to evolve, responsible oversight remains increasingly important. The Board continues to work closely with management to oversee the risks and opportunities most relevant to Fiverr’s business and stakeholders, including cybersecurity and data privacy, AI governance, human capital management, ethical business conduct, marketplace integrity, and climate-related priorities. We believe maintaining strong governance and accountability is essential to supporting long-term resilience, innovation, and stakeholder trust.

We are especially proud of Fiverr’s employees, whose dedication, creativity, and adaptability continue to help the company navigate a rapidly changing business and technology landscape. Their commitment to innovation, collaboration, and community impact plays an essential role in Fiverr’s continued growth and long-term success.

The Board remains committed to supporting responsible growth, ethical leadership, and a culture grounded in transparency, accountability, and inclusion. As Fiverr continues to evolve alongside the future of work, we remain focused on creating sustainable long-term value for freelancers, clients, employees, shareholders, and the broader communities we serve.




Ron Gutler,
Lead Independent Director

2025 Impact Highlights

Creating Fair Economic and Social Opportunities

Supported **50+** nonprofit and community organizations through Colors Foundation

Hosted **125** community events

Joined **Pledge 1%**, reinforcing Fiverr’s commitment to community investment and social impact

Expanded the Future Collective accelerator program to **15** entrepreneurs in 2025 and **22** in 2026—the largest cohort to date

\$1.2M+

invested through the Colors Foundation

13.9K+

attendees in community events



2025 Impact Highlights

Marketplace
Integrity and Ethics

Strengthened marketplace governance, compliance, and AI oversight practices through cross-functional policy and steering committees

Hosted Cybersecurity Week to boost internal awareness

0

data breaches reported globally

Maintained

ISO 27001, ISO 27701, and PCI DSS certifications



2025 Impact Highlights

Empowering Our People

77% of employees participated in the 2025 annual engagement survey

Achieved a 78% favorable score in the 2025 survey

49.8%

of global team identified as female

46%

of global management team identified as female



2025 Impact Highlights

Climate Change

2025 emissions:

- Scope 1: **40** tons CO2e
- Scope 2: **47** tons CO2e
- Scope 1 & 2: **87** tons CO2e

60%

of electricity usage at our HQ in 2025 was provided by renewable energy sources

28%

reduction in scope 1 & 2 emissions compared to 2024

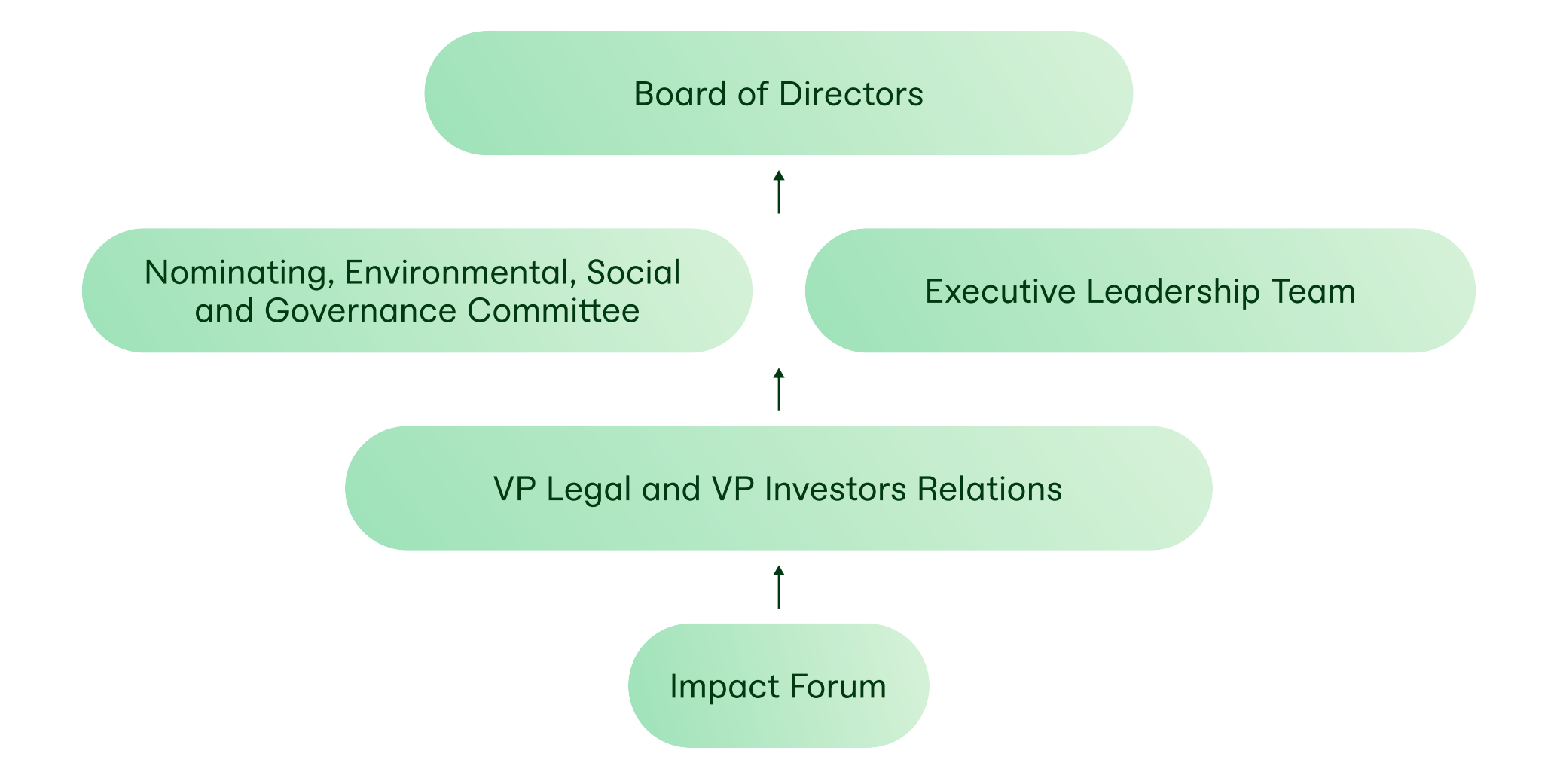


Sustainability Oversight

We embed sustainability considerations into how we operate, manage risk, and support long-term business performance. Our Board of Directors and senior leadership team oversee sustainability priorities and help guide the resources, governance, and accountability needed to support our goals and commitments.

The Nominating, Environmental, Social, and Governance (NESG) Committee oversees our sustainability strategy, programs, and reporting. Our Vice President of Legal and Vice President of Investors Relations lead day-to-day sustainability management and regularly engage with the Executive Leadership Team on sustainability-related priorities, risks, and opportunities.

To support coordination and integration across the business, we maintain a cross-functional Impact Forum. The Forum meets as needed to evaluate sustainability-related risks and opportunities, support policy and program development, and help coordinate sustainability initiatives, communications, and reporting efforts across the organization.



Materiality Assessment

As we continue to evolve our sustainability program, stakeholder engagement remains an important part of how we identify priorities, assess impacts, and align our strategy with the needs of our business and broader community. Since completing our materiality assessment in 2022, we have gathered feedback and perspectives from stakeholders across our ecosystem as we continue to build on our foundation in a thoughtful and strategic manner.

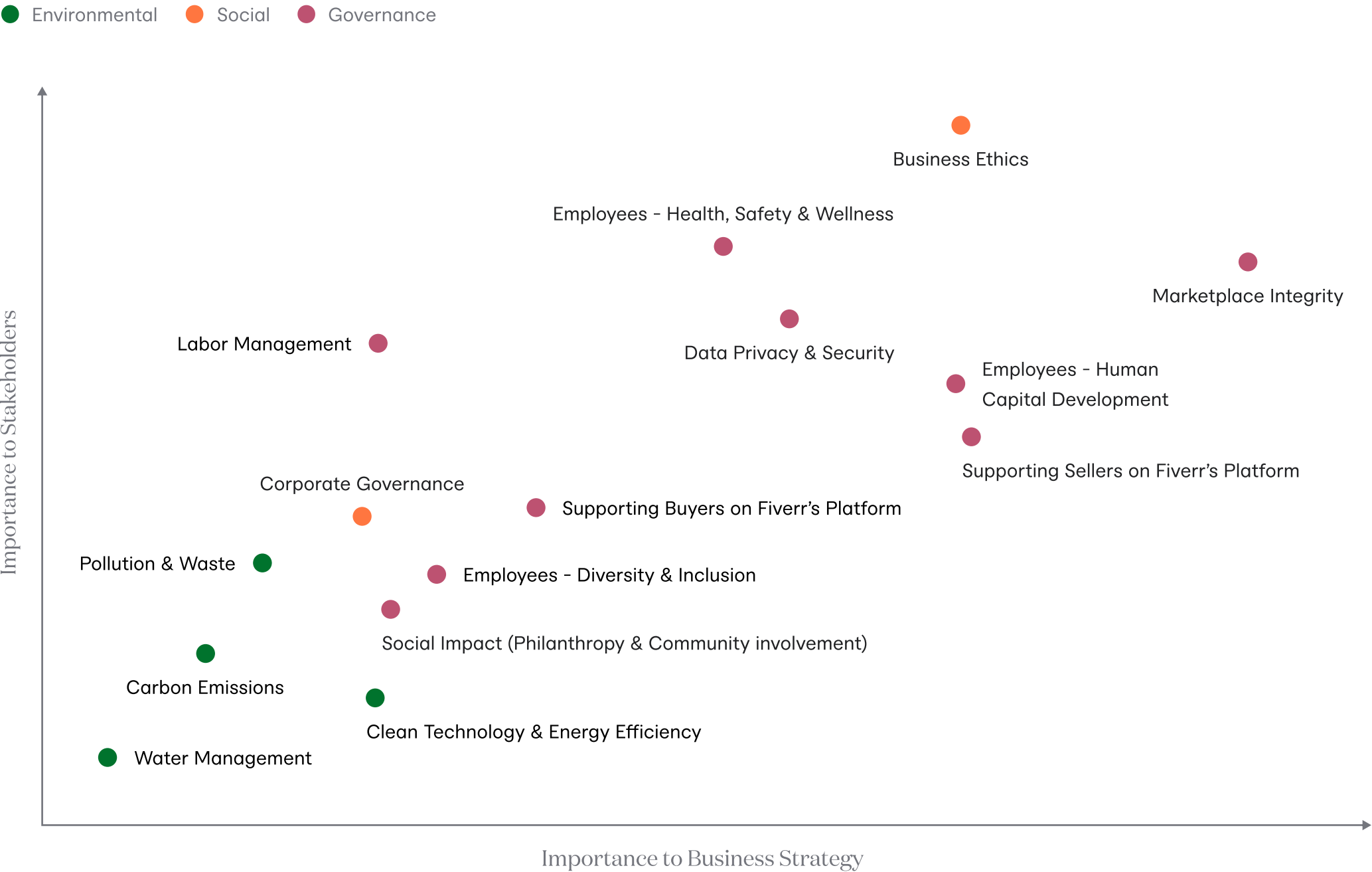
As part of our materiality assessment, we engaged with a broad range of stakeholders, including executive leadership, employees, suppliers, clients, and freelancers who power our platform, to help better understand the environmental, social, and governance (ESG) topics most relevant to our business and stakeholders. These insights continue to help inform our sustainability priorities, strategy, and reporting approach as expectations and business needs evolve.

- Four Key Pillars of our Sustainability Strategy
1. Creating fair economic and social opportunities

2. Marketplace integrity and ethics

3. Empowering our people

4. Climate change



Sustainability Goals

In 2025, we continued to make progress toward our sustainability goals and priorities. In 2026, we launched a comprehensive business transformation and are currently reassessing our long-term sustainability goals and targets to ensure they remain relevant, measurable, and aligned with our evolving business strategy and long-term vision.

Our commitment to creating meaningful social impact, fostering an engaged and empowered workforce, and minimizing our environmental impact remains unchanged. We remain focused on driving meaningful impact across the following areas:

Leveraging Fiverr's resources and platform to generate meaningful social impact

At Fiverr, we believe in the power of entrepreneurship, economic opportunity, and access to talent. Through our platform, we help businesses, entrepreneurs, and independent professionals connect, grow, and succeed in the evolving world of work. We remain committed to expanding access to economic opportunities, reducing barriers to participation, and supporting initiatives that create positive social impact for our global community.

Creating a more empowered and engaged workforce at Fiverr

We allocate significant resources to employee development, management training, and professional growth opportunities because we believe an empowered workforce is essential to long-term success. By investing in our people and fostering a culture of learning, collaboration, and engagement, we aim to support employees at every stage of their careers while strengthening Fiverr's ability to innovate, adapt, and deliver value to our clients.

Advancing our commitment to carbon neutrality

We remain committed to reducing our environmental impact and advancing toward carbon neutrality by improving the efficiency of our operations and reducing greenhouse gas emissions. Since 2020, Fiverr has made progress in reducing its greenhouse gas emissions while continuing to evolve its business and workplace footprint. We recognize that addressing climate-related impacts requires ongoing effort, and we remain focused on identifying opportunities to reduce emissions, improve resource efficiency, and support more sustainable ways of operating.



United Nations Sustainable Development Goals

Our commitment to creating positive impact aligns with the UN SDGs. We focus our efforts on the goals where we believe Fiverr can make the most meaningful contribution through our platform, people, and operations. Fiverr currently prioritizes six of the 17 UN SDGs: Quality Education, Gender Equality, Affordable and Clean Energy, Decent Work and Economic Growth, Reduced Inequalities, and Climate Action. Through ongoing programs, partnerships, and business initiatives, we continue to advance progress across these areas while supporting responsible, inclusive, and sustainable growth.

