

## A Message From Our CEO

It is a fundamental human right and need for all of us to feel safe. In our connected global communities, most people face common concerns and feel like they are in danger daily. In the United States, 42 percent of people feel unsafe in their own homes<sup>[1]</sup>. It is our belief that solutions to these concerns and dangers are best developed by an inclusive and creative team that is empowered to develop the best smart security solutions for our customers.

I am extremely proud of Arlo's place as an established and trusted brand that can be counted on for home security. We are committed to providing customers with the highest quality security solutions and products, while also conducting operations in a socially responsible, ethical, and sustainable manner. We strive to protect the environment and to ensure that our products are compliant with all relevant regulations, customer specifications, and environmental legislation. These commitments are a driving force at Arlo, and they are deeply ingrained in our approach to corporate social responsibility (CSR) and sustainability.

In this, our inaugural Sustainability Report, we show our progress within the environmental, social, and governance (ESG) pillars since Arlo's inception. Of course, our sustainability journey is never done. We continue to iterate, evolve, and hold ourselves accountable to making a positive impact on the world around us. It is in this spirit that we are proud to share our 2022 Sustainability Report, which highlights our efforts in investing in environmental improvements, creating equity for our people and communities, and practicing good corporate governance.

### 1. Environmental:

In this section of our report, we give benchmarks and data regarding Arlo's impact on the environment. Our team recognizes the heightened awareness and increased importance of sustainability in our society, and we believe that regular disclosure of sustainability data will become a normal part of our communications with our customers, investors, and our local communities. We strive to develop, implement, and consistently improve our sustainability efforts and are committed to responsible environmental practices that include conservation of natural resources, pollution prevention, and reduction of waste.

### 2. Social:

In this section of our report, we outline how we manage our relationships with employees, suppliers, customers, and the communities in which we operate. The last two years of unprecedented macro challenges in this area have enabled us to double down on what it really means for Arlo. Like all organizations, our team faced many challenges resulting from the COVID-19 pandemic, including shutdowns. We learned a lot about ourselves during this time. Through listening to each other, we were able to strengthen our commitment to offer a culture that is inclusive and human-centered. We took care to respond to our employees' rapidly changing needs and we are proud that throughout the pandemic, we have maintained a highly engaged workforce.

In collaboration with our internal COVID-19 task force, in 2022, we launched a comprehensive playbook for the safe return of our employees and visitors to our offices, while also ensuring that our offices serve as collaborative hubs for our employees that serve our customers' needs. Our employees maintain a flexible, hybrid first work pattern, with attendance in our offices based on optimal outcomes related to Customer, Coaching, Collaboration and Celebration, which we refer to as the 4C's.

<sup>[1]</sup> "Nationally representative online survey of 2,000 U.S. adults, commissioned by Arlo and conducted by OnePoll. Data was collected between September 22 - 28, 2021."



We have been focused on the professional development of our employees while in the context of broader social challenges, also providing much desired allyship training. We partnered with humanitarian causes both domestically and around the world, providing much needed supplies, funds, and assistance during the most impactful periods of the pandemic. We achieved many of our diversity, equity, and inclusion (DEI) goals, which notably included adopting an inclusion rule, which requires that a diverse pool of candidates be considered for roles at Arlo. We continue to host a diverse range of internal and external speakers to keep us educated on what matters most to our employees. We also celebrate events together based on the Diversity and Heritage calendar that we compile every year based on the feedback of our employee and ally group along with our Human Resources Department.

### **3. Governance:**

In this section of our report, we outline our criteria for leadership, executive pay, audits, internal controls, and shareholder rights. We maintain robust risk management programs to ensure compliance with applicable laws and regulations, and we demand that our employees, contractors, and vendors implement ethical business practices. Arlo separates the roles of Board of Directors' Chair and Chief Executive Officer, which enhances the independence of the Board from management. Arlo's directors bring robust and deep skillset, based on their varied backgrounds and histories of extensive executive leadership roles, including from operations, finance, law, and technology. We have also adopted an inclusion rule for new nominees to our Board, which requires women and individuals from minority groups to be included in the pool from which Board nominees are chosen.

We remain excited and focused on our ESG efforts and upcoming goals. We believe the best is yet to come.

**Matthew McRae**

**CEO Arlo**

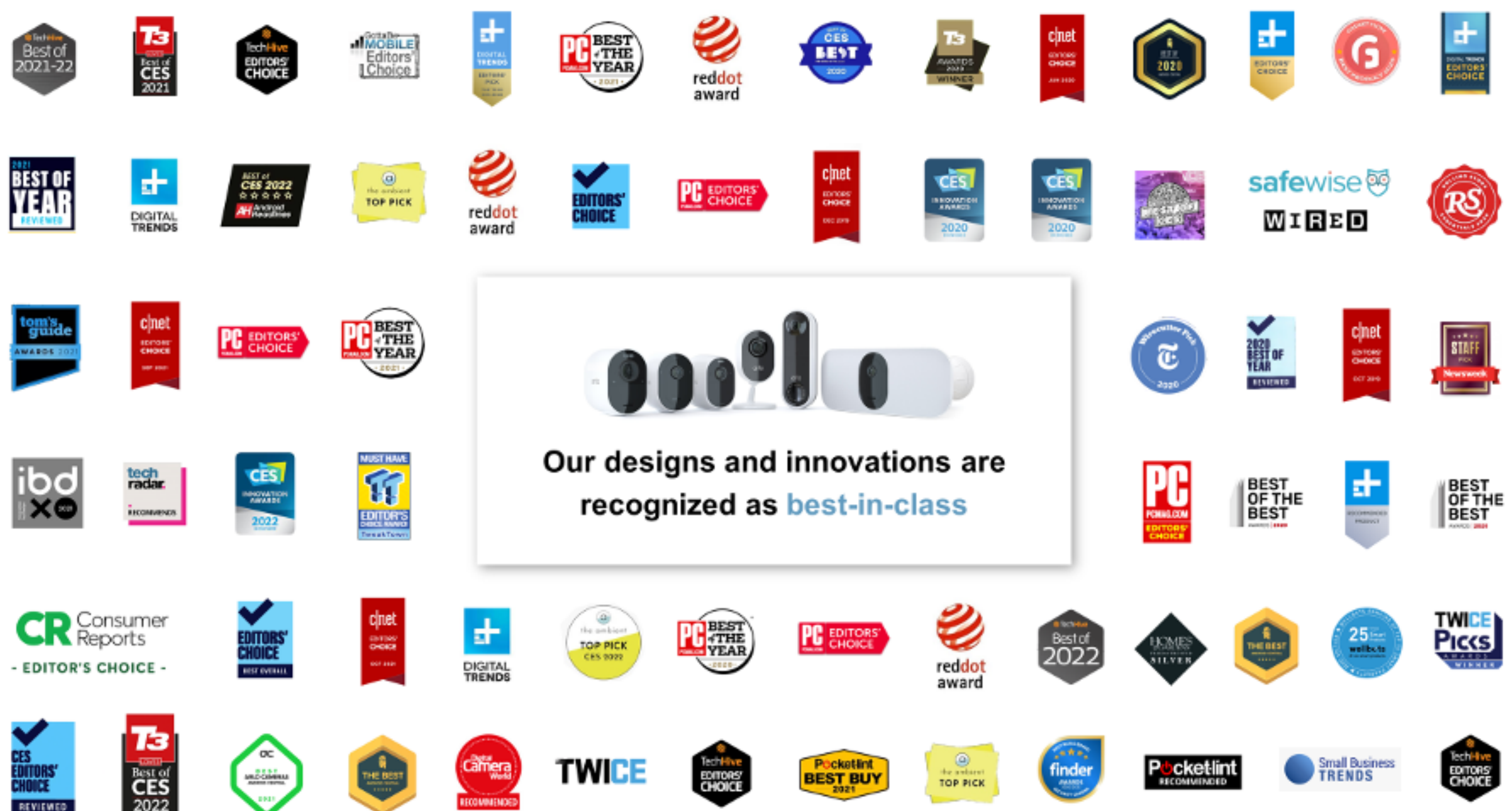


## About Arlo – “Protecting Your Everything”

Arlo is the award-winning, industry leader that is transforming the way people experience the connected lifestyle. Our deep expertise in product design, wireless connectivity, cloud infrastructure, and cutting-edge AI capabilities focuses on delivering a seamless smart home experience for Arlo users that is easy to setup and interact with every day. Our cloud-based platform provides users with visibility, insight, and a powerful means to help protect and connect in real-time with the people and things that matter most, from any location with a Wi-Fi or a cellular connection. To date, we have launched several categories of award-winning smart connected devices, software and services, including wire-free smart Wi-Fi and LTE-enabled security cameras, audio and video doorbells, a floodlight, the Arlo App, and Arlo Secure, an AI-based subscription service designed to maximize security through personalized notifications and emergency services for quicker help during a crisis. We are proud of our new personal protection app, Arlo Safe, which we expect to be available by the end of the year and will ensure family and personal safety while on the go.

Since the launch of our first product in December 2014, we have shipped over 22.9 million smart connected devices, and, as of December 31, 2021, our smart platform had approximately 6.1 million cumulative registered accounts across more than 100 countries.

We are a trusted brand that our customers count on for their security. We are obsessed with protecting the privacy of our customers whose recurring relationships we value. Our churn rates are among the best compared to our consumer-product peers, as we deliver smarter protection to our customers. Our designs and innovations have been recognized as best in class (see below), and our reach to our customers is wide through one of the largest consumer channels in the world and our online store.





## ESG Guides: Our Approach

We strive to do right by all of our employees, customers, partners, and stockholders (collectively, our “stakeholders”). Through appropriate and meaningful communications, we align our employees and their objectives with our current and future goals. We also approach our work of delivering smarter protection with the utmost care. Since our inception, we have been purposeful to continuously connect our work to our vision of bringing peace of mind by connecting and protecting people with the things they care about the most. We are guided in our ESG approach by both our business principles and our vision.

Our approach to reporting ESG topics is as follows:

1. We use data from stakeholder dialogue that promotes best practices, policies and processes;
2. We consider the key data behind ESG topics that are important to our business and stakeholders;
3. We then transparently disclose information regarding the key ESG topics through our report

Our stakeholders’ success is connected with our own, making their feedback invaluable. Our engagement efforts around ESG matters center on transparent communication and education, providing an opportunity for feedback, and demonstrating a commitment to continued progress as we build long-lasting relationships with our customers and position our business for long-term, sustainable success.