4 QUALITY EDUCATION 	We believe in quality education for all. Through our education and upskilling programs, we strive to provide equitable access to learning and training opportunities, regardless of gender, background, or income level.	8 DECENT WORK AND ECONOMIC GROWTH 	We provide a platform that enables freelancers to earn a living from anywhere in the world, free from the limitations of traditional employment structures. We continue to expand access to the digital economy by creating inclusive, accessible pathways for at-risk individuals and communities to succeed as freelancers on our marketplace.
5 GENDER EQUALITY 	We are committed to fostering an inclusive environment, both within our company and across our platform. Fiverr empowers talent of all genders to connect with businesses and individuals on equal footing, with access to the same opportunities.	10 REDUCED INEQUALITIES 	Fiverr’s global marketplace enables freelancers to offer their services and earn income regardless of gender, race, location, or background. By removing the barriers associated with traditional employment, such as office space, commuting, and work visas, our platform empowers individuals to work across borders and access economic opportunities on more equitable terms.
7 AFFORDABLE AND CLEAN ENERGY 	We recognize the critical role of energy efficiency, clean technology, and carbon reduction in building a more sustainable future. In 2025, we reached our near-term goal of sourcing at least 60% renewable energy for our Israel offices. Over the long term, our goal is to reduce Scope 1 and Scope 2 emissions from our business operations.	13 CLIMATE ACTION 	We are working to reduce the environmental impact of our operations through responsible business practices and continuous improvement. To help measure progress and identify opportunities to enhance our performance, we track our Scope 1, Scope 2, and select Scope 3 emissions annually. We also collaborate with third-party partners to improve facility efficiency through initiatives focused on renewable energy use, reducing energy consumption, and encouraging public transportation where practical.



Creating Fair Economic and Social Opportunities

- + Supporting our Freelancer Community
- + Insights into the Future of Work
- + Expanding Social Impact and Nonprofit Support
- + Creating Learning and Development Opportunities

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Creating Fair Economic and Social Opportunities

Fiverr was built on the idea that talent should have fewer barriers and more opportunity. Through our global marketplace, freelancers can connect with clients, grow their businesses, and access work opportunities beyond their immediate networks, while businesses gain flexible access to specialized skills and expertise from around the world.

As the nature of work continues to evolve, we believe digital platforms can play an important role in expanding economic participation and helping more people build sustainable, independent careers. Across our platform, partnerships, and community initiatives, we invest in programs and resources designed to help freelancers, entrepreneurs, nonprofits, and underserved communities develop skills, strengthen visibility, and access new opportunities in the digital economy.

We also recognize that creating long-term impact requires continued investment beyond our platform. Through our community investment efforts, we support initiatives that strengthen economic resilience, advance workforce development, and expand access to opportunity globally. In 2025, Fiverr also joined [Pledge 1%](#), a global movement encouraging companies to dedicate employee time, product, and profit or equity to support social impact initiatives and nonprofit organizations. The commitment reflects Fiverr’s broader approach to community investment and expanding access to opportunity through philanthropy, volunteering, and skills-based support.



Supporting our Freelancer Community

Building a successful freelance business often requires more than access to work opportunities alone. Freelancers also benefit from connection, visibility, educational resources, and professional support as they grow their businesses and adapt to changing client needs and industry trends.

Our Community Team helps foster connection, well-being, and professional development across Fiverr’s global freelancer ecosystem. Through community forums, live events, educational programming, and direct engagement opportunities, freelancers can exchange ideas, learn from peers, and connect with Fiverr teams across a wide range of topics and industries.

We continue to expand platform capabilities and services designed to support freelancer success, including Seller Plus, which provides advanced analytics, marketing tools, faster withdrawals, and enhanced support to help sellers grow their businesses. In addition, freelancers have access to integrated tools and features that support visibility, communication, and business management, including promotional capabilities, advertising tools, seller badges, messaging functions, and centralized dashboards.

By combining technology, education, and community support, Fiverr aims to help freelancers build stronger, more sustainable businesses while remaining connected to a broader global network of talent and opportunity.

During 2025, Fiverr also continued to expand AI-enabled tools designed to help freelancers improve productivity, strengthen customer engagement, and scale their businesses more efficiently. Fiverr continues to approach AI innovation with a focus on empowering freelancers, supporting responsible use, and reinforcing the value of human creativity and expertise.

2025 Highlights

Community Events

125

events hosted

146K+

Livestream views of community events

13.9K

attendees at community events

Community Hub & Fiverr Forum

184K+

New users joined the Community Hub

18K+

Posts were posted on the Fiverr Forum

253K+

Reactions occurred on the Fiverr Forum



Fiverr’s Community Hub and Forum

Fiverr continues to invest in spaces that help freelancers connect, share knowledge, and support one another throughout their professional journeys. The [Fiverr Community Hub](#) serves as a centralized digital space where freelancers around the world can engage with peers, access resources, participate in discussions, and explore opportunities for learning and growth.

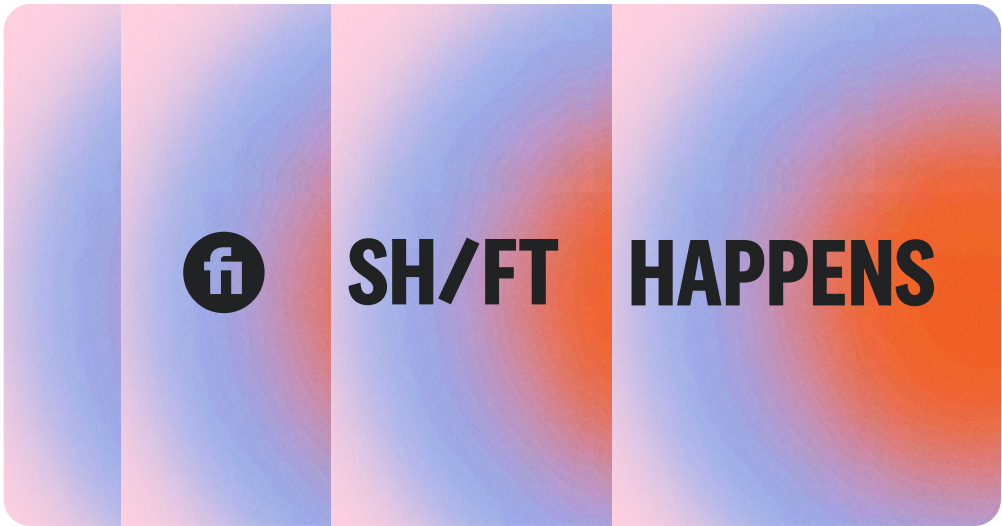
At the center of the Hub is the Fiverr Forum, which enables real-time conversations among freelancers across industries, geographies, and experience levels. Community members use the platform to provide advice, ask questions, share experiences, and connect directly with Fiverr team members, who regularly provide updates, platform guidance, and business-building insights. The Hub also includes Fiverr Clubs, which help foster connections among freelancers through shared interests, professional communities, and local networks.

Community Events

Throughout the year, Fiverr hosts virtual and in-person events designed to help freelancers learn new skills, build professional connections, and grow their businesses. These programs bring together freelancers, industry experts, and Fiverr leaders to explore emerging trends, share best practices, and support success in an evolving digital economy. Fiverr also hosts targeted development events for high-performing freelancers, providing mentorship, networking, and guidance to help sellers grow their businesses and advance within the Fiverr marketplace.

Highlights from 2025 included:

- **Shift Happens: AI Videos** – A virtual event series exploring how artificial intelligence is reshaping freelance work and digital creativity. Sessions focused on emerging AI video tools, evolving creative workflows, and how freelancers can adapt and build new service offerings in an AI-enabled economy.
- **Top-Rated Freelancer Events (U.K.)** – A series of quarterly in-person networking and learning events designed to help freelancers grow their businesses through peer insights, panel discussions, and mentorship from Top Rated Sellers and Fiverr Pro talent. Level 2 sellers participated in curated discussions focused on growth strategies, platform best practices, and long-term business development. Following the three events held during the year, 70 sellers were fast-tracked and 14 advanced to Top Rated Seller or Fiverr Pro status.
- **Meet Your Personal Assistant Webinar** – A live webinar introducing Fiverr’s AI-powered Personal Assistant tool, designed to help freelancers streamline client communications and better navigate evolving AI-enabled workflows and business practices.



Shift Happens: AI Videos



An Evening with Top-Rated Freelancers (London)

2025 International Freelancer Day

To celebrate International Freelancer Day 2025, Fiverr recognized the creativity, resilience, and entrepreneurial spirit of freelancers around the world while highlighting the evolving ways independent professionals are reshaping the future of work. Originally established by Fiverr in 2022 and now celebrated annually on the third Thursday of October, International Freelancer Day continues to spotlight the growing impact freelancers have on the global economy and workforce.

As part of the celebration, [Fiverr released findings from our annual survey](#) of 3,500 freelancers exploring flexibility, productivity, and AI. The research challenged common misconceptions about freelance work, showing that many freelancers operate highly structured businesses while maintaining flexibility over when and where they work. 81% of surveyed freelancers reported working primarily from dedicated home offices, while 76% reported using AI tools in their work and 64% said AI had helped increase productivity.

Throughout the campaign, Fiverr launched several initiatives designed to strengthen community engagement and create new opportunities for freelancers to connect and grow. This included the launch of Freelancer Tuesdays at Fiverr’s New York office, offering networking opportunities, profile and business guidance from Success Managers, and direct engagement with Fiverr teams. Fiverr also introduced a new Community Rewards Store, allowing community members to earn points through participation and engagement that could be redeemed for rewards such as Fiverr credits, mentoring opportunities, travel vouchers, and other exclusive experiences.

As the campaign’s signature activation, Fiverr celebrated freelancers by featuring members of its global community on digital billboards in New York City’s Times Square, recognizing the talent and entrepreneurial spirit that continue to shape the future of work. Fiverr also hosted in-person community events in New York, Bangladesh, Pakistan, and Sri Lanka to foster connection, collaboration, and knowledge-sharing among freelancers, along with exclusive merchandise giveaways designed by Fiverr freelancer Nibera Visuals. Together, these initiatives reflected Fiverr’s continued investment in supporting and strengthening its global freelancer community.



Times Square Billboard Contest



Freelancer Day Selfie Generator contest



Freelancer Crisis Response Task Force

At Fiverr, we recognize that global crises, regional conflicts, natural disasters, and other external disruptions can significantly affect freelancers’ ability to work and support themselves. To help minimize disruption and provide timely support during these moments, Fiverr maintains a dedicated [Crisis Response Task Force](#) designed to respond quickly when members of our global community are impacted.

Led by cross-functional leaders across the company, the Task Force assesses emerging situations and coordinates response efforts based on the needs of affected freelancers and clients. Depending on the nature of the crisis, responses may include targeted communications, temporary product or policy adjustments, enhanced customer support, or financial assistance delivered through trusted nonprofit and local community organizations.

Clear and timely communication also remains a central part of Fiverr’s crisis response approach. During periods of disruption, Fiverr uses forums, in-app notifications, email communications, and customer support channels to help keep freelancers and clients informed, provide guidance, and reinforce available support resources.



Insights into the Future of Work

14th Annual Freelance Economic Impact Report

Exploring how independent work continues to reshape the global economy

As independent work, AI, and digital platforms continue to reshape the global workforce, Fiverr regularly conducts research and publishes insights designed to better understand how workforce expectations, freelancer behaviors, and business needs are evolving over time.

Developed in partnership with Illuminas Associates, our fourteenth annual [Freelance Economic Impact Report](#) analyzed nearly 30 million U.S. tax records and Non-Employer Census Bureau statistics to better understand the size, growth, earnings, and skillsets shaping today’s freelance economy. These insights help inform platform improvements, strategic investments, and our broader understanding of how flexible work continues to reshape the global workforce.

According to Fiverr's 2025 Freelance Economic Impact Report, based on 2024 data, amid ongoing economic uncertainty and continued job losses associated with AI, the number of freelancers grew by 4.3%, generating \$319 billion in revenue across cities throughout the U.S. Sunbelt cities such as Miami, Orlando, and Phoenix experienced some of the fastest growth in both freelancer population and revenue generation, while Austin, Denver, and Atlanta continued to strengthen their positions as leading technology and freelance talent hubs.

Fiverr's Next Gen of Work Report

Fiverr’s [annual Gen Z research](#) also highlights shifting attitudes toward work among younger generations. Approximately 67% of Gen Z respondents said having multiple sources of income is essential to achieving financial security, while 56% believe traditional employment models will eventually become obsolete. For the first time, Fiverr also included Gen Alpha respondents in the research, finding that 31% expressed interest in freelancing and 30% said social media had introduced them to emerging career paths such as AI and influencer marketing over more traditional professions like law and business.

Business Trends Index 2026: AI Automation Edition

Fiverr’s [Business Trends Index](#) provides a real-time view of how business needs are evolving by analyzing millions of searches across the Fiverr marketplace to identify emerging demand for freelance skills and services. The 2026 edition focused on the growing adoption of AI and automation, finding that businesses are increasingly seeking freelance expertise to implement AI-powered tools, automate workflows, accelerate content creation, and integrate AI into customer-facing applications. The findings underscore how businesses are moving beyond AI experimentation toward practical implementation, while highlighting the critical role freelancers play in helping organizations adopt emerging technologies.



Expanding Social Impact and Nonprofit Support

Fiverr believes technology, talent, and access to opportunity can help organizations and communities create meaningful social impact. By leveraging the reach of our platform and the skills of our global freelancer community, we aim to help mission-driven organizations strengthen their impact, build capacity, and better serve the communities that rely on them.

In 2025, Fiverr joined [Pledge 1%](#), a global movement encouraging companies to dedicate employee time, product, and profit or equity to support social impact initiatives and nonprofit organizations.

Fiverr for Nonprofits

Launched in December 2024, [Fiverr for Nonprofits](#) was created to help mission-driven organizations more easily access freelance talent and digital services that can support their growth and operational needs. The dedicated platform connects nonprofits with vetted freelancers across a wide range of categories, including graphic design, copywriting, marketing, web development, video editing, and other specialized services.

The platform also provides curated resources, project recommendations, and case studies designed to help organizations identify solutions and better understand how freelance talent can support their missions and long-term goals. Throughout the year, nonprofits used Fiverr to support projects ranging from website development and digital marketing to creative content and communications initiatives.