## ESG Committee

The ESG employee committee is responsible for guiding ESG data gathering, strategy, disclosures, and communication, in addition to ensuring that ESG matters are thoughtfully integrated into Arlo’s decision making beyond just guidance and contribution to this report.

The committee meets periodically, serving both as an oversight body and an advisory body to our C-Suite executives and the Board, to ensure that we are taking appropriate actions aligned with Arlo’s business strategy, our ESG risks and opportunities, our initiatives and policies. The findings and progress are also reported to the Board periodically.

## Executive Management ESG responsibilities

All members of our executive leadership team are actively engaged in how Arlo approaches ESG risks and opportunities. Additionally, three members of our executive leadership team sit on our ESG employee committee, including our VP of Quality, SVP Human Resources, General Counsel and SVP Operations.



Recent Key ESG Highlights

<p><b>Environmental Sustainability</b></p>	<p>Reduced our San Jose office footprint from 79,000 sq. ft. to 11,000 sq. ft. This is an 86% reduction in footprint (reduction of 68,000 sq. ft.).</p> <p>As part of this ESG report, we have generated our first public facing sustainability report covering 2020-2021 and filed our first Climate Change disclosure via the CDP (Carbon Disclosure Project).</p>
<p><b>Social Responsibility</b></p>	<p>Expanded DEI initiatives through implementation of an inclusion rule.</p> <p>Introduced Ally Program for employees with 10 percent of Arlo employees now certified as Allies. Allies are extremely important to every minority group and we want to build a network of allies across the company to ensure our work is meaningful and impactful. We want people at Arlo to feel safe, valued, respected and that they belong.</p> <p>Continue to support our people by providing the meaningful developmental opportunities.</p> <p>Contributed to humanitarian efforts following the start of the war in Ukraine.</p> <p>Expanded our partnership with an organization providing work-shadowing opportunities to young people with intellectual disabilities.</p> <p>Hired a Director of Privacy.</p> <p>Rolled out comprehensive Safe Return to Office playbook.</p>
<p><b>Corporate Governance</b></p>	<p>Adopted an inclusion rule for all Board member searches.</p> <p>Engaged in extensive investor outreach, including participation in numerous in-person meetings at investor conferences.</p> <p>Changed name of the Compensation Committee to the Compensation and Human Capital Committee to reflect its responsibilities related to key leadership, talent, and diversity and inclusion matters.</p>

**Notable ESG Engagement Methods**

<p><b>Our Employees</b></p>	<p>Formal and anonymous Whistleblower hotline.</p> <p>Annual reviews and quarterly check in process and follow up.</p> <p>Quarterly all hands meeting with the CEO and executive team.</p> <p>Quarterly fireside chats with the CEO.</p> <p>Companywide communications platform (Arlo Connect) shares celebrations, collaboration efforts, recognition, anniversaries, internal podcasts, new hire assimilations, and group competitions.</p> <p>Engagement, satisfaction, and wellness surveys.</p> <p>Professional coaching and mentoring, employee training, ethics programs, and education offerings.</p> <p>Identified future potential leaders</p>
<p><b>Our Board</b></p>	<p>Annual SEC filings, annual shareholders meetings, executive presentations, open dialogue with executives, proxy preparation and filing, quarterly board meeting updates.</p>
<p><b>Our Investors</b></p>	<p>CEO and CFO consistently engage with current and prospective investors, present and attend investor conferences, and are available to discuss ESG matters.</p>
<p><b>Our Customers</b></p>	<p>Active discussion and reviews with customers</p> <p>Team calls to discuss products and practices, product education, engagement and product feedback.</p>
<p><b>Our Vendors</b></p>	<p>Code of conduct.</p> <p>Diverse supplier certification.</p> <p>Dialogue with vendors.</p> <p>Vendor surveys.</p> <p>We offer our trade suppliers anti-bribery and anti-corruption training.</p> <p>Conduct annual RBA VAP and/or SEDEX SMETA audits of key ODMs.</p> <p>Conduct annual anti-corruption audits of key ODMs.</p> <p>Conduct annual Conflict Minerals assessment on our supply chain.</p> <p>Conduct annual Modern Slavery assessment on our supply chain.</p>



## 1. Environmental

### Energy Efficiency

External Power Supplies (or Power Adapters) sold under Arlo brand or approved to be used for devices manufactured by Arlo are compliant with applicable state, federal and international energy efficiency protocols including but not limited to:

1. California Energy Commission (CEC) Appliance Regulation - Arlo's listings in the CEC database can be found here: <https://cacertappliances.energy.ca.gov/Pages/ApplianceSearch.aspx>
2. U.S. Department of Energy (DoE) Level VI Energy Efficiency Requirement
3. Energy related Products (ErP)

A majority of our employees are no longer required to commute every day to our offices, resulting in a significant reduction in fuel consumption.

### EU RoHS

In July 2006, the European Union's (EU) Directive (2002/95/EC) on the Restriction of the use of certain Hazardous Substances (RoHS) in Electrical and Electronic Equipment (EEE) went into effect. Arlo products are RoHS compliant with use of certain exemptions, and a certificate of compliance is available upon request. Contact us at [compliance@arlo.com](mailto:compliance@arlo.com) for additional information.

### EU Reach

In June 2007, the European Union's (EU) REACH (Registration, Evaluation, Authorization and restriction of Chemicals) (EC 1907/2006) regulation went into effect on chemicals and their safe use. Arlo products are considered "articles" under REACH, and we can provide recipients of our products with information on Substance of Very High Concern (SVHC) and hazardous substances listed in Annex XVII of REACH regulation upon request. Contact us at [compliance@arlo.com](mailto:compliance@arlo.com) for additional information.

### Disposal of Waste Batteries, Packaging and Electrical & Electronic Equipment

The crossed-out wheellie bin symbol on Arlo's product or its batteries or its packaging means that this product and any batteries it contains must not be disposed of with your household waste. Instead, the product should be given to an applicable collection point for the recycling of batteries and electrical and electronic equipment. This separate collection and recycling will help to conserve natural resources and prevent potential negative consequences for human health and the environment due to the possible presence of hazardous substances in batteries and electrical and electronic equipment. For more information about where to drop off your batteries and electrical and electronic waste, please contact your local city/municipality office, your household waste disposal service, the shop where you purchased this product, or your nearest WEEE collection point. Customers can contact Arlo at [compliance@arlo.com](mailto:compliance@arlo.com) for additional information on battery and device's environmental compliance. Arlo recognizes the responsibility of environmental protection, and we have tried to meet the various worldwide recycling regulations.



## Sustainability

### Corporate Environmental Policy and Environmental Management

Our environmental policy efforts are steered by our ESG employee committee, composed of VP of Quality, General Counsel, SVP of Human Resources, and SVP Operations. The committee discusses the environmental efforts with numerous company departments, including Operations, Facilities, Risk & Audit, Legal, Business Solutions, and Human Resources. The activities of the ESG employee committee are subject to oversight by our full Board. We consistently seek to identify areas of environmental risks and opportunities to reduce our environmental footprint. We use a cross functional approach to recognizing when our operations can have a direct impact on the environment and our communities.

- At the end of 2021, we reduced our San Jose office footprint from 79,000 sq. ft. to 11,000 sq. ft. This is a reduction of 68,000 sq. ft. (86%).
- We strive to ensure that our operations comply with all local applicable laws.
- We seek to limit the carbon impact of our employees in the workplace. For example, “Remote first work” means a majority of our employees are no longer required to commute every day to our offices, resulting in a reduction in fuel consumption
- We consider issues like alternative transportation and energy efficiency for our offices.
- We expect vendors to conduct aspects of their business in an environmentally responsible manner.
- We seek to become tenants in properties that are in compliance with applicable governing environmental and energy efficacy laws.
- Electric vehicle charging stations are located at all of our US offices, and we have phased out car and fuel allowances for new employees in European offices.

### Embedding Sustainability at Arlo

As with all organizational initiatives, they are most effective when incorporated into existing practices and governance structures. To that end, sustainability will continue to be a part of both our periodic briefings to the Board and, when requested by our Board, our enterprise risk management process led by our Internal Audit department.

Three members of our executive leadership team sit on our ESG employee committee, including our VP of Quality, SVP Human Resources, General Counsel and SVP Operations. Additionally, the committee holds periodic meetings with the CEO, CFO, CIO, facilities management and other key employees.