2025 Highlights

50+

partnerships with nonprofit and community organizations through our Colors Foundation

2,900+

volunteer hours contributed by Fiverr employee

480+

Fiverr employees participated in volunteer events

\$1.2M+

donated to nonprofit initiatives globally



Colors Foundation

The Colors Foundation reflects Fiverr’s long-standing commitment to creating positive social impact in the communities where we live and work. Established through ongoing personal contributions from Fiverr’s management team, the Foundation has grown into a broader company-supported initiative that also encourages employee engagement, volunteerism, and community partnerships across the organization. By combining financial contributions, skilled volunteering, and access to freelance services, the Foundation helps nonprofit and community organizations expand their reach, strengthen operations, and better support the populations they serve.

In 2025, the Colors Foundation donated more than \$1.2 million to over 50 nonprofit and community organizations, supported by both Fiverr executive contributions and corporate donations. Fiverr employees also contributed more than 2,900 volunteer hours through mentorship, fundraising, and community engagement initiatives throughout the year.

The Foundation supported initiatives focused on education, workforce development, women’s empowerment, at-risk youth, veteran rehabilitation, Holocaust remembrance, and community resilience. Key initiatives included funding digital marketing and business development training for women entrepreneurs through Yozmot Atid, supporting workforce reintegration and rehabilitation programs for wounded veterans through Or Eytan and Together All the Way, and sponsoring social workers and youth support programs serving at-risk teens through ELEM.

The Colors Foundation also supported intergenerational arts and remembrance initiatives, including theater and storytelling programs for Holocaust survivors and senior citizens through organizations such as Curtain Call and Renewed Memory.

Additional community initiatives included support for lone soldiers through the Michael Levin Lone Soldier Center, technology and science education programs through Techno-Da, and leadership and community-building programs for underserved youth and families across Israel.

Together, these efforts reflect Fiverr’s broader commitment to fostering inclusion, resilience, and access to opportunity while strengthening the communities where we operate.



Shay Goldenberg, CSR & Colors Foundation Manager

"The Colors Foundation reflects our commitment to creating lasting social impact by investing in people, strengthening communities, and expanding access to opportunity. We believe in empowering people to take agency over their lives and reach their full potential. Through the dedication of our leadership, employees, and partners, we are helping build a more inclusive and resilient future."



March of the Living Hightech Delegation

In April 2025, members of the Fiverr team joined leaders and employees from Israel’s high-tech sector for the International March of the Living in Poland. Participants marched from Auschwitz to Birkenau alongside Holocaust survivors, heads of state, and international delegations as part of the 80th-anniversary commemorating the camps’ liberation. The initiative honored survivors and reinforced the importance of remembrance, resilience, education, and solidarity in the face of rising antisemitism.



March of the Living Delegation



March of the Living Delegation



March of the Living Delegation



March of the Living Delegation



The Future Collective

The Future Collective is Fiverr’s accelerator program designed to support entrepreneurs across the U.S. and Canada at pivotal stages of business growth. Delivered in partnership with New Majority Ventures (NMV), the program helps founders access coaching, professional services, mentorship, and community connections designed to strengthen long-term business sustainability and growth. The initiative reflects Fiverr’s broader commitment to expanding access to opportunity for entrepreneurs facing systemic barriers, limited access to resources, or unequal pathways to growth.

In 2025, Fiverr launched its fifth Future Collective cohort, supporting 15 entrepreneurs, before expanding the program to its largest cohort to date in 2026 with 22 participating founders. Participants represented a diverse range of industries, including wellness, beauty, food and beverage, entertainment, transportation, education, and technology.

The six-month program combines personalized coaching, peer learning, educational programming, and access to Fiverr talent and services. Each participant receives \$3,000 in Fiverr credits to invest directly into business needs such as branding, marketing, operations, web development, and strategic growth initiatives. Entrepreneurs also participate in one-on-one coaching sessions, group coaching, masterclasses, and networking opportunities with Fiverr leaders, alumni founders, freelancer matching specialists, and industry experts.

The 2025 cohort included founders building businesses focused on community impact, culture, accessibility, and innovation. The program continued to generate measurable impact for participating entrepreneurs. In 2025, 100% of participants reported stronger confidence in their ability to scale strategically, and 43% reported revenue growth during the program, with many founders citing Fiverr freelancers, coaching support, and peer collaboration as important drivers of business growth and operational development.

Through the Future Collective, Fiverr continues to invest in entrepreneurs who are building innovative businesses while helping expand access to mentorship, professional resources, and sustainable growth pathways.



The Future Collective

“The Fiverr credits helped me to get some long standing automation projects off the ground to help my business to scale. The financial module was also important to understanding my business even more.”

Tiffany Morris
Luxe Gather



Creating Learning and Development Opportunities

As the freelance marketplace continues to evolve, ongoing learning and skill development remain important to help freelancers adapt, grow, and stay competitive. At Fiverr, we continue to invest in educational resources, training opportunities, and knowledge-sharing platforms designed to help freelancers strengthen their expertise, expand service offerings, and build more sustainable businesses over time.

Through the [Help and Education Center](#), freelancers and clients can access a broad library of tutorials, how-to videos, FAQs, and self-guided resources designed to help users navigate the platform and better understand Fiverr’s tools and capabilities. Throughout the year, we also host webinars, workshops, and roundtable discussions covering topics such as business strategy, platform tools, marketing, emerging technologies, and category-specific skills, while creating opportunities for real-time learning, discussion, and feedback.

In addition, Fiverr develops in-depth, expert-written [guides](#) covering topics such as branding, digital marketing, workflow automation, programming and technology, video and animation, music and audio, and business development. Designed to be practical and accessible, these resources help freelancers strengthen technical and business skills, explore emerging technologies and service areas, and stay informed about evolving customer needs and marketplace trends.



Marketplace Integrity and Ethics

+ Building a Trusted Marketplace

+ Cybersecurity, Privacy, and Data Protection

+ Board Engagement and Composition

+ Ethics and Compliance

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2025 Highlights

0 Data breaches reported globally

ISO 27001 and ISO 27701

PCI DSS certification

2025 DSA Transparency
Report Published

Marketplace Integrity and Ethics

Fiverr’s marketplace is built on trust, transparency, and accountability. As a global platform connecting businesses and independent talent, we are committed to maintaining a safe, respectful, and reliable environment where users can confidently buy and sell services.

To support this commitment, Fiverr maintains policies, enforcement processes, and security practices designed to protect our users, uphold marketplace integrity, and promote ethical conduct across the platform. We also hold employees, partners, and suppliers to high standards of professionalism and accountability, reinforcing a culture grounded in fairness, responsibility, and trust.



Building a Trusted Marketplace

At Fiverr, we believe in the transformative power of global collaboration. Every day, creators, entrepreneurs, developers, designers, writers, and businesses from around the world come together on our platform to build, create, and grow. We value the variety of perspectives, experiences, and talent across our global community and remain committed to fostering a marketplace that is respectful, inclusive, safe, and trusted for all users.

As technology continues to evolve, including the growing adoption of AI-enabled tools and services, Fiverr remains focused on maintaining high standards of integrity, accountability, and responsible conduct across the platform. We believe the strength of our marketplace lies in the combination of human creativity, professional expertise, and technology-enabled innovation.

Fiverr’s [Community Standards](#) and platform policies establish expectations for acceptable conduct across the marketplace and are regularly reviewed and updated to address evolving technologies, marketplace risks, and user needs. Our approach to policy development and content governance is cross-functional and adaptive, involving teams across Trust & Safety, Legal, Public Relations, Product, and other business functions. Fiverr also convenes a cross-functional Policy Steering Committee, assembled as needed to address emerging company-wide topics and evolving marketplace risks, including issues related to AI-generated content, platform policy, and new technologies. Together, these teams help evaluate emerging risks, guide enforcement decisions, support moderator training and alignment, and maintain the integrity of the marketplace.

Policies and Standards

Protecting Platform Integrity

Fiverr is committed to maintaining a marketplace built on trust, authenticity, and responsible conduct. To support this goal, we prohibit services, content, and behavior that are deceptive, harmful, illegal, exploitative, or inconsistent with our policies and values, including hate speech, discrimination, adult content, and other objectionable material.

Community members are encouraged to report content, services, or activity that may violate Fiverr’s Community Standards or Terms of Service through accessible reporting tools available across the platform. The reports are manually reviewed by the Fiverr team using structured evaluation processes designed to promote fairness, consistency, and appropriate enforcement.

Fiverr also continuously monitors marketplace activity, emerging technologies, and evolving social and regulatory developments to help identify new risks and refine its list of prohibited services and platform policies as needed.

Minors Policy

In accordance with Fiverr’s Terms of Service, individuals must be at least 18 years old and legally able to enter into binding contracts to independently use the platform. Users between the ages of 13 and 18 may only access Fiverr through an account owned and managed by a parent or legal guardian and with appropriate permission and supervision. These requirements are designed to help support user safety, responsible platform participation, and compliance with applicable legal and regulatory standards.

Fiverr maintains strict policies prohibiting child sexual abuse material (CSAM). Any identified CSAM is removed immediately and reported to the National Center for Missing and Exploited Children (NCMEC) and other appropriate authorities, as required. Fiverr also maintains specific policies governing content involving minors, including when minors may not appear in content or when their depiction is otherwise considered inappropriate, even outside the scope of CSAM. Content that violates these policies is removed from the platform. In addition, Fiverr may remove content involving or potentially involving minors when necessary to support platform safety and policy compliance.

AI Policy

Fiverr supports the responsible use of generative AI tools across the marketplace while maintaining expectations around transparency, accountability, intellectual property rights, and ethical conduct, and marketplace integrity. Freelancers and clients may use AI-generated content and services in accordance with Fiverr’s Community Standards and Terms of Service, provided they have the necessary rights, licenses, and permissions to use and deliver such content. Freelancers who use AI tools remain responsible for the final work they deliver, including ensuring that AI-generated or AI-assisted content is high-quality, original, and appropriately tailored to the client’s requirements.



Fiverr prohibits the use of AI tools to create or distribute misinformation, non-consensual content, deepfakes in any form, including photo, video, or audio, as well as fake accounts, fraudulent materials, harassment, illegal content, or other material that may be deemed harmful or deceptive. As AI technologies continue evolving, Fiverr remains focused on balancing innovation with marketplace integrity, quality, and trust. Users are encouraged to report misuse, misrepresentation, or unethical behavior related to AI-generated content, and Fiverr continues to monitor emerging risks and update policies and practices as needed.

Enforcement

Fiverr’s Trust and Safety team is responsible for enforcing the policies and standards that support marketplace integrity. Using a combination of machine learning technologies, automated tools, human moderation, and structured review processes, the team actively monitors the platform to detect potential violations and respond appropriately.

When violations of Fiverr’s Terms of Service or Community Standards occur, enforcement measures may include content removal, account restrictions, or permanent suspension depending on the severity and frequency of the violation.

Intellectual Property

Fiverr is committed to protecting the intellectual property rights of users across our marketplace. Our [Intellectual Property Claims Policy](#) provides a structured process for reporting suspected copyright and related rights violations and is designed to align with applicable laws and recognized global standards, including frameworks such as the Digital Millennium Copyright Act (DMCA).

Reported claims are reviewed by Fiverr’s Marketplace Integrity team, which evaluates submissions and takes appropriate action when violations are confirmed, including removing or disabling infringing content where necessary. For eligible copyright claims submitted under the DMCA, Fiverr maintains counterclaim procedures that allow users to respond to or dispute claims and demonstrate the legitimacy of their content or services.

In 2025, Fiverr received 923 intellectual property-related claims. Reported claims were reviewed through structured evaluation processes, resulting in content removals, restricted accounts, and user enforcement actions where violations were confirmed, including the removal of infringing gigs and restrictions placed on repeat violators.

Fraud Protection

Fiverr maintains a multi-layered approach to identifying and preventing fraudulent or misleading behavior across the marketplace, including account misrepresentation, spam, and feedback manipulation. To support these efforts, Fiverr uses machine learning tools, automated detection technologies, human moderation, and third-party solutions designed to identify suspicious activity and reinforce marketplace authenticity.

Buyer reviews and transaction feedback also help strengthen transparency across the platform while providing valuable signals that support Fiverr’s quality and matching systems. Users found engaging in fraudulent practices are subject to enforcement actions, including permanent suspension.

Transparency

Marketplace and User Satisfaction

Fiverr regularly monitors marketplace and user experience through a range of performance and engagement indicators, including Net Promoter Score (NPS), which helps measure satisfaction and trust among both clients and freelancers. These insights help us evaluate how effectively we are supporting our community, maintaining marketplace quality, and delivering a positive platform experience. In 2025, Fiverr’s buyer’s NPS was 69 and freelancer NPS was 79.

Freelancers Account Verification

As part of our commitment to maintaining a secure, trustworthy platform and aligning with industry standards and regulations, we continue to enhance our account verification processes. We have verification process for all freelancers, particularly those identifying as businesses. These efforts are designed to strengthen trust, improve transparency, and support a higher-quality experience for all Fiverr users.

EU Digital Services Act (DSA) Transparency Report

As part of our commitment to transparency and regulatory compliance, we published our 2025 Transparency Report in line with the European Union’s DSA. The DSA requires online platforms to disclose how they address illegal content and policy violations, respond to user reports, and cooperate with public authorities in the European Union. This report reflects our ongoing dedication to maintaining a safe, fair, and lawful digital environment. For full details, see our complete 2025 Transparency report.



Cybersecurity, Privacy, and Data Protection

Maintaining a trusted and secure marketplace depends on Fiverr's ability to protect the confidentiality, integrity, and availability of user data. Fiverr implements technical, administrative, and organizational safeguards designed to protect the information we collect, process, and store, while continuously strengthening our practices to address evolving cybersecurity risks and regulatory expectations. Oversight of information security is embedded throughout the organization, with Fiverr's Chief Information Security Officer (CISO) providing regular updates to the Board of Directors on cybersecurity risks, priorities, and initiatives.

Security Risk Management

As a global digital platform, Fiverr maintains a proactive approach to identifying, managing, and mitigating cybersecurity and privacy risks. Our integrated security and privacy framework is designed to support data protection, incident preparedness, and operational resilience across the organization.