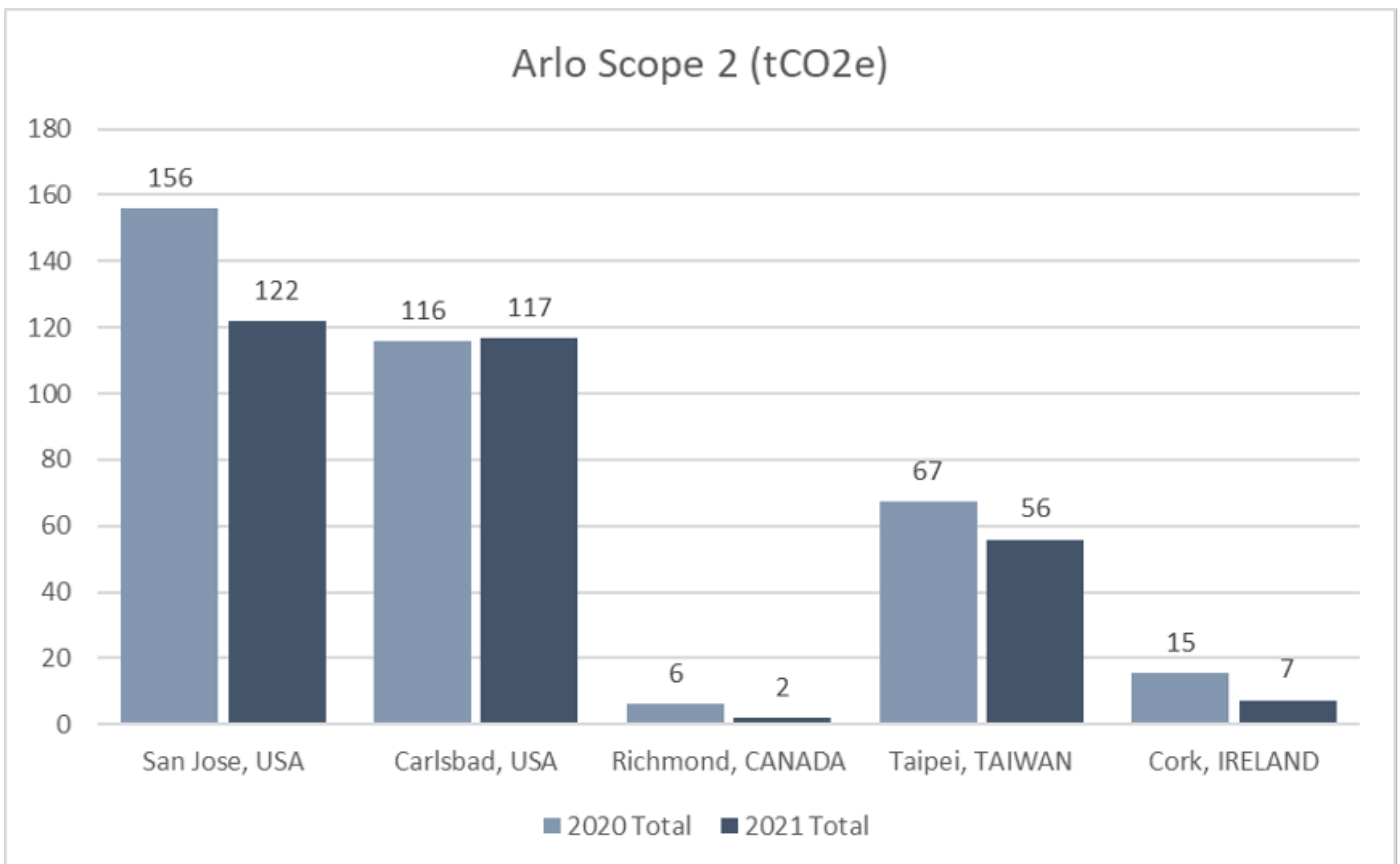
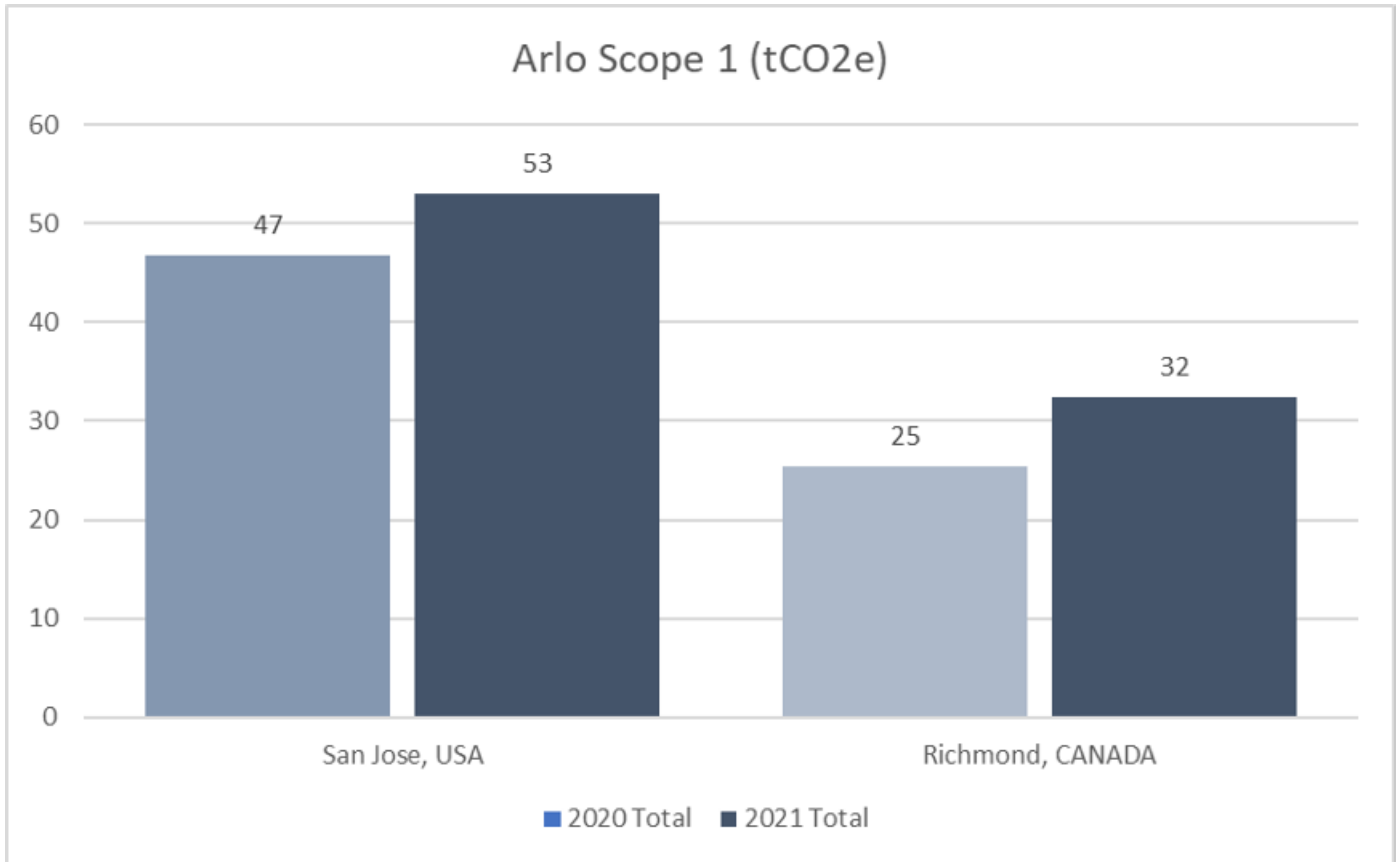


Our commitment to protecting the environment includes:

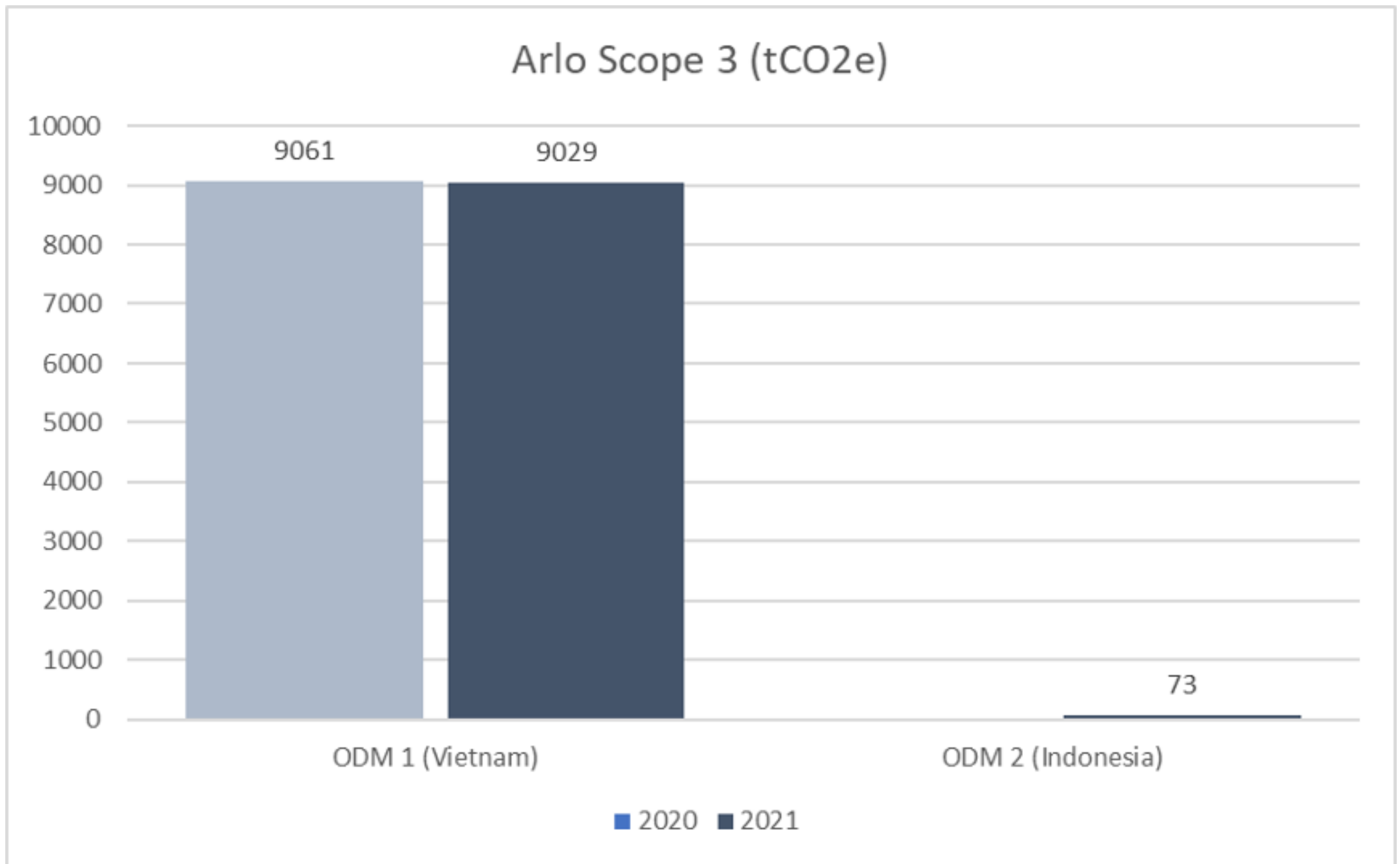
- Providing disclosure of certain emissions at our major offices.
- Disclosing water usage across our major offices.
- Disclosing waste collection and recycling efforts at our major offices.
- Disclosing our Scope 3 emissions from our major suppliers of product that represented 95% of our purchases.
- Conducting ongoing factory audits for environmental, legal, and labor purposes.
- An ongoing push towards digitalization and becoming a paperless company.
- Arlo continues to invest in technology that allows employees to work and produce digitally without the need for excess paper consumption and waste creation.