Fiverr's cybersecurity program is led by the CISO and supported by dedicated teams responsible for Product and Application Security (AppSec), Cloud Infrastructure Security (DevSecOps), Governance, Risk, and Certifications (GRC), Security Information and Event Management (SIEM), Security Operations Center (SOC), and Incident Response (IR). Oversight is provided through separate Cybersecurity and Privacy Steering Committees composed of leaders across technology, legal, privacy, finance, and product functions, including the Chief Technology Officer (CTO), CISO, and our VP Legal and Data Protection Officer (DPO). These groups meet regularly to review incidents, monitor vulnerabilities, assess emerging security and privacy risks, and support ongoing security initiatives.

To help protect sensitive information, Fiverr maintains layered technical and organizational safeguards, including encryption technologies, secure authentication protocols, role-based access controls, Single Sign-On (SSO), internal VPN protections, endpoint detection and response (EDR) tools, and mandatory two-factor authentication (2FA) for employees accessing core systems. Production environments are restricted to authorized personnel, and Fiverr also applies Zero Trust principles and secure enterprise browser protections designed to strengthen monitoring, reduce data leakage risks, and support secure access management.

Fiverr maintains an external Security Operations Center (SOC) that provides 24/7 security visibility, monitoring, alerting, and incident response support designed to strengthen real-time threat detection and platform resilience. We also require third-party processors handling personal information to meet rigorous confidentiality, privacy, and security standards through contractual obligations and ongoing oversight processes designed to support compliance with applicable data protection requirements. In addition, Fiverr maintains vendor risk management processes designed to evaluate the security, privacy, and compliance practices of third-party service providers before onboarding and throughout the duration of the relationship.

Our codebase, applications, and infrastructure undergo routine security testing through automated scanning tools, internal security reviews, vulnerability assessments, and independent third-party penetration testing designed to help identify and remediate potential risks across the platform and supporting systems. Security considerations are integrated throughout the software development lifecycle, helping support secure-by-design development practices and the protection of customer and company data.

To further strengthen platform resilience, we maintain an ongoing Security Bug Bounty Program, now in its fourth year, through which external security researchers can responsibly disclose vulnerabilities and request participation by contacting security@fiverr.com.

Certifications and Independent Audits

Our cybersecurity, privacy, and data protection efforts are supported through globally recognized certifications and independent assessments. We have maintained ISO/IEC 27001 certification, the international standard for information security management systems, since 2019 and maintained ISO/IEC 27701 certification, the privacy-focused extension of ISO 27001, since 2021.

In addition, Fiverr maintains Payment Card Industry Data Security Standard (PCI DSS) certification to support secure payment processing and compliance with applicable payment security requirements. Fiverr also maintains IT General Controls (ITGC) processes designed to support secure technology operations, operational resilience, and broader governance and risk management practices.

Together, these certifications and control processes reflect our ongoing investment in the technologies, governance structures, and operational safeguards designed to protect user information and support marketplace integrity.

We also conduct routine independent assessments of cybersecurity practices and infrastructure. In 2025, we completed multiple cybersecurity audits, vulnerability assessments, and independent web application penetration tests designed to help identify vulnerabilities, strengthen controls, and support the resilience of our digital infrastructure.

Customer Privacy and Security

Fiverr is committed to protecting user privacy and maintaining the security of personal information across the platform. Fiverr’s [Privacy Policy](#) outlines how personal data is collected, used, stored, and protected, as well as the rights and protections available to users. Fiverr also maintains internal procedures for evaluating and responding to government and law enforcement data requests in accordance with applicable legal and regulatory requirements.

In line with applicable laws and Fiverr’s incident response protocols, affected users are notified in a timely manner in the event of certain data breaches or material privacy-related updates. In 2025, we reported zero material data breaches globally.

Fiverr also provides users with cybersecurity guidance, account protection resources, and educational content through the Fiverr [Help and Education Center](#), including information related to secure account practices, phishing awareness, and two-factor authentication protections designed to help promote safer platform usage and strengthen account security awareness across the community.

Data Privacy and Security Training

We support a company-wide culture of security and privacy awareness through mandatory employee education and ongoing training programs. All new employees complete mandatory training covering privacy, cybersecurity, data protection, and Secure Software Development Lifecycle (SSDLC) principles during onboarding, followed by recurring refresher training programs conducted throughout the year.

In addition to company-wide training, Fiverr provides customized privacy and cybersecurity training for teams based on role-specific responsibilities, system access, and operational risk exposure.

Responsible AI Use at Fiverr

We are committed to the responsible development and use of AI technologies across our platform and operations. As AI becomes increasingly integrated into products, workflows, and marketplace services, Fiverr continues to work on implementing these technologies in ways that support transparency, accountability, fairness, and user trust.

AI Governance and Oversight

We maintain governance processes and cross-functional oversight, including oversight provided through our Privacy and Security Steering Committees, designed to support the responsible development and use of AI across the platform. These measures are intended to promote transparency, fairness, accountability, privacy, responsible data handling, and marketplace integrity while supporting the safe and ethical deployment of AI-enabled tools and services.

Fiverr takes a risk-based approach to AI oversight, evaluating potential impacts associated with AI systems and establishing internal expectations for the use of both internally developed and third-party AI tools. Fiverr also maintains governance processes designed to assess evolving risks associated with AI-generated content, AI-enabled service delivery, and emerging marketplace technologies.

To support alignment across the organization, Fiverr convenes cross-functional policy and governance discussions focused on emerging AI-related topics, including responsible AI use, transparency expectations, marketplace integrity, and evolving platform policies related to AI-generated content and AI-enabled service delivery. Oversight involves collaboration across Legal, Product, Data, Research & Development, Trust & Safety, Security, and other relevant functions to help support responsible innovation, user trust, and accountability across the marketplace.

AI Training and Education

Fiverr maintains mandatory company-wide responsible AI Guidelines that employees are required to follow, which outline key considerations for AI use and provide clear guidance on day-to-day use of AI tools. We also provide internal AI-related education and training designed to support responsible innovation across the organization. Training programs include company-wide guidance on AI risks, responsible AI principles, and evolving regulatory expectations, as well as role-specific training for employees involved in AI development and implementation.

These programs help equip employees with the knowledge needed to responsibly develop, deploy, and manage AI-enabled technologies in alignment with Fiverr’s policies, values, and legal obligations.



Board Engagement and Composition

Strong governance plays an important role in supporting Fiverr’s long-term strategy, accountability, risk oversight, and corporate values. Fiverr’s Board of Directors and its committees oversee the company’s strategic direction, governance practices, and enterprise risk management activities.

The Board of Directors is led by Chairman and CEO Micha Kaufman. Ron Gutler serves as Lead Independent Director and holds specific responsibilities designed to support strong independent Board leadership and oversight, including serving as chair of each Board committee. The Board operates under Fiverr’s [Corporate Governance Guidelines](#), which help guide directors in fulfilling their responsibilities to the company and our shareholders.

Our Board maintains three standing committees: Audit, Compensation, and Nominating and Environmental, Social and Governance, each composed entirely of independent directors in accordance with New York Stock Exchange (NYSE) standards. These committees oversee key governance frameworks and policies, including Fiverr’s [Code of Ethics and Conduct](#), [Board Committee Charters](#), and [Whistleblower Policy](#).

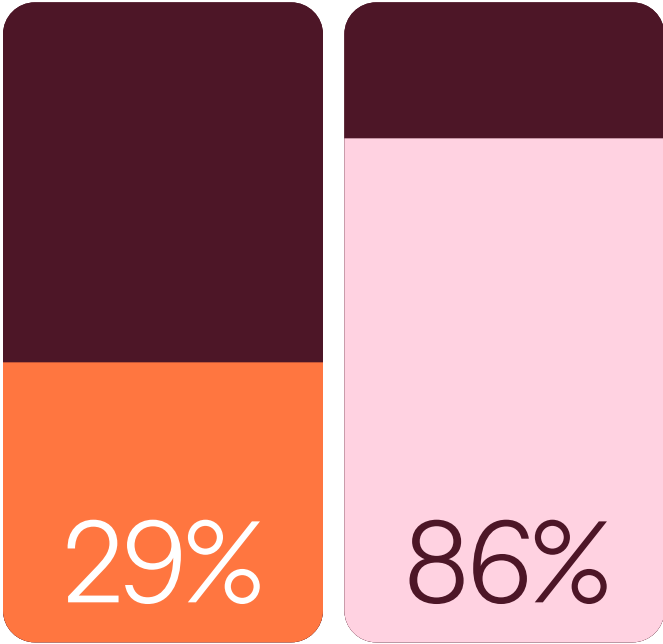
To support ongoing Board effectiveness, Fiverr conducts an annual self-assessment process involving detailed evaluations completed by directors and senior management. These assessments help evaluate Board composition, effectiveness, experience, and expertise to support strong oversight and continued alignment with the company’s evolving strategy and priorities.

Board Practices

- ✓ Executive sessions
- ✓ Board evaluations
- ✓ Presiding lead independent director
- ✓ Continued education for directors

Board Composition

- Gender Diversity
- Board Independence



Committee Composition

- Board Committees Independence



★ Chairman of the board

 Committee Chairman

 Member

	Board	Audit Committee	Compensation Committee	Nominating, Environmental, Social and Governance Committee
Micha Kaufman	★			
Ron Gutler				
Gili Iohan				
Nir Zohar				
Yael Garten				
Adam Fisher				
Jonathan Kolber				

Ethics and Compliance

Operating with integrity and accountability is fundamental to Fiverr’s business and the trust we build across our marketplace. We are committed to conducting business in compliance with applicable laws, regulations, and internal policies while maintaining high standards of ethical conduct across the organization.

We expect employees, officers, directors, and representatives to understand and uphold Fiverr’s policies and standards related to ethics, compliance, and responsible business practices. These expectations help support a culture grounded in transparency, professionalism, accountability, and respect across our operations and platform.

Code of Ethics and Conduct

Our [Code of Ethics and Conduct](#) (the “Code”) serves as a foundational guide for how we conduct business and uphold our values across the organization. Publicly available alongside other governance materials on our website, the Code outlines the expectations and standards that apply to Fiverr employees, officers, directors, and suppliers.

All new employees receive training on the Code during onboarding, followed by annual refresher training designed to reinforce ethical decision-making, accountability, compliance with applicable laws, and awareness of company policies. Employees are required to acknowledge and certify compliance with the Code and related company policies as part of onboarding and recurring compliance processes.

The Code also reflects Fiverr’s commitment to honesty, transparency, professionalism, and integrity in all business activities. Fiverr maintains a strict non-retaliation policy and encourages individuals to report suspected violations of the Code in good faith. Concerns may be raised through management, Human Resources, Legal, or through Fiverr’s third-party-operated [whistleblower hotline](#) and secure online reporting channels, which allow concerns to be submitted confidentially and reviewed appropriately.

Anti-Bribery and Corruption

We are committed to conducting business ethically and in compliance with applicable anti-bribery and anti-corruption laws, including the U.S. Foreign Corrupt Practices Act (FCPA) and similar regulations in the jurisdictions where we operate. Fiverr strictly prohibits bribes, kickbacks, improper payments, or any other form of inappropriate consideration involving domestic or foreign individuals, organizations, or government officials.

Fiverr representatives may not offer, provide, solicit, or accept gifts, entertainment, gratuities, bonuses, or hospitality intended to improperly influence business decisions or secure unfair advantages. Any gifts or hospitality exchanged in connection with business activities must be modest in value, consistent with standard business practices, compliant with applicable laws and regulations, and not reasonably perceived as a bribe or improper inducement.

These expectations apply not only to Fiverr employees and representatives, but also to suppliers, vendors, contractors, consultants, and other third parties acting on Fiverr’s behalf. Fiverr incorporates compliance expectations into vendor and partner relationships as part of broader governance and risk management practices. Managers across the organization help reinforce these standards and support accountability throughout our operations and value chain.



Insider Trading Policy

At Fiverr, we maintain an Insider Trading Policy designed to support compliance with applicable securities laws and ethical standards related to material non-public information. The policy applies to directors, officers, employees, consultants, and others who may have access to confidential information that could influence investment decisions involving Fiverr securities.

The policy prohibits individuals from sharing material non-public information with others who may trade, before that information is publicly disclosed. Fiverr’s policy also establishes blackout periods and pre-clearance requirements for designated individuals to help prevent the misuse of sensitive information.

To support awareness and compliance, Fiverr provides annual training and guidance related to insider trading requirements and expectations. Violations of the policy may result in disciplinary action, including termination of employment or engagement, as well as potential civil or criminal penalties under applicable law.

Whistleblower Policy

We maintain a [Whistleblower Policy](#) designed to support the confidential reporting of concerns related to accounting, internal controls, auditing matters, or other potential misconduct. We are committed to maintaining accurate financial reporting and encourage employees, contractors, vendors, clients, and business partners to report any concerns that may compromise the integrity of our financial records, disclosures, or business practices.

Reports can be submitted confidentially through multiple reporting channels, including a dedicated [whistleblowing email address](#), telephone hotline, [electronic form](#), or physical mail, with clear instructions available for individuals who wish to remain anonymous. Reporting channels are managed to support confidentiality, anonymity where permitted by law, and protection against retaliation for individuals raising concerns in good faith. Upon receiving a complaint, the Compliance Officer or Audit Committee, as appropriate, will acknowledge receipt where possible and initiate a review. Fiverr strictly prohibits retaliation against any individual who submits a complaint in good faith and complies fully with applicable laws protecting whistleblowers.

Health and Safety

Fiverr’s [Health and Safety Policy Statement](#) reflects our commitment to maintaining a safe and healthy work environment that supports employee well-being and performance. In alignment with applicable labor, workplace health, and occupational safety regulations, we work to foster a culture of safety by encouraging the reporting of concerns, monitoring workplace conditions, and proactively addressing potential risks.

Oversight of Fiverr’s health and safety efforts is led by the Chief Human Resources Officer, with managers responsible for supporting compliance with company policies and responding appropriately to workplace safety concerns. Employees receive training on workplace safety expectations and are required to comply with Fiverr’s Anti-Harassment and Discrimination standards.