Certain Selected Sites' Emissions in 2020 and 2021





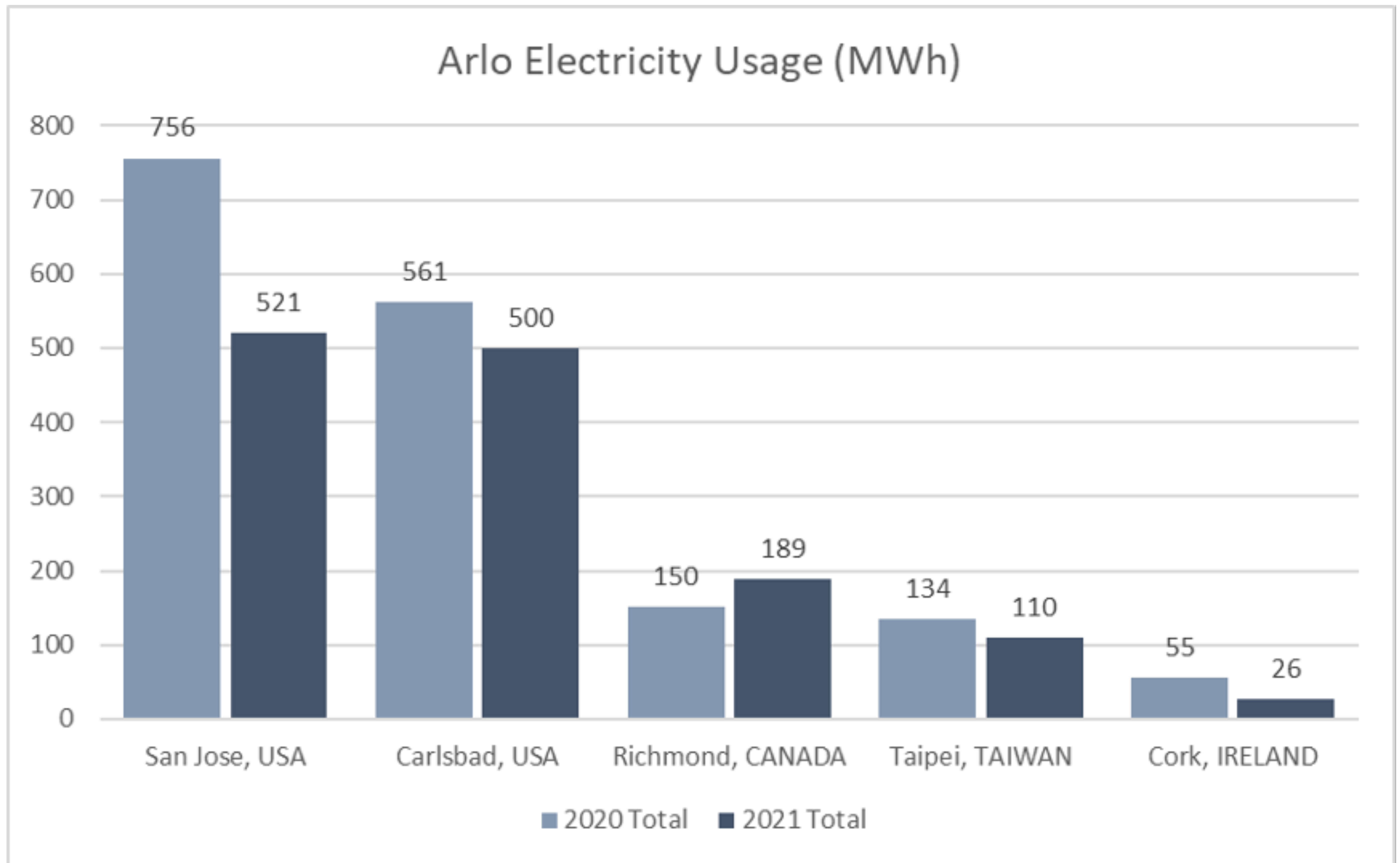


Notes:

- FY'20 co-efficient factors were considered for Ireland Electricity and Canada BC Natural Gas in 2021.
- Scope 1 collected from our largest offices with gas service.
- Scope 2 collected from our largest offices with electricity service.
- Scope3 represented by approximately 95% of our manufactured products.



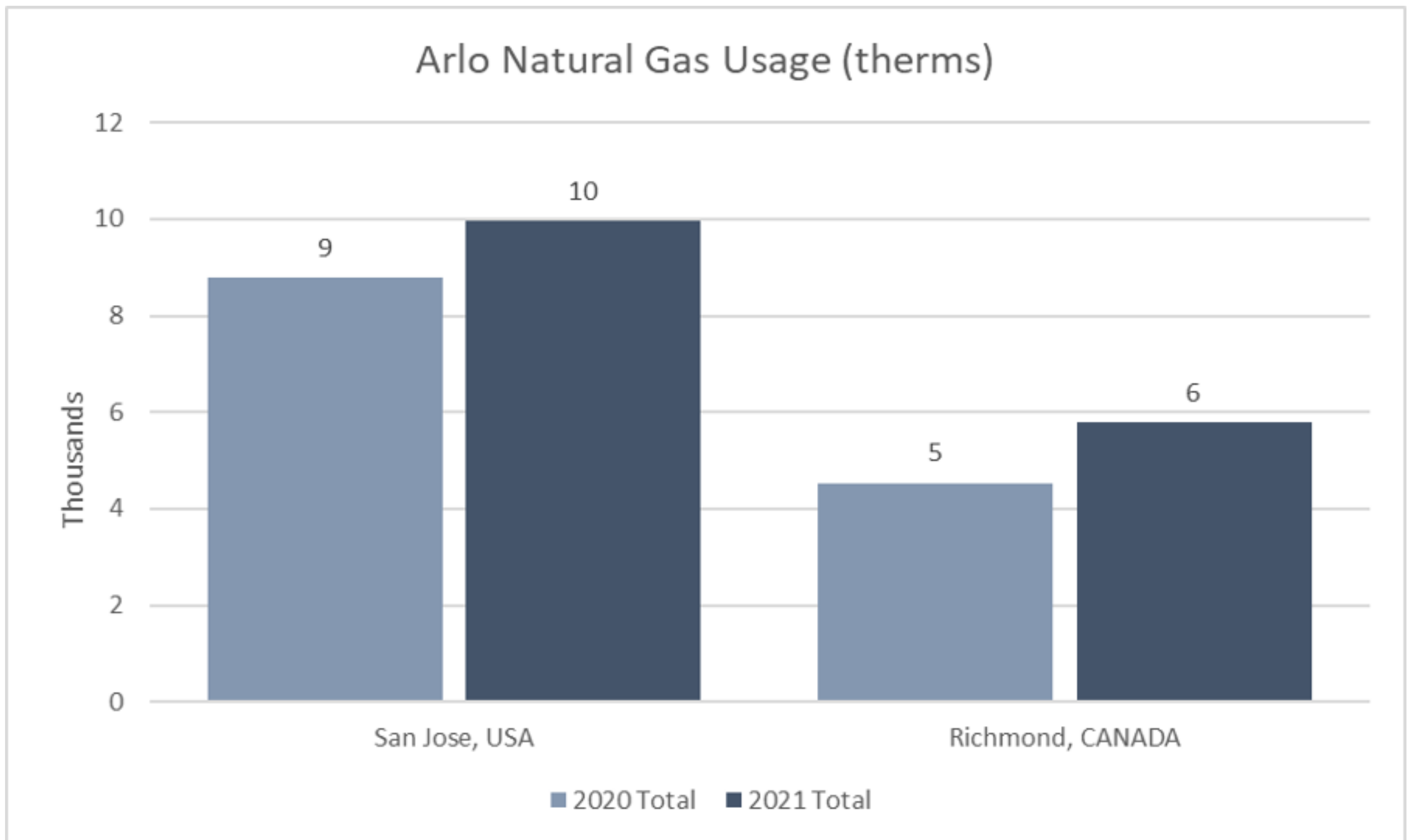
Certain Selected Sites' Utility Usage in 2020 and 2021



Notes: Utility usage collected from our largest offices with electricity service.

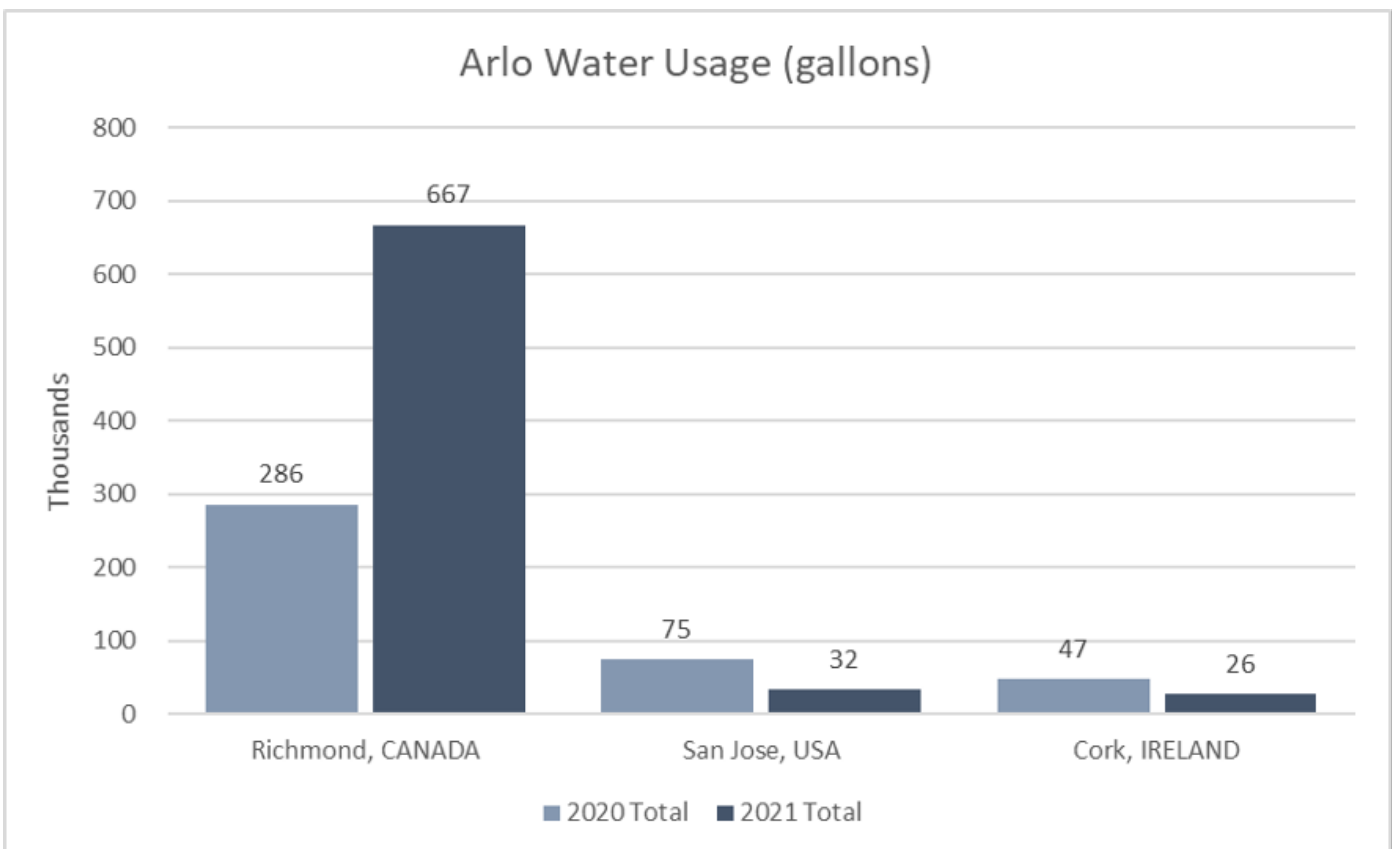


**Certain Selected Sites' Natural Gas Usage in 2020 and 2021**



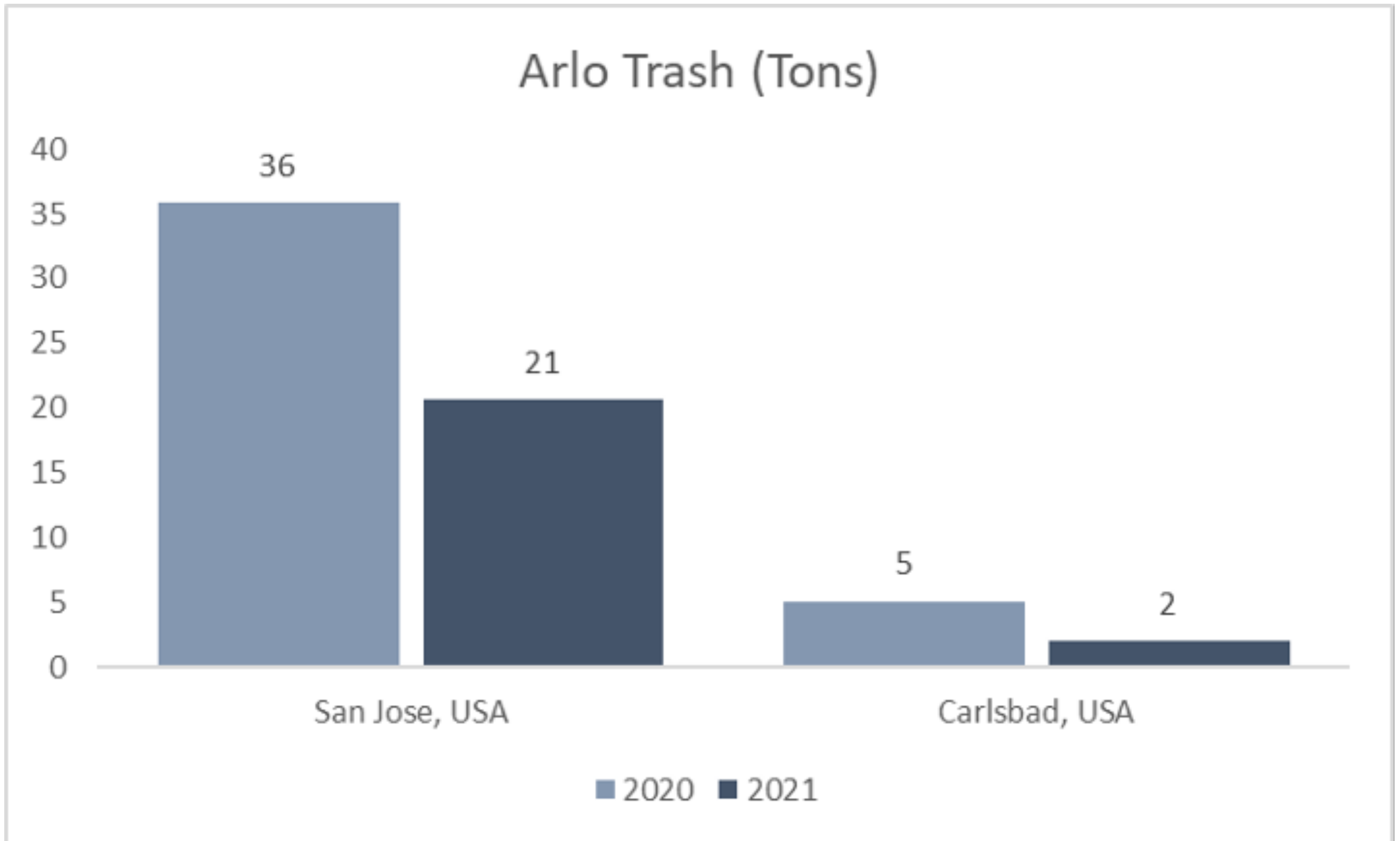
Notes: Gas usage collected from our largest offices with gas service.

**Certain Selected Sites' Water Consumption in 2020 and 2021**





Certain Selected Sites' Trash Collected in 2020 and 2021



Notes: Trash estimated from our largest offices with billed trash service.



## 2. Social

### Product

#### Product Compliance

Arlo is committed to providing customers with high quality products that are compliant with regulatory laws, directives, standards and industry regulations. Arlo's products, including Verisure's Arlo-branded products, undergo vigorous testing and certification processes to achieve regulatory compliance, including without limitation in the areas of electromagnetic compatibility (EMC), safety, wireless and telecom. Products are marked and in compliance with the European Union Directives (CE Mark) and other applicable directives and regulations. Products are RoHS compliant with the use of certain exemptions. Upon request, Arlo can provide information on the use of Substance of Very High Concern (SVHC) and hazardous substances listed in Annex XVII of REACH regulations. Contact us at [compliance@arlo.com](mailto:compliance@arlo.com).

#### Product Engagement

Arlo has always operated within a 'do the right thing' culture. This includes striving to do the right thing for all of our stakeholders, including our customers. We are committed to providing customers with high quality products and conducting operations in a socially responsible, ethical, and sustainable manner. This commitment continues to be a driving force at Arlo, and it is a principle that is deeply ingrained in our values. More information on Arlo's product compliance efforts can be found below.

#### Trade Compliance

##### [Trade Compliance](#)

Provides tables summarizing the ECCN (Export Control Classification Number) and HTS (Harmonized Tariff Schedule) numbers for many Arlo products.

#### EU Declaration of Conformity

##### [EU Declaration of Conformity](#)

Provides links to the UK and EU Declarations of Conformity for Arlo products.

#### Safety Compliance

##### [Safety Instructions](#)

Provides information about the EU Radio Equipment Directive (RED) and the safe handling and disposal of batteries used in Arlo products.

#### E-Label

##### [E-label Information](#)

Provides information about how to find the regulatory e-label for Arlo products.



## US FCC and Canada IC Interference Statements

[Federal Communication Commission Interference Statement](#)  
[Industry Canada \(IC\) Interference Statement](#)

Provides Arlo's Federal Communication Commission (FCC) Compliance Statement and Innovation, Science and Economic Development Canada (ISED) Compliance Statement.

## California Proposition 65

Proposition 65 entitles California consumers to warnings for products that contain chemicals known to the state of California to cause cancer, birth defects, or other reproductive harm if such products expose consumers to such chemicals above certain levels. If a product requires a Proposition 65 warning, the warning may be located with or on the product packaging or on your receipt or order confirmation document.

You can access Proposition 65 certificate of compliance for Arlo by clicking on the following link: [Arlo Proposition 65 Certificate of Compliance](#). For general information about Proposition 65, please visit the California OEHHA Proposition 65 program at <http://www.oehha.ca.gov/prop65.html>

## Conflict Minerals

Arlo is committed to ethical sourcing of the minerals used in our products and supports the objectives of Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act, which aims to prevent the use of conflict minerals that directly or indirectly finance or benefit armed groups in The Democratic Republic of the Congo (DRC) and adjoining countries.

We believe we make reasonable efforts in our supply chain to identify country or mine of origin of the subject minerals we use and expect that our suppliers make similar efforts in their supply chains. Arlo will continue to work closely with its supply chain to trace newly mined minerals back to their origin in order to ensure responsible sourcing. More particularly, we do the following:

- For certain minerals - Tin, Tantalum, Tungsten and Gold - all of which are found in our products, we carefully work with our supply chain to determine the source of these minerals.
- We try to determine the original source of the materials to ensure they are not being mined in regions where conflicts exist.
- Our review helps us strive to ensure our suppliers are sourcing these minerals from vetted and ethical sources.