As part of our broader focus on employee well-being, Fiverr also partners with companies including Urecsys and Diversey to support clean air solutions and environmentally responsible cleaning practices across office locations. Together, these efforts help support safe, healthy, and productive workplaces for employees globally.



Empowering our People

+ Our Values

+ Employee Recruitment, Engagement and Retention

+ Employee Training and Development

+ Fostering Equity, Inclusion and Belonging

made on **fiverr.** @mebodesign

Empowering our People

At Fiverr, our people are central to the success of our business, platform, and community. We are committed to fostering a culture grounded in integrity, collaboration, transparency, and respect, and we believe an inclusive and supportive workplace helps drive innovation, accountability, and long-term performance.

During 2025, Fiverr continued evolving its organization to support its strategy as an AI-first company, simplifying its operating model, streamlining decision-making, and aligning resources to increase agility and accelerate innovation. As part of this transformation, the Company undertook a workforce reduction while seeking to support affected employees with transparency and respect throughout the transition.

At the same time, Fiverr remained focused on empowering employees with greater ownership, broader responsibilities, and the tools needed to succeed in a rapidly evolving workplace.

As Fiverr moves forward, we remain committed to building an environment where employees can learn, grow, and make meaningful contributions. Through learning and development programs, AI upskilling, leadership development, employee engagement initiatives, comprehensive benefits, and inclusive workplace practices, we strive to equip our people with the skills and support needed to innovate, adapt, and deliver long-term value for our customers and stakeholders.



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2025 Highlights

29%
female representation on the Board of Directors

49.8%
female representation among global team

46%
female among global management

77%
participation rate in 2025 annual engagement survey

Our Values

We are Doers

Talking is great, but doing is better. We empower our teams to be productive in creative ways. We believe that the next big idea can come from anyone on the team, and we strive to ensure everyone has space to share and execute against great ideas. We believe in clarity and accountability. Initiate, own and execute.

We Think Simple

We strive to solve complex problems with simple to use products. We believe in reducing friction and increasing efficiency through the use of smart technology. We acknowledge that building simple-to-use products is hard, and we pride ourselves in having the talent that enjoys tackling these challenges.

We Make an Impact

We strive to help businesses of all sizes grow and build their brand, and so much more. Our mission is to change how the world works together, and everyone at Fiverr contributes to this goal.

We are Client Obsessed

Our clients are at the core of everything we do, and their happiness is our business. Everyday we look for new ways to help our clients follow their passions and find simple and efficient solutions for their needs. Everyday we look for ways to address the ever-evolving needs of our freelancer community looking to showcase their unique skills and talent.

We Celebrate Individuality

We are committed to providing an inclusive, safe, and secure work environment where all of our employees can be respected, valued, and successful in pursuing their goals, all while contributing to Fiverr’s success. We do not look to change people or conform them; rather, we embrace our team members for who they are and celebrate their backgrounds as a point of strength. We encourage creative and alternative ideas and solutions to the longstanding issues presented by the traditional freelancer hiring and staffing model.



Employee Recruitment, Engagement and Retention

At Fiverr, we aim to foster a workplace culture that supports collaboration, innovation, accountability, and professional growth. We recognize that attracting and retaining talented employees is critical to our long-term success, and we continue to invest in programs and initiatives designed to strengthen employee engagement, support career development, and reinforce alignment with Fiverr’s values and business objectives.

As part of our broader human capital strategy, we continue to explore and implement tools such as leadership development programs, career path mapping, and Individual Development Plans (IDPs) to help employees better understand growth opportunities, strengthen leadership capabilities, and take ownership of their professional development.

Roundtables and Townhalls

Fiverr promotes open communication and transparency through regular engagement opportunities that encourage employees to share feedback, exchange ideas, and connect with leadership. During 2025, departments continued to hold monthly and quarterly update meetings to support communication, collaboration, and alignment across teams. Fiverr also hosted six global town halls open to all employees, where leadership provided updates on company strategy, business performance, organizational priorities, and key initiatives.



New Career Page | Testimonials Photoshoot



New Career Page | Testimonials Photoshoot

Employee Resource Groups (ERGs)

Fiverr supports a growing network of employee-led ERGs that help foster connection, inclusion, well-being, and community across the organization. These groups create opportunities for employees to connect around shared interests, identities, and experiences while helping strengthen workplace culture and employee engagement.

Current ERGs support a wide range of interests and communities, including groups focused on LGBTQ+ inclusion, parenting, music, sports, culture, maternity and parental leave, and AI knowledge sharing. Through these groups, employees can build relationships, exchange ideas, share experiences, and contribute to a more connected and inclusive workplace environment.

Our ERGs are employee-led and reflect the variety of interests and needs of our global team. Current groups include:



Priderr

A community for LGBTQ+ employees and allies that hosts quarterly meetings, social gatherings, enrichment lectures, and ongoing peer engagement opportunities through dedicated internal communication channels focused on inclusion, visibility, and support.



Parental Leave (Moms + Dads)

A community for parents on parental leave to share insights, offer support, and stay connected.

Working with Kids

A supportive space for employees navigating the challenges of parenting while managing their careers.



Fiverr Music

A collective of music lovers who share playlists, jam together, and celebrate live performances across genres.



Soccer

A group for football enthusiasts who coordinate regular games, tournaments, and match viewing events.

AI Guild

A space for sharing knowledge, tips and resources on AI technologies, tools and techniques.



Basketball

A space for basketball fans to connect, play together regularly, and host friendly team competitions.



These ERGs not only build community, but also help amplify employee voices, enhance engagement, and contribute to a workplace culture where everyone feels seen, heard, and valued.



Employee Engagement

Fiverr continues to invest in initiatives designed to strengthen employee engagement, well-being, and organizational connectivity. Engagement efforts during 2025 included executive roundtables, management offsites, town halls, ERGs, student and internship programs, team-building activities, wellness initiatives, and expanded employee benefits and support programs.

To better understand employee experiences and identify opportunities for improvement, Fiverr conducts annual employee engagement surveys alongside onboarding surveys and additional feedback touchpoints throughout the year. In 2025, 77% of employees and contractors participated in the annual engagement survey, which assessed employee engagement and workplace experience. The survey achieved a 78% favorable engagement score.

Survey findings were reviewed with executive leadership and department leaders to identify priorities, strengthen accountability, and guide ongoing initiatives to enhance employee engagement and improve the employee experience across the organization.

Throughout the year, Fiverr also hosted activities designed to strengthen workplace culture and employee well-being, including wellness programs, and team activities. These initiatives helped encourage collaboration, connection, and employee engagement across teams and office locations.

Student Programs and Internships

We continue to invest in future talent through student, internship, and graduate programs that provide hands-on experience in a dynamic technology environment. These programs offer flexible and part-time opportunities across teams including Research and Development (R&D), Product, Design, and Data to support early-career learning and professional development.

Our Graduate Program also provides recent graduates with opportunities to contribute to impactful projects within Fiverr’s R&D organization. In 2025, Fiverr welcomed 5 students and graduates through these programs. Fiverr also partners with the Rothschild Ambassadors scholarship program, which supports students entering the social impact sector and provides interns with practical experience supporting social impact initiatives within the technology industry.

Employee Benefits

Fiverr is dedicated to supporting the health, well-being, and long-term success of our employees and their families. Our comprehensive benefits package is designed to meet a range of personal and professional needs, and includes:

- Equity participation in the company
- Paid vacation
- Hybrid work model
- Parental leave
- Employee referral program
- Onsite gym and showers (Israel only)
- Extracurricular activities
- Activities for parents on parental leave

These benefits are complemented by broader talent retention efforts, including regular performance feedback, career advancement opportunities, team-building events, and volunteering programs. Location-specific benefits may include health insurance, 401(k) plans, life insurance, and fully equipped nursing rooms. During periods of disruption and military reserve service in Israel, Fiverr also provided additional support resources for employees and families, including practical assistance and expanded employee support initiatives.



Employee Training and Development

Fiverr continues to invest in employee training and professional development to help employees strengthen their skills, expand their expertise, and support long-term career growth. We believe continuous learning is essential in a fast-evolving technology environment and helps foster a culture of curiosity, adaptability, collaboration, and innovation across the organization.

All employees, including part-time team members, complete annual training on topics including sexual harassment prevention, privacy regulations, cybersecurity, and key corporate policies such as the Code of Ethics and Conduct, Insider Trading Policy, and Whistleblower Policy. Employees are also required to annually acknowledge their understanding of these policies and expectations.

New hires participate in structured onboarding programs that include both company-wide and team-specific training. Following onboarding, employees work with managers and Human Resources to develop IDPs that support both short-term and long-term professional growth and align development goals with evolving business needs.

Building a Culture of Collaboration and Curiosity

During 2025, Fiverr launched Fiverr Forward, an internal framework designed to foster a culture of curiosity, collaboration, continuous learning, and future-ready skill development across the organization. Through Fiverr Forward, we support employees in developing new capabilities, strengthening leadership skills, and building adaptable mindsets that help employees grow in a dynamic and evolving workplace environment.

Fiverr Forward is built around two complementary pillars:

- **Fiverr Exploration** - A company-wide learning activities offering lectures, interactive sessions, and hands-on workshops led by Fiverr employees and external experts. Fiverr Exploration helps employees develop future-ready skills, expand their perspectives, and strengthen innovation capabilities by exploring topics such as the future of work, emerging technologies, creativity, and paradigm shifts. Recent examples include workshops on workplace creativity and conversations with industry leaders about navigating technological and societal change.

- **Fiverr Forward Hub** - A selective development program for 15 employees focused on building leadership capabilities, strategic thinking, and entrepreneurial skills. Through an exploration of the future of work, historical paradigm shifts, philosophy, and innovation, participants expanded their ability to think beyond day-to-day execution and challenge conventional thinking. The program culminated in the development of research-based theses and innovative projects, equipping employees to identify opportunities, approach complex challenges with curiosity, and lead initiatives that create long-term value for the organization.

We also introduced Fiverr’s Champions of Learning & Innovation—a group of cross-functional ambassadors embedded within departments who help promote innovation, encourage knowledge sharing, and support learning and development as part of the everyday work culture. The program also includes ambassadors across Research & Development, Product, and Data who share technical expertise, contribute engineering insights through the Fiverr Engineering blog, and help foster knowledge sharing and engagement across internal and external communities.

We also celebrated Learning Week, a four-day company-wide initiative focused on promoting continuous development and employee learning. The week featured hands-on workshops, inspirational talks, self-paced learning resources, and peer-led sessions where Fiverr employees shared expertise, experiences, and professional insights with colleagues across the organization.

Each day concluded with a Happy Hour, and keynote session led by external speakers who provided practical tools and perspectives related to self-driven learning, innovation, and professional growth in a rapidly evolving world of work. The week culminated in a special “Fuckup Night,” an open and honest gathering designed to normalize learning through failure and encourage experimentation, creativity, and innovation.



The goals of Learning Week included:

- Position learning as a key enabler of personal and organizational success
- Encourage employees to take ownership of their growth journeys
- Reinforce Fiverr Forward’s mission to foster curiosity and innovation through learning

As part of our continued focus on productivity, well-being, and self-enrichment, we also introduced initiatives designed to help employees dedicate more time to focused work and professional development. This included a “No Meetings Tuesdays” policy aimed at reducing unnecessary meetings and creating space for independent work, self-directed learning, and long-term productivity.

Leadership and Career Development

At Fiverr, we support leadership development and long-term career growth through structured programs focused on manager development, career path mapping, goal setting, and leadership capability building. Employees work collaboratively with managers and HR teams to establish development goals, monitor progress, and identify opportunities for continued growth and advancement.

Formal performance review processes help support employee development, advancement, compensation decisions, and long-term career planning across the organization. To further support leadership development, Fiverr also hosts management offsites and team-building activities focused on collaboration, strategic thinking, innovation, and problem-solving. In addition, select vice presidents participate in professional content and personal branding training designed to strengthen executive communication, thought leadership, and industry engagement.

We also continue to strengthen our leadership pipeline through programs designed to support high-potential talent and encourage representation across leadership roles that reflects the broader workforce.

Continuous Learning Opportunities

Fiverr continues to offer employees access to a broad range of technical, professional, and soft-skill learning opportunities. During 2025, employees participated in courses covering areas such as SQL, Python, Excel, storytelling, and other professional development topics, alongside external workshops, industry forums, and specialized certification programs, including product marketing certifications.

Employees also have access to role-specific and department-specific training aligned with business and functional needs. Fiverr additionally offers Business English programs that include one-on-one lessons, webinars, and personalized learning schedules for employees seeking additional language support.

To support long-term growth and career progression, employees work with managers and Human Resources (HR) teams to develop IDPs that incorporate both short-term and long-term goals. Fiverr also maintains clear career pathways and ongoing communication channels designed to help employees better understand development and advancement opportunities across the organization.

Open communication and regular feedback remain important parts of Fiverr’s development approach. Employees regularly meet with managers to discuss progress, development priorities, and career growth, and formal annual performance reviews help support advancement, promotion, and compensation decisions.



Fostering Equity, Inclusion, and Belonging

At Fiverr, we aim to foster a workplace culture where employees, vendors, service providers, and business partners are treated with fairness, dignity, and respect. We believe that bringing people together with different perspectives, experiences, skills, and backgrounds strengthens our organization, supports innovation, and contributes to long-term success across our business and platform.

We strive to attract, develop, and retain talent that reflects the richness of the global communities we serve. Fiverr recognizes that each employee brings unique experiences, perspectives, and capabilities that help shape our culture and drive collaboration across the organization. To support these efforts, Fiverr maintains a formal [EIB Statement](#) outlining our commitment to fostering, cultivating, and maintaining an inclusive workplace and platform environment.

Fiverr is committed to providing equal employment opportunities regardless of race, color, religion, sex, sexual orientation, citizenship, national origin, disability, veteran status, or any other characteristic protected under applicable law. We also remain committed to providing reasonable accommodations and supporting accessibility for individuals with disabilities and special needs.