Our efforts include the following actions:

- We conduct Reasonable Country of Origin Inquiries (RCOI) to determine the source(s) of the minerals that are used in our products.
- We utilize the Responsible Minerals Initiative (RMI) database of ethically sourced smelters and mines to determine the source of our minerals and work to ensure they are compliant with the RMI. For sourcing minerals where the source is unknown or has not become compliant with the RMI, we provide notice to suppliers to remove the source from their supply chain.
- See Arlo's full policy here: [Conflict Minerals Policy](#)



## Labor and Human Rights

### Supply Chain Labor Standards

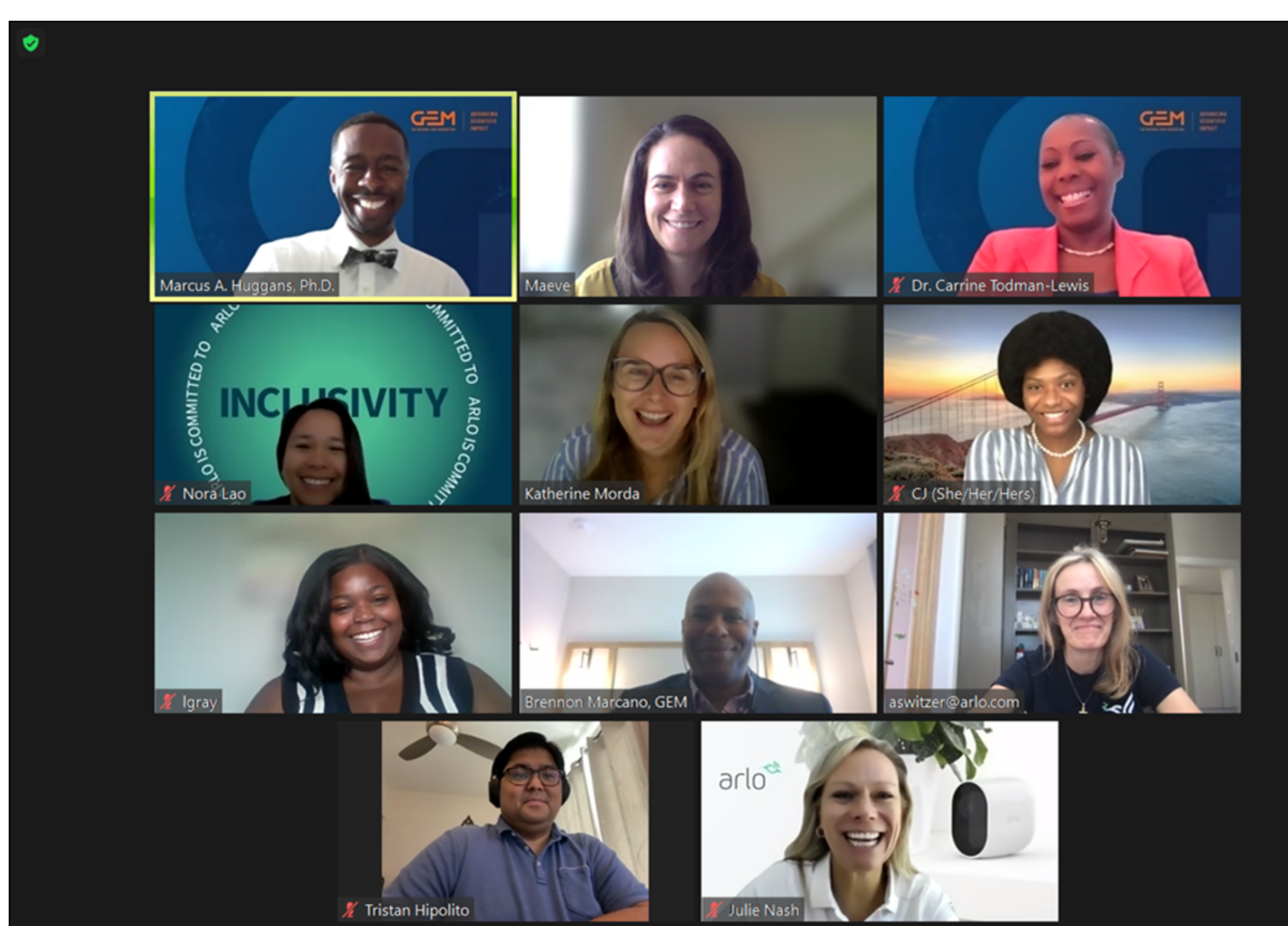
Arlo promotes equal, humane treatment within the company as well as at our suppliers. We work with our employees and partners closely to resolve issues related to recruitment, working hours, compensation, discrimination, and freedom of association, hence helping to create a respectable working environment internally and externally. In addition, Arlo has a zero-tolerance policy for both forced labor and human trafficking. In an effort to support the California Transparency in Supply Chains Act of 2010 (SB657), and to confront slavery, Arlo has committed to assess risks related to our supply chain and our direct commercial suppliers, and to evaluate suppliers' compliance with the Supplier Code of Conduct via periodic audits. For details, please refer to our [Statement Regarding the California Transparency in Supply Chains Act of 2010 and the UK Modern Slavery Act of 2015](#).

## Social Opportunities & Social Responsibilities

### Communications

At Arlo, we believe in transparent and open communications. In the aftermath of the COVID-19 pandemic, we have been intentional in our focus on collaboration and communications. By that, we mean that through building honest, trusting relationships, our diverse teams are equipped to progress dialogue and develop real and innovative solutions for our stakeholders.

We have implemented a bespoke communications desktop and mobile application called 'Arlo Connect', through which our employees can gain instant recognition from peers, be nominated for value- and achievement-based awards, share stories, celebrate wins (whether big or small), engage in community projects and competitions, have their service recognized, and be in-the-know on events happening throughout our many locations. We also continually seek on-the-pulse feedback from our employees through confidential surveys conducted in Arlo Connect. In addition, we are proud to have launched a bespoke virtual podcast called 'The Virtual Watercooler' where our executives and other leaders share their thoughts and hopes on a variety of topics.





Our CEO meets with all employees on a quarterly basis, where he is joined by other executives, to provide employees with an overview of our quarterly results, our annual and shorter-term goals, product roadmaps, key metrics, wins, and other key information. In addition, our CEO hosts multiple fireside chats quarterly, where employees are encouraged to submit questions to HR in confidence or contemporaneously during the chat. Transparency is hugely important to us and we continually look for ways to engage and listen to our employees. Our vision to bring peace of mind by connecting and protecting what people care about the most, along with our mission to build trusted, lifelong customer relationships by creating innovative, smart security solutions that deliver an exceptional user experience, are pursuits that are not just focused on our customers, but on our employees as well. In fact, promoting connection and protection is right at the heart of how we do things at Arlo. We know that we cannot design beautiful products without designing the right environment for our people. It is our fundamental belief that great teams make great products, and we have developed an employee proposition that we refer to as ‘The Arlo Way,’ which represents our way to connect and protect our employees based on the following pillars.

<b>The Arlo Way</b>	
<b>Connect continuously to our vision and mission</b>	We strive to ensure that we are continuously connected to our vision, our mission, and where we are going as a business. Through appropriate communications and meaningful interventions, we align our employees’ goals and objectives with our current and future horizons.
<b>Connect with our colleagues in an inclusive and diverse workplace</b>	We deeply connect people from all backgrounds and beliefs, and strive for a truly diverse, inclusive, and collaborative working environment. We not only value diversity but integrate it into our business to make our business better and a true reflection of the customers and the markets that we serve.
<b>Connect with our colleagues in a flexible workplace</b>	We provide work flexibility as appropriate to meet our business and employee needs. We operate a policy of radical flexibility, which is centred around the 4C’s of Customer, Collaboration, Coaching and Celebration.
<b>Connect for group success and individual performance</b>	Our employees’ success is our success and vice versa. We are committed to ensuring that our employees’ hard work and performance is rewarded appropriately.
<b>Protecting our colleagues’ health and total wellbeing</b>	<p>We want our employees to thrive. We strive to take a proactive responsibility in promoting the health and wellbeing of our workforce. We believe that embracing a culture of health can improve our employees’ total wellness – physical, intellectual, emotional, financial, intellectual, emotional, financial, social, and spiritual.</p> <p>We want employees to be the best they can be at home or in work – throughout life. Our focus is to provide a comprehensive set of benefits. We operate on the philosophy of ‘our wins are your wins’</p>



<p><b>Protecting our environment and communities</b></p>	<p>Arlo is committed to providing customers with high quality products, and to conducting operations in a socially responsible, ethical, and sustainable manner. We strive to protect the environment and to ensure that our products are compliant with all relevant regulations, customer specifications, and environmental legislation. These commitments continue to be a driving force at Arlo, and they are deeply ingrained in our approach to ESG and sustainability.</p>
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**Talent at Arlo**

**Arlo’s Talent Philosophy**

At Arlo, we know that building a company that is talent rich will enable us to achieve our goals and those of our stakeholders. Our executive management team has carefully crafted our talent philosophy at Arlo. The foundation of our talent philosophy is that every Arlo employee should have a great baseline experience that includes working for an inclusive Arlo they can be proud of, having a quality manager, and having the opportunity to develop and have a great career at Arlo. There are five supporting pillars that then assist us as we make decisions around talent.

**We are guided by our Talent Philosophy**

**We created our talent philosophy as our guide to link leadership, talent and performance. Our philosophy is the foundation for our decisions around talent. It is how we will establish and sustain Arlo’s development and success. Arlo Talent Philosophy is underpinned by 5 core tenets:**

<p><b>Performance:</b></p> <p>We believe in strong sustained performance from all employees. We hold those in senior roles a higher performance standard</p>	<p><b>Behaviours:</b></p> <p>An individual's behaviour meaningfully influences how they are compensated and their progression at Arlo</p>	<p><b>Differentiation:</b></p> <p>Those at the highest level of performance will receive significantly higher rewards than those with average performance.</p>	<p><b>Transparency:</b></p> <p>We share information with employees about talent processes and talent decisions that personally affect them.</p>	<p><b>Accountability:</b></p> <p>Managers are accountable to build the quality and depth of their teams improving Arlo’s capacity to win.</p>
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**Our wins are your wins!**

**Cultivating Engagement**

Our people are critical to our success. We understand that we cannot achieve our goals without a talented, diverse, and fully engaged workforce, and we regularly measure employee engagement. Separate from our feedback through Arlo Connect, we use a survey tool via the Future of Work Institute to solicit feedback from employees across 20 different dimensions that contribute to creating a unique employee experience. This allows us to establish benchmarks and inclusion-related goals.

Our Employee Value Proposition (EVP) is designed with employee feedback in mind. Our EVP is, therefore, the set of unique financial and non-financial attributes that our employees perceive as the value they gain through employment at Arlo in exchange for their time, skills, energy, commitment, and efforts. We have intentionally designed a workplace at Arlo where our employee proposition is based on the insight, input, and honesty of our employees, as well as our goals as a company, both for the business and for our stakeholders.

**Employee Engagement Score**

More than 90% of our employees participated in our latest annual engagement surveys conducted in 2021. Because our response rate exceeded 70 percent, we met the criterion for a highly engaged workforce, as defined by the Future of Work Institute, and our response rate is several points higher than the average score among our technology peer group.



## Using Engagement to Shape How We Work

Foundational to effective engagement at Arlo is ‘active engagement’: *listening and acting*. During the COVID-19 pandemic, we actively listened to our employees both directly and via our employee-led COVID-19 task force team. We took the time during the pandemic to redefine the Arlo employee experience of the future, and in so doing optimized our employee experience by taking a deeply human-centered approach.

For our employees, what that means is that we have adopted the working philosophy of *Radical Flexibility, Remote First*. This hybrid model is based on conversations at the leadership level, listening to our employee feedback, and most of all, the exceptional commitment demonstrated by our employees in progressing on our goals while the world around us was in turmoil.

Decisions regarding when to attend or gather in an Arlo office are based around optimal outcomes related to the 4C’s of Customer, Collaboration, Coaching and Celebration. With the 4C’s guiding these decisions, our employees connect together in an inclusive and flexible workplace that seeks to meet the needs and goals of our stakeholders. We believe that reimagining how we think about work and the traditional work model has been successful for Arlo to date in part due to the care we have taken to build trusting feedback loops, and our commitment to our employees to take action.

## Connections with Society

Arlo’s Human Resources department and Ally group, along with other employees, have partnered with a number of community-based organizations in 2022 and previously. It is our belief that, as a society, we are in it together. Arlo and its employees have donated meals through our Second Harvest partnership, rolled out a discount program for first responders/veterans, and made direct donations of product and PPE during the COVID-19 pandemic. Following the invasion of Ukraine and the resulting humanitarian crisis, which deeply impacted families and friends of some of our employees, we fundraised over \$21,300 internally. These funds were contributed to CARE, an international humanitarian organization that works around the globe to save lives, defeat poverty, and achieve social justice. In addition, the Arlo recognition awards earned by over 30 Arlo employees in the first quarter of 2022 were donated to World Central Kitchen, a not-for-profit non-governmental organization devoted to providing meals in the wake of natural disasters such as the situation in Ukraine.

Arlo also partnered with the following organizations in 2022:

- Down Syndrome Ireland – Field of Dreams. Arlo employees volunteered assistance on several dates.
- COPE Foundation – Ability@Work: Arlo performed a job shadow day with a number of young people with intellectual disabilities attending our office and learning about the different roles.

In addition, Arlo supports local community vendors across all of our offices. As one example, the 2021 holiday gifts were purchased from Black & Bold, a 100% Black-owned business whose aim is to serve as an example and representation for aspiring entrepreneurs and future business owners.

## Diversity, Equity, and Inclusion

At Arlo, we are committed to creating a culture that is inclusive and diverse, where people can be themselves and bring their best. We have high aspirations for ourselves and our place in society. Every year we build on our commitments to build an inclusive environment that will make Arlo a stronger company, better able to adapt to our own and to our customers’ unique challenges. We are made up of a diverse population of employees that we continually listen to and gain input from.



We continue to build a pipeline of diverse candidates for our roles both internally and externally. Since we became a standalone public company in August 2018, we have increased our representation of women across our workforce from approximately 25% in 2018 to approximately 32% in 2022. We have added a diversity and inclusion lens to every step of our talent processes to ensure that we have a diverse range of candidates for every role at Arlo, and every step of the promotion and opportunity path is reviewed with equal opportunities and diversity and inclusion in mind.

**Specific DEI Actions throughout the talent cycle**

<p><b>Recruiting and Talent Management</b></p>	<p>The inclusion rule. All job searches must consist of a diverse candidate pool and diverse interview panels.</p> <p>50% percent of all new hires in 2021 were women.</p> <p>31.28% percent of all new hires year to date 2022 are women.</p> <p>Arlo added a third woman to its Board in 2021, and an additional woman executive to its nine-member executive team in 2022.</p>
<p><b>External Vendors</b></p>	<p>Arlo uses a number of small, women-owned, and minority-owned businesses.</p>
<p><b>Internal Surveys</b></p>	<p>Completed companywide survey including DEI metrics.</p> <p>Completed EVP, future of work, and wellness surveys.</p>
<p><b>Management Training</b></p>	<p>Provided resources for inclusive leadership.</p> <p>Delivered training.</p> <p>Provided targeted coaching and support and leadership development.</p>
<p><b>Internal Reporting</b></p>	<p>Presented quarterly DEI updates to our Board.</p> <p>Built an internal page on Arlo connect dedicated to DEI resources and progress.</p> <p>Created a mechanism to receive concerns, ideas and issues.</p>
<p><b>External Reporting</b></p>	<p>Including DEI data in this Sustainability Report.</p> <p>Maintain our external website that identifies and discusses our leaders and board members.</p>
<p><b>Internal Policies and Programs</b></p>	<p>Implementing changes to Maternity Policy to be effective January 1, 2023.</p> <p>Enhanced internal referral bonus for diverse candidate hires.</p>
<p><b>Equitable Pay and Promotions</b></p>	<p>Evaluated pay trends, pay gaps, and internal talent movement across talent groups.</p>



## Inclusion

We build an annual calendar of initiatives based on the input from our employees, in which observances of culture, heritage, race, faith, belief, and other associations that are meaningful to employees, their families, or communities. There, of course, may be employees that have observances of significance that are not yet mentioned on our calendar, and we continually reach out to employees to hear if they feel that there is something else that should be included. It is our belief that creating awareness, advocacy, and knowledge on specific topics and recognizing key events and observances throughout the year helps us to embed diversity and inclusion into our culture, while also recognizing days or times that matter to individual employees or groups.

Below is our most recent Arlo calendar of events, information sessions and observances that are taking place throughout 2022. We also provide employees with a calendar from our partners at the CEO Action group, which outlines a broad range of heritage and observance days. The ways that we recognize additional events/days is discussed with our Ally group and also with the involvement of our executive team who in turn act as sponsors for events.

DATE	EVENT
	JANUARY
17th	Martin Luther King Junior Day
17th	Brew Monday
26th	Australia Day
	FEBRUARY
Month of February	Black History Month
1st	Lunar New Year
14th	Valentine's Day
20th	World Day of Social Justice
	MARCH
8th	International Women's Day
17th	St Patrick's Day
18th	Holi Festival
20th	Spring Equinox
	APRIL
2nd April - 2nd May	Ramadan
2nd	World Autism Awareness Day
7th	World Health Day
15th-18th	Easter
22nd	Earth Day
	MAY
Month of May	Asian Pacific American Heritage Month
1st	International Workers' Day (May Day)
9th-13th	CEO Action: Week of Understanding
21st	World Day of Cultural Diversity



	JUNE
Month of June	PRIDE
19th	Juneteenth
21st	International Day of Yoga and Summer Solstice
	JULY
4th	July & Canada Day
	AUGUST
3rd	Arlo Birthday
	SEPTEMBER
10th	Mid-Autumn Festival
15th Sept-15th Oct	National Hispanic Heritage Month
22nd	Autumnal Equinox
25th-27th	Rosh Hashanah
	OCTOBER
4th-5th	Yom Kippur
10th	World Mental Health Awareness Day
24th	Diwali
	NOVEMBER
Month of November	National Native American Heritage Month
11th	Veteran's/Remembrance Day
19th	International Men's Day
24th	Thanksgiving
	DECEMBER
3rd	International Day of Persons with Disabilities
10th	Human Rights Day
18th-26th	Hannukah
22nd	Winter Solstice
25th	Christmas Day

## CEO Action for Diversity & Inclusion

Arlo is a proud member of the CEO Action for Diversity & Inclusion (CEO Action), the largest CEO-driven business commitment to advance diversity and inclusion in the workplace. CEO Action was founded on a shared belief that diversity, equity and inclusion is a societal issue, not a competitive one, and that collaboration and bold action from the business community, especially CEOs is vital to driving change at scale. Arlo has joined more than [2,200 CEOs](#) who have already pledged to:

- Cultivate environments that support open dialogue on complex, and often difficult, conversations around DEI topics
- Implement and expand unconscious bias education and training
- Share best-known DEI programs and initiatives, as well as those that have been unsuccessful
- Engage boards of directors when developing and evaluating diversity, equity, and inclusion strategies.



## The National Gem Consortium

We are proud for the second year running, to be in partnership with [The National Gem Consortium](#). The mission of GEM is to enhance the value of the nation’s human capital by increasing the participation of underrepresented groups (African Americans, American Indians, and Hispanic Americans) at the master’s and doctoral levels in engineering and science. GEM fellows are provided practical engineering summer work experiences through an employer sponsor and a portable academic year fellowship of tuition, fees, and a stipend which may be used at any participating GEM Member University where the GEM Fellow is admitted. Arlo has proudly sponsored a number of GEM fellows who contributed significantly to our organization.

In 2022, we were honored to host a summer site visit with the National GEM Consortium leadership and the GEM Fellows currently completing their internships with Arlo in the areas of product security and customer success. We are very proud of our continued partnership with GEM and we support their mission to enhance the value of human capital by increasing the participation of underrepresented groups at the master’s and doctoral levels in engineering and science. We were also delighted to congratulate GEM on the recent achievement of the US Presidential Award for Excellence in Science, Mathematics and Engineering Mentoring.

## Arlo Ally Group

Our DEI policies, while crucial, cannot alone drive broad change. With that in mind, in 2022 we launched the ‘*Arlo Allyship at Work*’ program and invited all of our employees worldwide to join. Allyship at Work helps employees to understand how they can create change, teaching more than 50 specific, research-backed actions that can be taken to be an ally. This program is for everyone, regardless of role, level, or identity. It teaches employees how to show up in both private and public ways for their peers and co-workers with traditionally marginalized identities such as women, people of color, people with disabilities, the LGBTQ+ community, and those with intersecting identities. We are proud that, to date, over 10 percent of Arlo employees of every level up to SVP have completed the Arlo Allyship at Work program, and are currently in discussions about the formulation of employee led employee resource groups (ERGs).