Gender Pay Equity

Our commitment to equity also extends to compensation practices. We aim to provide equitable pay for employees in comparable roles regardless of gender, race, ethnicity, or other protected characteristics. To support this commitment, Fiverr conducts regular internal reviews and analyses designed to assess pay equity, identify potential gaps, and help promote fairness and consistency across compensation practices.

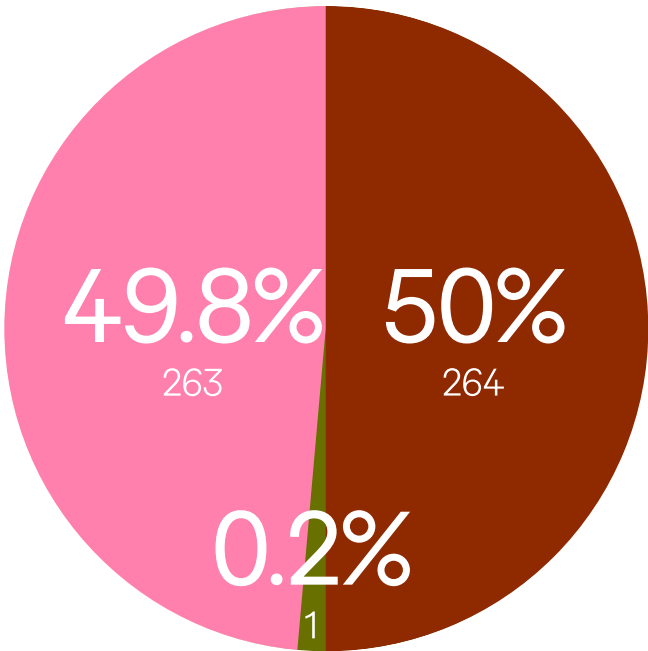
We recognize that advancing equity and inclusion requires ongoing evaluation and continuous improvement. Pay equity remains one component of Fiverr’s broader efforts to foster a more inclusive, equitable, and supportive workplace across all areas of the organization.



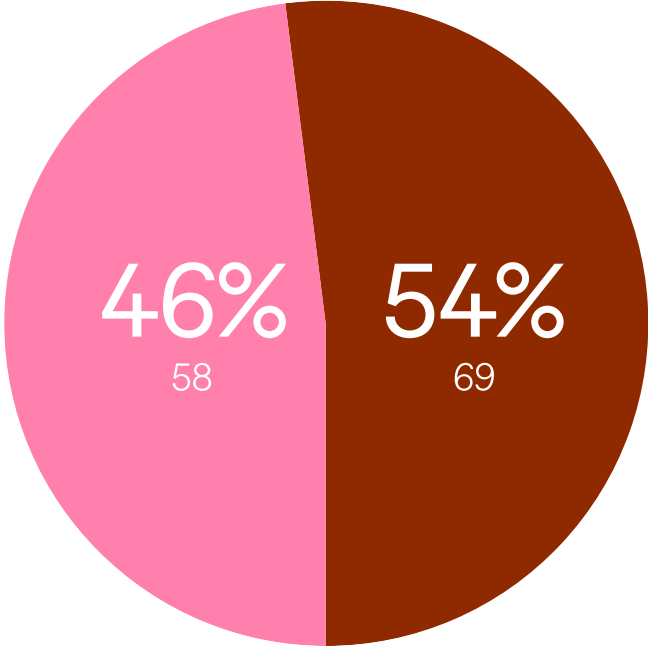
Gender Balance at Fiverr

Female Male Other

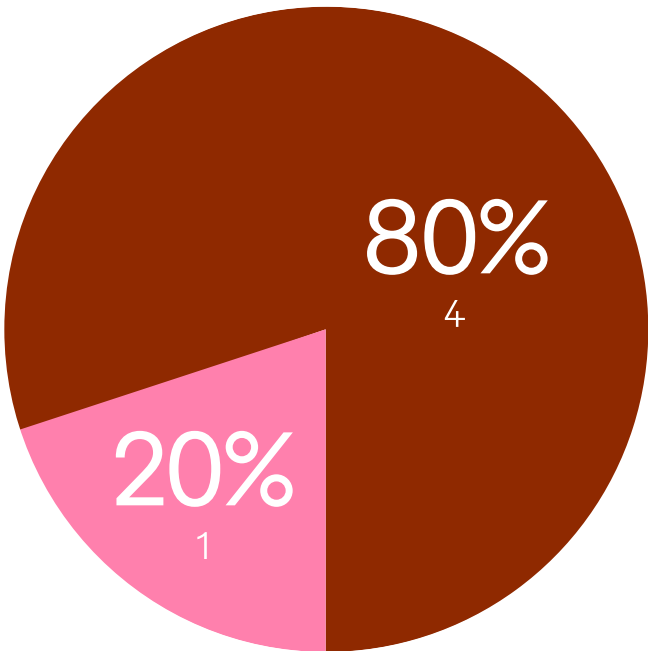
Global Team
Total number of full-time or permanent employees: 528



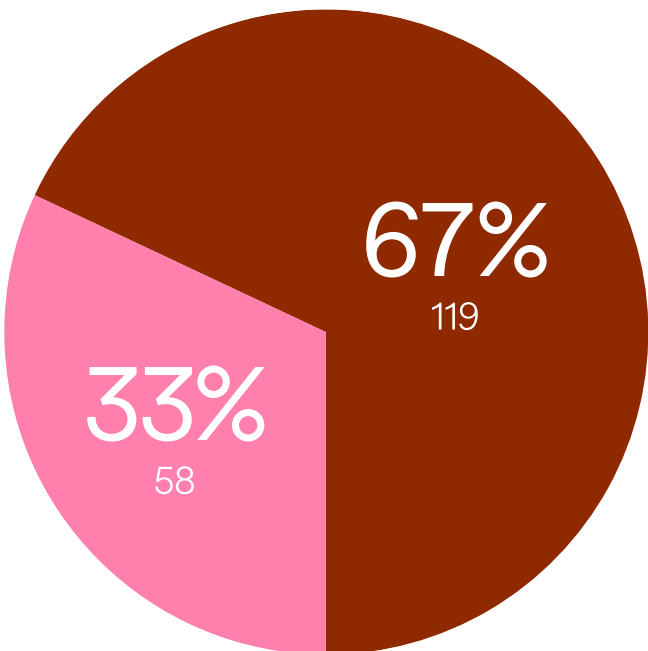
Global Management
Total number : 127



Senior Management
Total number: 5¹



Global Tech Team
Total number : 177



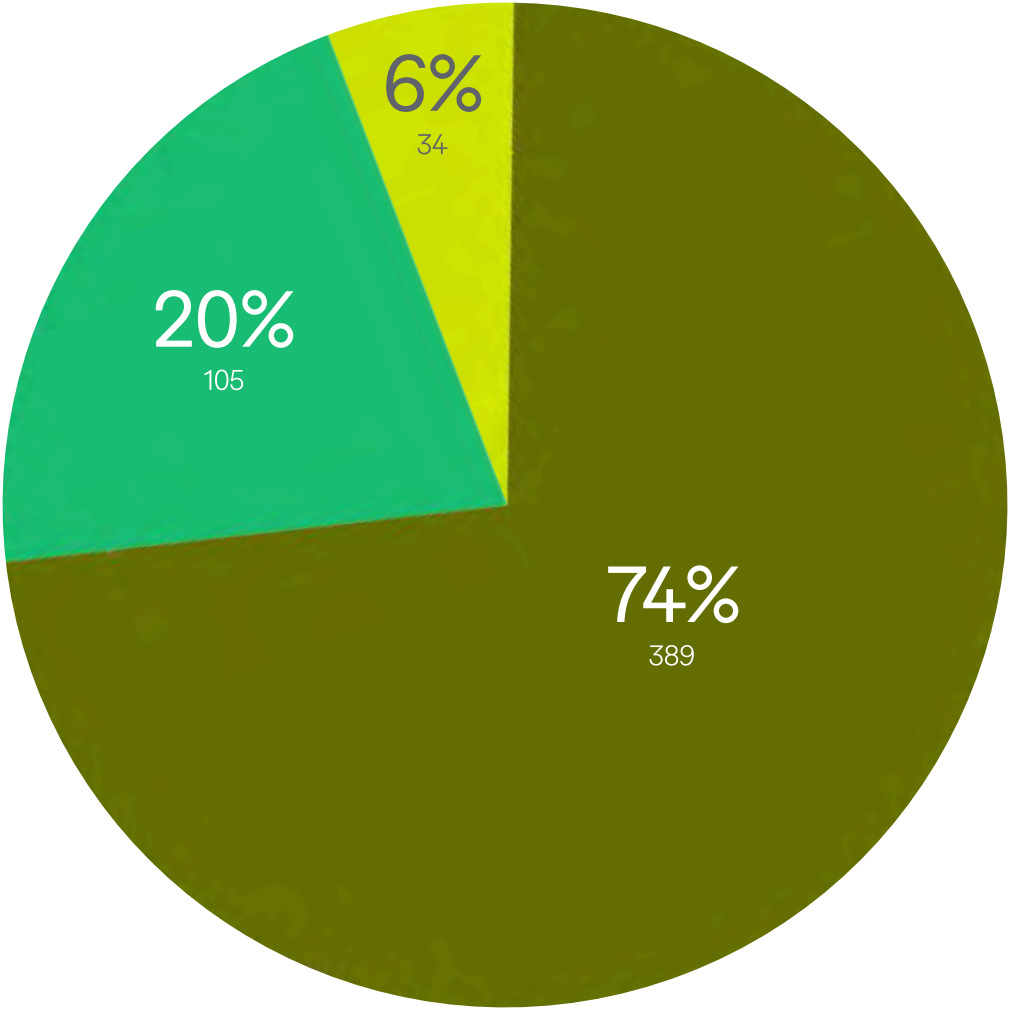
1. Senior management gender balance is reported as of December 31, 2025. Following the reporting period, Fiverr expanded its senior management team to seven members, with current gender balance at 43% female and 57% male.



Age Breakdown at Fiverr

<30 30-45 46+

Global Team



Climate Change and Environmental Stewardship

+ GHG Emissions

+ Energy Management and Renewable Energy Usage

+ Waste and Water Management

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Climate Change and Environmental Stewardship

At Fiverr, we recognize the importance of responsible environmental stewardship, and the role businesses can play in supporting a more sustainable future. As a global digital platform, we continue our work to better understand, manage, and reduce the environmental impacts associated with our operations while supporting more flexible and remote ways of working.

Environmental oversight is integrated into Fiverr’s broader governance framework. The Nominating, Environmental, Social and Governance Committee of the Board of Directors oversees Fiverr’s environmental strategy, including the management of environmental risks and opportunities. This work is further supported by an executive-led Impact Forum that brings together cross-functional stakeholders to help align environmental priorities with broader business objectives and operational decision-making.

We also recognize the environmental advantages inherent in our platform model. By enabling freelancers and businesses to collaborate remotely, Fiverr helps reduce emissions associated with commuting and business travel while supporting the continued shift toward more flexible and digitally enabled work models.

From an operational perspective, our most direct environmental impacts are associated with our office spaces and supporting business operations.

As a result, we continue to evaluate opportunities to improve energy efficiency, reduce emissions, increase renewable energy usage, and strengthen environmentally responsible practices across our facilities.

Environmental Performance

We are committed to reducing the environmental impact of our operations through increased energy efficiency, greater use of renewable energy, and ongoing emissions reduction efforts. In 2025, we continued to make progress by reducing operational emissions year-over-year and increasing the share of renewable energy used across our offices.

To support these goals, we continue to measure, manage, and reduce emissions associated with our direct operations, including purchased electricity across office locations. Our approach includes improving operational efficiency, increasing renewable energy usage, and offsetting remaining emissions through credible carbon reduction initiatives.

2025 Update

We reduced Scope 1 and 2 emissions by 28% from 2024 to 2025. During 2025, 60% of the energy used in our headquarter office was from renewable energy.



GHG Emissions

We monitor and report on our Scope 1, Scope 2, and Scope 3 GHG emissions as part of our commitment to transparency and environmental responsibility.

Scope 1
refer to direct emissions from sources controlled by Fiverr.

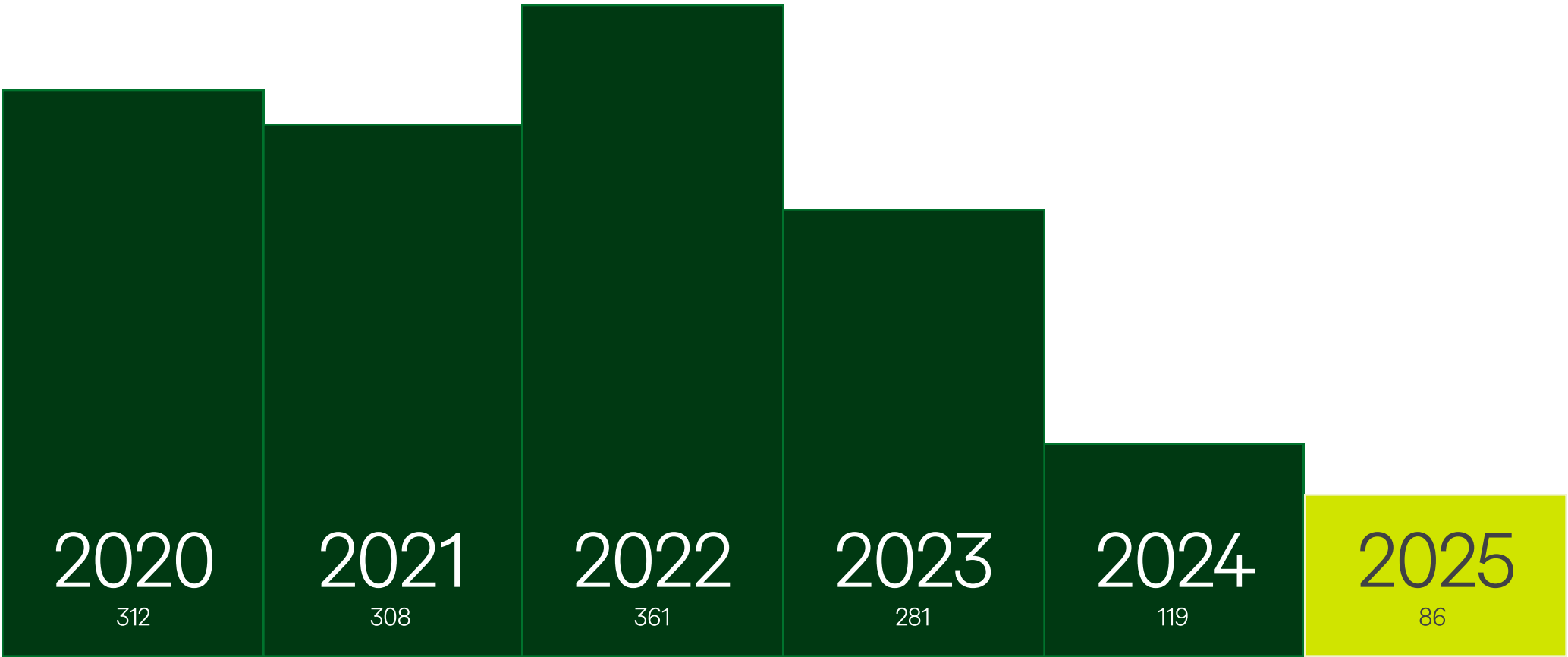
Scope 2
covers indirect emissions resulting from the consumption of purchased electricity across our global office locations.

Scope 3
includes indirect emissions that occur throughout our value chain.

While Scope 3 encompasses up to 15 categories, we currently track emissions associated with our use of Amazon Web Services (AWS) data centers, which we consider the most relevant category given the nature of our platform and digital operations.

The Scope 3 data disclosed here is based on proprietary estimates provided by Amazon Web Services (AWS), representing emissions related to the use of their infrastructure in support of the Fiverr platform.

Total Scope 1 and 2 Emissions (t CO₂e) Market-based Emissions

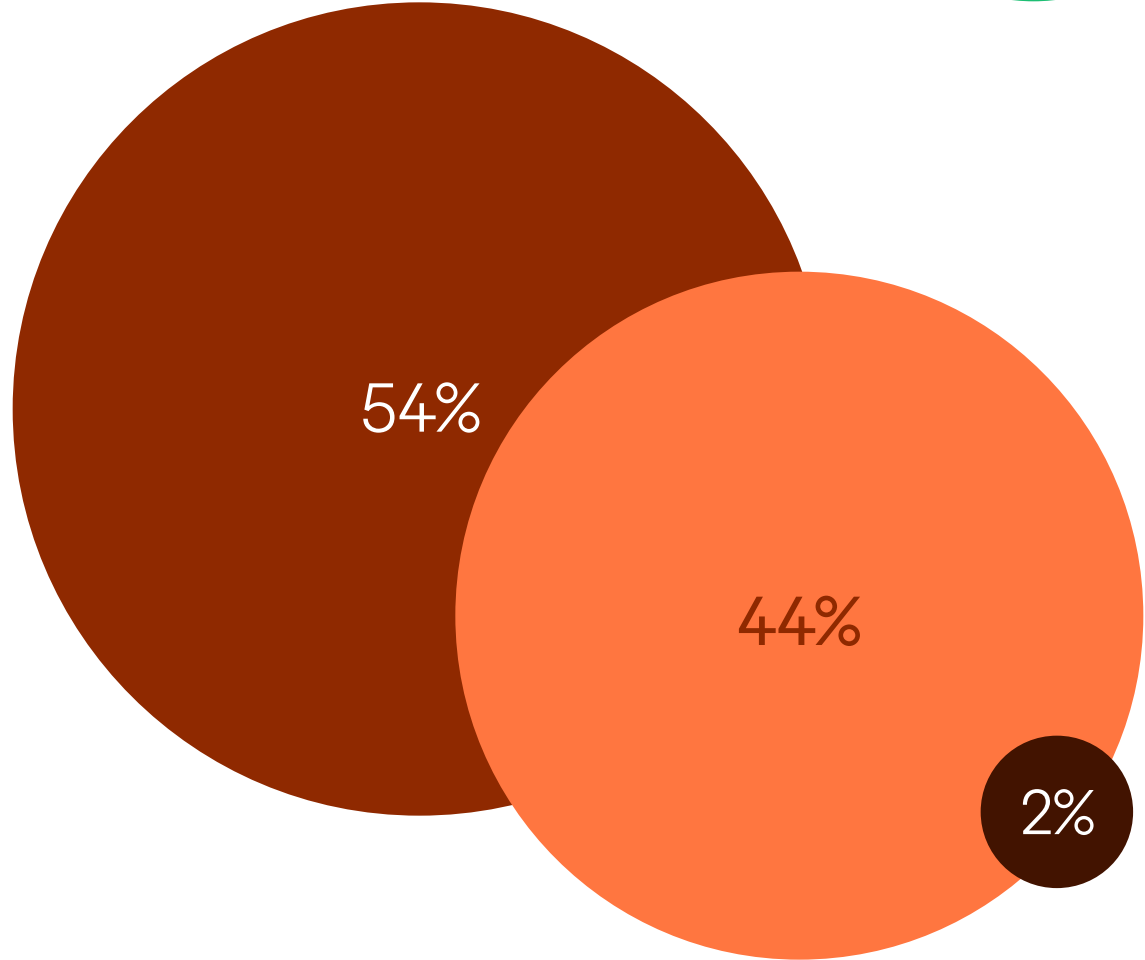
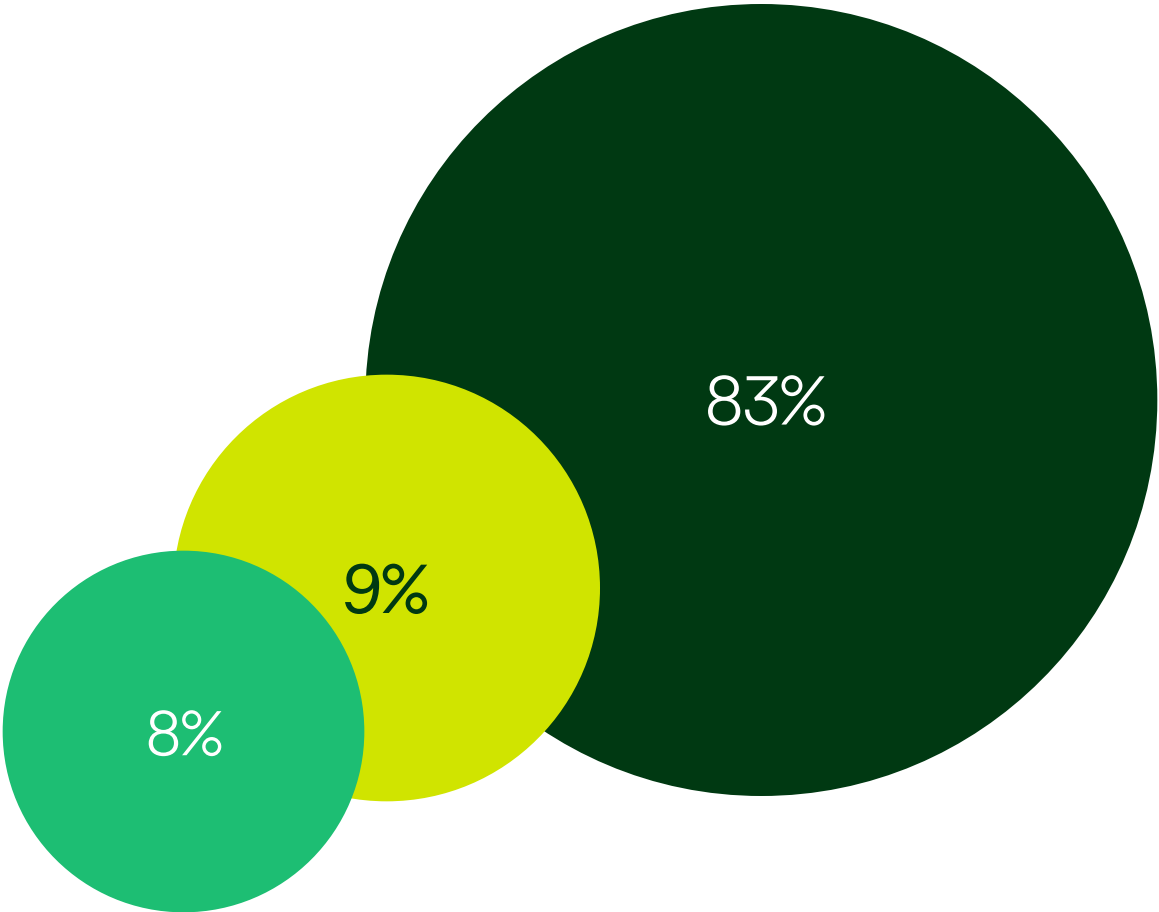


Reported Scope 2 emissions are market-based. Please see page 56 in the appendix for Fiverr’s GHG Inventory breakdown over time, including Scope 3.



Greenhouse Gas Emissions (Scopes 1, 2, and 3)^{1,2}

- Scope 1 Emissions
- Scope 2 Emissions
- Scope 3 Emissions



Emissions Share by Source (Scope 1 and 2)¹

- Fossil Fuel Combustion
- Mobile Combustion
- Grid Electricity Combustion

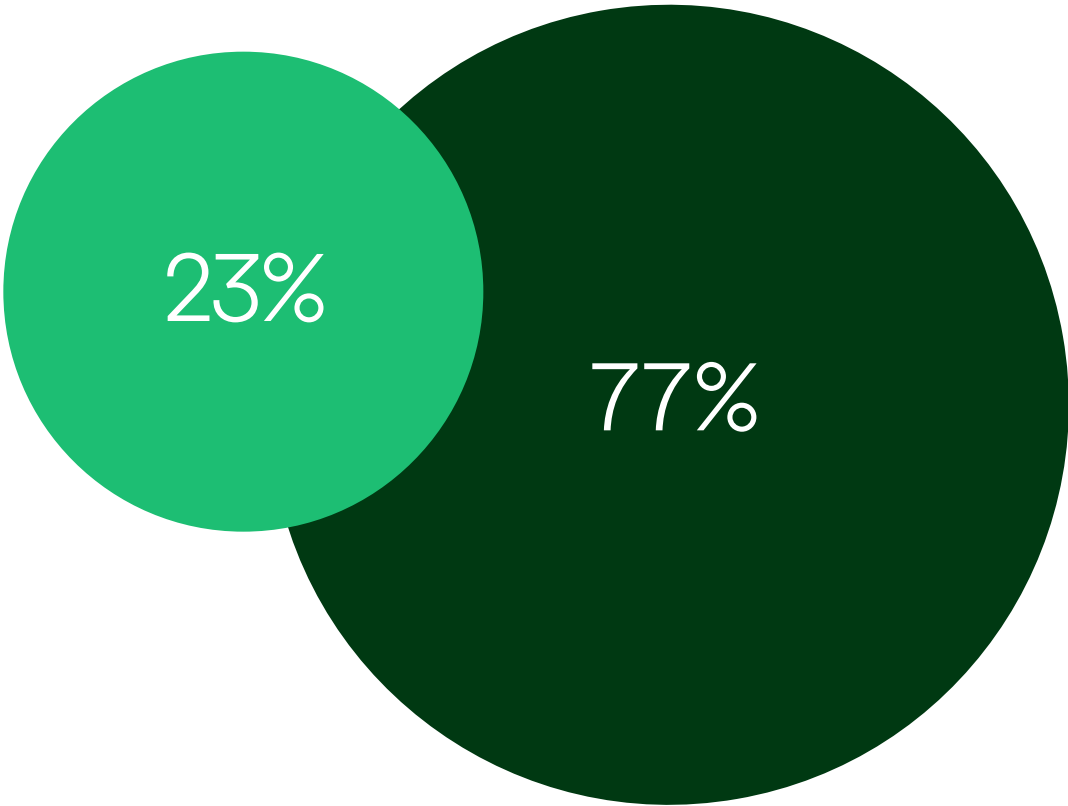
1. Reported Scope 2 emissions are calculated using the market-based method.
2. Scope 3 emissions are based on Fiverr’s usage of leased AWS data centers.



Emissions Share by Site (Scope 1 and 2)¹

- New York
- Tel Aviv

1. Reported Scope 2 emissions are calculated using the market-based method.



Energy Management and Renewable Energy Usage

We continue to take steps to reduce Scope 1 and Scope 2 emissions through energy management initiatives, operational efficiencies, and increased use of renewable energy across our facilities. During 2025, 60% of the electricity consumed at our Tel Aviv headquarters was sourced from renewable energy.

Over the past several years, Fiverr has implemented a range of operational improvements designed to reduce energy consumption across office locations. These efforts include the installation of Variable Refrigerant Flow (VRF) air conditioning systems, energy-efficient LED lighting, and upgraded HVAC equipment to help lower baseline energy use. Fiverr also tracks monthly energy consumption across multiple submeters within its Tel Aviv headquarters to support more detailed monitoring, anomaly detection, and energy management efforts across office operations.

Building systems, including lighting and other energy-consuming equipment, are also routinely shut down during non-working hours under the supervision of on-site personnel. In addition, Fiverr partnered with Urecsys, an automated ventilation and indoor air quality management system, to help optimize energy efficiency while supporting a healthy workplace environment.

To help reduce commuting-related emissions, we offer employees access to secure bicycle storage and public transportation stipends that support lower-emission commuting options.

We also recognize the broader environmental advantages of our remote-enabled platform model. By enabling freelancers and businesses to collaborate digitally from different locations, Fiverr helps reduce emissions traditionally associated with commuting, business travel, and centralized office operations.



Waste and Water Management

Effective waste and water management remains an important part of our broader environmental strategy. As part of our efforts to reduce our environmental footprint, we continue to implement systems, operational improvements, and employee engagement initiatives that support more responsible resource use across our office locations.

Within our offices, Fiverr utilizes energy- and water-efficient dishwashers as well as technology-based monitoring systems designed to detect and help prevent water leaks, supporting more efficient resource consumption and sustainable operations. In 2025, Fiverr’s office operations consumed approximately 2,466 cubic meters of water across global locations.

We continue to focus on strengthening our recycling and waste management programs by expanding recycling streams to include glass, paper, cardboard, batteries, and packaging materials. We also increased the availability of recycling bins throughout office spaces and launched company-wide awareness initiatives designed to encourage proper waste sorting and disposal practices. Through recycling initiatives in Tel Aviv, Fiverr collected approximately 2,400 kg of cardboard materials for recycling during the first half of 2025.

To help reduce single-use waste, Fiverr increased the availability of reusable glassware and dishware throughout office locations while continuing efforts to reduce reliance on disposable utensils and materials. We also expanded e-waste recycling initiatives and supported donation programs that promote the responsible reuse of electronic equipment whenever possible.

Fiverr partners with licensed local waste management providers, including Social Green Ltd. in Tel Aviv and Action Carting Environmental Services, Inc. in New York, to support the safe and compliant disposal of non-hazardous waste in accordance with applicable environmental regulations. We remain focused on embedding environmental responsibility across our operations while supporting more sustainable ways of working through our platform and workplace practices.



Recycling bins were installed as part of a company-wide campaign to make proper waste disposal easy and accessible.

Appendix

- + Total Emissions Table
- + SASB Index
- + TCFD Index
- + Forward - Looking Statements



Total Emissions Table

Emissions (tCO2e)	2020	2021	2022	2023	2024	2025
Scope 1	10.94	9.86	7	6.01	13.63	39.41
Scope 2: Location Based	301.51	298.11	353.7	275.37	278.64	261.97
Scope 2: Market-Based ⁽¹⁾	305.51	298.11	353.7	275.37	105.73	47.03
Scope 1 & 2: (Market-Based) ⁽¹⁾	312.45	307.97	360.7	281.38	119.36	86.44
Scope 3: Emissions ^(2,4)	125.83	77.8	0.7	0.63	1.33	424.56
AWS Server Services ⁽²⁾	125.83	77.8	0.7	0.63	1.33	71.70
Other AWS-Related Emissions ⁽³⁾	-	-	-	-	-	352.86
Total Market-Based Emissions ^(1,2,4)	438.28	385.77	361.4	282.01	120.69	511.00

1. Fiverr calculates Scope 2 emissions using both location-based and market-based methods in alignment with the GHG Protocol. Our location-based figures reflect emissions from local power grids, while our market-based figures account for Fiverr’s renewable energy procurement.

2. Scope 3 emissions are calculated using market-based methods and include Fiverr’s use of cloud provider services, including AWS server services and other AWS-related services.

3. The “Other” AWS-related emissions category includes services purchased through AWS that do not have their own dedicated service line. In 2025, the increase in this category was primarily driven by Fiverr’s use of Splunk, which began in June 2025 and ended in June 2026.

4. AWS updated its Customer Carbon Footprint Tool methodology beginning with January 2025 data, which may affect year-over-year comparability of AWS-related Scope 3 emissions.



SASB Index

SASB Code	Accounting Metric	Unit of Measure	2025 Disclosure
Environmental Footprint of Hardware Infrastructure			
TC-IM130a.1	1. Total energy consumed 2. Percentage grid electricity 3. Percentage renewable	Gigajoules (GJ), Percentage (%)	Fiverr does not own data centers at this time. For an estimate of CO2e, see pg. 51.
TC-IM-130a.2	1. Total water withdrawn 2. Total water consumed 3. Percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic meters (m³), Percentage (%)	Fiverr does not own data centers at this time, therefore data is not available for this measurement.
TC-IM-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	-	We outsource our data centers to AWS which has an advanced policy for using renewable energy for its data centers. For Fiverr's carbon footprint, see pg. 51. As a cloud-based business, Fiverr considers the environmental practices of key technology vendors where relevant and continues to monitor emissions associated with its operations.
Data Privacy, Advertising Standards & Freedom of Expression			
TC-IM-220a.1	Description of policies and practices relating to targeted advertising and user privacy	-	Cybersecurity, Privacy and Data Protection, See pg. 31.
TC-IM-220a.2	Number of users whose information is used for secondary purposes	Number, Percentage (%)	Fiverr uses user data to improve its products and services. It does not sell information to third parties.
TC-IM-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Presentation currency	Zero cases occurred during the reporting period.



SASB Code	Accounting Metric	Unit of Measure	2025 Disclosure
Data Privacy, Advertising Standards & Freedom of Expression			
TC-IM-220a.4	1. Number of law enforcement requests for user information 2. Number of users whose information was requested 3. Percentage resulting in disclosure	Number, Percentage (%)	Disclosed in transparency report for EU users.
TC-IM-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering or censoring	Number, Percentage (%)	Fiverr products are not subject to any government-required monitoring in any of the countries in which it operates.
TC-IM-220a.6	Number of government requests to remove content, percentage compliance with requests	Number, Percentage (%)	None.
Data Security			
TC-IM-230a1	1. Number of data breaches 2. Percentage involving personal data breaches 3. Number of users affected	Number, Percentage (%)	During 2025, Fiverr had no reported incidents.
TC-IM-230a2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	-	Cybersecurity, Privacy and Data Protection, See pg. 31.
Employee Recruitment, Inclusion & Performance			
TC-IM-330a.1	Employee engagement as a percentage	Percentage (%)	In 2025, Fiverr achieved a 77% participation rate and 78% engagement score in our annual engagement survey. The survey measures engagement and other factors that are important to Fiverr and covers themes such as confidence in management, communication with managers and peers, the employees ability to deal with events and working conditions. See pg. 43 for more details.



SASB Code	Accounting Metric	Unit of Measure	2025 Disclosure
TC-IM-330a.2	Percentage of employees that require a work visa	Percentage (%)	8 employees in 2025.
TC-IM-330a.3	Percentage of gender and diversity group representation for - Executive management - Non-executive management - Technical employees and, - All other employees	Percentage (%)	Gender Balance at Fiverr, see pg. 47
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.	Presentation currency	None.
TC-IM-000.A	Entity-defined measure of user activity.		In 2025, Fiverr had 3.1 million (number of active buyers).
TC-IM-000.B	- Data Processing Capacity - Percentage outsourced	Petabytes, Percentage (%)	100% is outsourced.
TC-IM-000.C	- Amount of data storage - Percentage outsourced	Petabytes, Percentage (%)	100% is outsourced.



TCFD Index

TCFD Question	Fiverr Answer
Governance	
Disclose the role of the board of the organization in overseeing climate-related issues	The Nominating, Environmental, Social and Governance Committee provides oversight of our sustainability and impact policies, programs, and strategies. This Committee is responsible for all sustainability implementation, is regularly involved in all our sustainability-related matters, and takes into account climate-related issues when guiding company strategy. Our Vice President Legal and Vice President of Investors Relations lead the ongoing management of Sustainability processes and reporting. We monitor progress of our goals and targets through the four core pillars of our Sustainability strategy and by aligning our annual Sustainability reporting to multiple Sustainability frameworks.
Disclose the role of management in assessing and managing climate-related issues	The Impact Forum, created in 2022, includes representatives from Legal, Investor Relations, Public Relations, Operations, Information Technology, Trust and Safety, Human Resources, Marketing, and Data. The forum meets regularly to discuss sustainability initiatives and support the development of Fiverr’s sustainability roadmap. In 2025, the Impact Forum continued to review Fiverr’s sustainability approach, including environmental performance, operational emissions, and opportunities to support more efficient and lower-impact business practices. As part of Fiverr’s broader business transformation, the company is also evaluating its long-term quantitative sustainability goals and targets to ensure they remain relevant, measurable, and reflective of the company’s business and areas of impact. Additional detail on Fiverr’s current sustainability priorities and ongoing efforts is provided in the Sustainability Goals section on page 13.
Strategy	
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	Fiverr conducted a materiality assessment beginning in 2022. This assessment revealed that, as many companies operating in the technology space, Climate Change ranked as low importance both to Stakeholders and Business Strategy. Among the factors considered most important to our Stakeholders and Business Strategy were Marketplace Integrity (Social) and Business Ethics (Governance). We will continue to work on integrating these findings into our overall sustainability strategy. Climate-Related Risks and Opportunities: Short-Term Risk 1. Changing regulation around environmental laws (we would have to deploy capital to meet requirements)



TCFD Question	Fiverr Answer
Strategy	
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	Short-Term Opportunity 1. Transition to using renewable energy to power our Tel Aviv office: implemented at the beginning of 2024, with renewable energy accounting for 60% of energy use in 2025. Medium-Term Opportunity 1. Use more efficient waste management solutions in our offices 2. Use more fuel-efficient company vehicles Long-Term Opportunity 1. Transition other leased offices to more efficient sources of energy
Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning	Risk Impact: Fiverr is an online marketplace that connects people from around the world. With an almost exclusively digital array of products, services, and value chains, we avoid many climate-related risks associated with other business models and industries. Fiverr has a hybrid working policy, meaning employees can work from home for a few days per week. This allows Fiverr to reduce the physical risks resulting from offices in climate-vulnerable locations. By letting people work online and remotely, we are able to mitigate a lot of the risks associated with climate change in any specific region of the world. Opportunity Impact: Fiverr continues to identify opportunities to reduce the environmental impact of its operations through energy efficiency, renewable energy use, and emissions management. As part of our ongoing approach, we track our emissions annually and evaluate opportunities to improve environmental performance across our business activities, including decisions around energy sourcing, office operations, and relevant Scope 3 categories. Insights from our materiality assessment and ongoing stakeholder engagement continue to inform how we assess climate-related topics such as emissions, renewable energy, clean technology, water, and waste management. We recognize that climate-related risks and opportunities may influence future operational and financial planning, including decisions related to office space, energy use, vendor relationships, emissions management, and sustainability-related initiatives.



TCFD Question	Fiverr Answer
Strategy	
Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	Fiverr is still in the beginning stages of its environmental management journey, and will consider a climate-related scenario analysis taking into account our sustainability strategy in the coming years. This year, we continued to advance our environmental management approach and refine our sustainability roadmap. See page 13 for more information
Risk Management	
Describe the organization’s processes for identifying and assessing climate-related risks	We conducted a materiality assessment beginning in 2022 and extending into 2023 to identify and assess our sustainability and climate-related priorities and risks. Our assessment spanned all stakeholders and many topics across environmental, social, and governance areas. The results showed that our stakeholders overall consider Environmental topics lower priority to other sustainability-related topics, especially Social topics. The Nominating, Environmental, Social and Governance Committee oversees Fiverr’s sustainability strategy and works closely with the Impact Forum to evaluate climate-related risks and opportunities. When assessing risk, we consider applicable sustainability and climate-related regulations, evolving regulatory trends, changing stakeholder expectations, and potential impacts to our operations and business environment.
Describe the organization’s processes for managing climate-related risks	Our Impact Forum is composed of members of senior management from across the Fiverr organization, and these members are responsible for identifying and managing sustainability-related risks, including climate-related risks such as emissions reporting, energy transitions, and regulation, throughout the organization. As part of our materiality assessment, we found that the environmental topics that matter most to our stakeholders are the following, ranked from most to least important: 1. Energy efficiency and clean technology 2. Waste and pollution 3. Carbon emissions 4. Water management
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management	Our Impact Forum meets regularly to identify and discuss sustainability-related risks. The Nominating, Environmental, Social and Governance Committee meets regularly to identify and discuss overall ESG risk management of Fiverr.



TCFD Question	Fiverr Answer
Metrics & Targets	
Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	Please see page 56 for relevant metrics.
Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks	Please see page 56 for relevant metrics.
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	Fiverr continues to track greenhouse gas emissions and other environmental indicators to help monitor performance and identify opportunities to reduce environmental impact across its operations. As part of Fiverr’s broader business transformation, the company is evaluating its long-term quantitative sustainability goals and targets to ensure they remain relevant, measurable, and reflective of the company’s business and areas of impact. Fiverr will continue to monitor environmental performance across areas such as emissions, renewable energy use, waste, and water management, and will provide updates as its long-term environmental goals and approach continue to evolve.



Forward – Looking Statements

This Impact Report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. All statements contained in this Impact Report that do not relate to matters of historical fact should be considered forward-looking statements, including, without limitation, statements regarding our impact strategy, our inclusion initiatives, our sustainability goals, our future business expectations and expectations about the digital services industry, planned activities and objectives, our strategic priorities and objectives, as well as statements that include the words “expect,” “intend,” “plan,” “will,” “believe,” “estimate,” “may,” “should,” “anticipate” and similar statements of a future or forward-looking nature.

These forward-looking statements are based on management’s current expectations. These statements are neither promises nor guarantees, but involve known and unknown risks, uncertainties and other important factors that may cause actual results, performance or achievements to be materially different from any future results, performance or achievements expressed or implied by the forward-looking statements, including, but not limited to, the important factors discussed under the caption “Risk Factors” in our annual report on Form 20-F filed with the U.S. Securities and Exchange Commission (“SEC”) on March 12, 2026, and our other reports filed with the SEC, as such factors may be updated from time to time. In addition, we operate in a very competitive and rapidly changing environment. New risks emerge from time to time.

It is not possible for our management to predict all risks, nor can we assess the impact of all factors on our business or the extent to which any factor, or combination of factors, may cause actual results to differ materially from those contained in any forward-looking statements that we may make. You should not rely upon forward-looking statements as predictions of future events. In addition, the forward-looking statements made in this Impact Report relate only to events or information as of August 6, 2026, the date of this Impact Report.

Except as required by law, we undertake no obligation to update or revise publicly any forward-looking statements, whether as a result of new information, future events or otherwise, after the date on which the statements are made or to reflect the occurrence of unanticipated events.

In relation to this Impact Report, we are (wholly or in part) reliant on public sources of information and information provided by our own suppliers and business partners. Further, our ability to verify such information (whether now, in the past, or in the future) may be limited by the integrity of the underlying data available at the relevant point in time and the status and evolution of global, supranational and national laws, guidelines and regulations in relation to the tracking and provision of such data. Therefore, such information is provided on a reasonable efforts basis and is subject to change.