## Arlo Week of Understanding

Although we host speakers and events throughout the year based on the various observances in our Diversity and Heritage calendar, the “CEO-Action Week of Understanding” is the highlight of our year providing us with the collective opportunity to lead open dialogue on matters that are often sensitive and in the past were left outside of the workplace. In May 2022, we hosted our second annual companywide week of Understanding. The theme in 2022 was “*Inclusion, what does it mean to you*”. During the week, we invited a range of internal and external speakers to share insights, perspectives and experiences as they relate to diversity and inclusion along with tangible actions and a vision for the future. The nature and pace of the week provides a space and time for our employees to have conversations that cultivate understanding, creating opportunities for collaboration and shared learning and actions. The 2022 event commenced with a thoughtful panel discussion with the CEO of The National Gem Consortium Brennon Marcano, and Dr. Marcus Huggans Executive Director GEM with our CEO Matthew McRae and SVP HR Antoinette Switzer. The majority of our employees attended at least one event, with the vast majority participating in two or more.

CEO ACTION FOR DIVERSITY & INCLUSION		WEEK OF UNDERSTANDING SPEAKERS MAY 2022					arlo
<b>Speaker:</b> Brennon Marcano CEO of the National GEM Consortium	<b>Speaker:</b> Dr. Marcus A. Huggans Executive Director of National GEM Consortium	<b>Speaker:</b> Mona Ameli CEO & Managing Partner of Ameli Global Partnerships	<b>Speaker:</b> Charlene Liu Co-founder of Diversity & Inclusion Consulting	<b>Speaker:</b> Kelly McDonald Diversity & Inclusion Expert and Author	<b>Speaker:</b> Joseph Machicote	<b>Speaker:</b> Dr. Alexandria White Diversity Consultant	
<b>Title:</b> Panel Speaker Diversity and inclusion a vision of the future	<b>Title:</b> Panel Speaker Diversity and inclusion a vision of the future	<b>Title:</b> Inclusive Mindset – Culture of Inclusion	<b>Title:</b> Advancing Women in Tech: It Matters to All	<b>Title:</b> Crafting the Customer Experience For People Not Like You	<b>Title:</b> Crafting an Environment of Belonging : Listen , Hear and Speak	<b>Title:</b> Allyship is a Verb	

## Wellness, Health, and Safety

We believe that everyone has a right to feel safe. During and subsequent to the worst impacts of the pandemic, and as the gap between home and work blurred for people around the world, the wellbeing of our employees remained a focal point for us. After all, healthy employees are more productive and happier.

With that in mind in 2022, we launched a customized anonymous wellbeing survey via the Future of Work Institute, with a view to hearing our employees’ feedback on the topic of wellness in all its forms; including environmental, financial, intellectual, occupational, physical, social and psychological wellbeing. We believe that it is our responsibility to provide and maintain a safe work environment, as well as to promote overall wellness among our employees. We prioritize employee wellbeing throughout our operations and through remote physical fitness programs, such as Arlo fit challenges and gyms in our larger offices. We also support mental health and wellness through our Employee Assistance Program, which offers free and confidential counseling and support for our employees and members of their households. Additionally, we consider our employee benefits program to be one of our most important investments. We recognize the value that our employees bring to Arlo and we are committed to providing them with comprehensive benefits programs as part of their total compensation. Our primary coverage options include medical, dental, vision, life insurance, various forms of accident or disability coverage, and a 401k retirement savings plan with limited company match.

“Arlo has been an amazing place to work at from day one. This is a company that truly cares about the well-being of the team and wants everyone to succeed.”

“This development program helps with team building and teaches us how to be a better team player for the greater good of what we are trying to accomplish together.”



## Learning and Development at Arlo

We strive to provide seamless, bespoke, development solutions to ensure that our leaders and employees are equipped with the capabilities that are required to deliver Arlo's business strategy. As per Arlo's Talent Philosophy, every employee should have a great baseline experience which includes working for an inclusive Arlo they can be proud of, having a quality manager and having the opportunity to develop a great career at Arlo. We ensure that our Learning & Development solutions align people to our purpose, vision and mission of connecting and protecting what people care about the most and building trusted, lifelong customer relationships by creating innovative, smart security solutions that deliver an exceptional user experience.

Through great learning experiences, we seek to provide growth and development opportunities for each employee, ensure they have the knowledge and skills required to achieve our current and future goals, create innovative solutions, and deliver an exceptional user experience for our customers.

Human-centered leadership and management training is a primary focus as we drive our company's culture through inclusive, collaborative behaviors and leadership excellence.

Leadership development programs focus on the responsibility of managers to generate a sense of belonging for our employees and we empower leaders to connect, coach and develop their teams through trusted relationships and radically flexible work practices. Leaders and managers at Arlo are held accountable for delivery of results, effective management practices and for providing regular feedback, coaching and managing performance of team members. Managers are trained and equipped for these outcomes in offerings like our Great Manager Program.

We strive to bring diversity, equity, inclusion, and wellbeing into each aspect of our development programs, and we also provide certified Ally training as well as a monthly awareness and information series for all employees. We emphasize connecting all our people with the right developmental opportunities as we believe this is critical for our continued growth and the attraction, engagement and retention of key talent. We make a wide range of training available for our employees.

In addition to our Learning Management System (LMS), which offers a range of on-line self-directed compliance, professional and leadership programs, we provide a bespoke approach to development. Training courses are not standalone courses but a series of workshops that bring participants through a learning journey. To increase connection and collaboration, we offer training by career paths including professional/ technical in addition to management with cross functional representation. We support training programs through online social learning on Arlo Connect our employee communication platform with dedicated learning spaces.

We facilitate team and cross-functional engagements and, wherever possible, embed learning in the flow of work by integrating practical business deliverables as learning and development objectives. We partner with leading external training providers such as Udemy and Skillsoft to ensure content is up to date on emerging technologies and thought leadership.

We strive to build a coaching culture through developing our managers in adopting a coaching style of management. Arlo provides individual 1:1 coaching of senior leaders and critical support to the assimilation and onboarding of key talents, such as our mentoring program. Each new hire has a mentor assigned upon joining to assist in their early days and such membership is also a component in supporting key programs. We also have the future leaders of impact program that supports those identified as high potential leaders for development into the next stages of their careers who are assigned senior mentors to aid with their development.

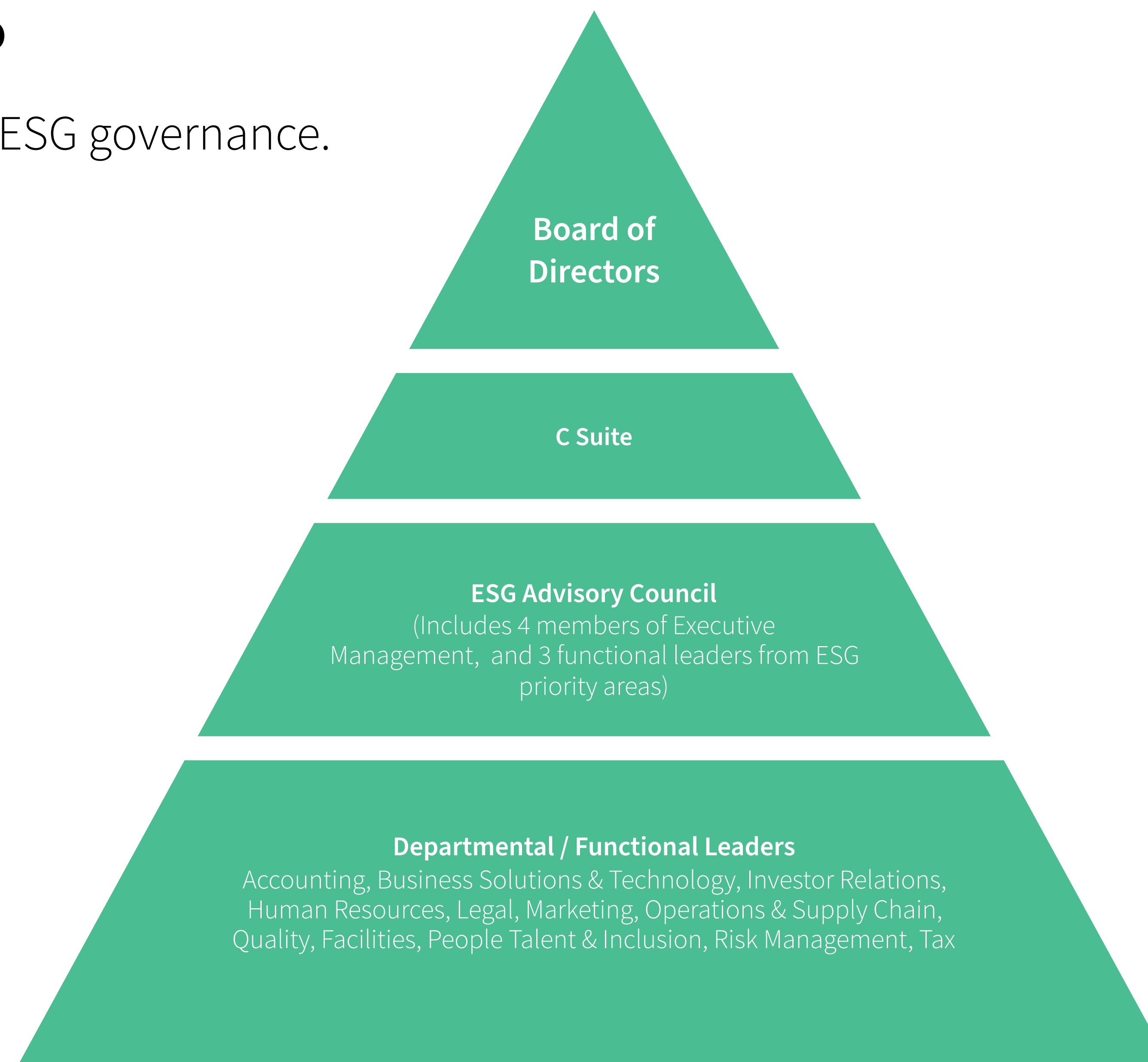
Arlo offers lifelong learning opportunities and provides a continuing education assistance program supporting employees with continued professional development through external academic and professional institutions.



### 3. Governance

#### ESG Governance at Arlo

Key components of effective ESG governance.



#### Board of Director ESG Responsibility

Our entire Board has responsibility for overseeing ESG factors as part of its risk management and strategic business planning responsibilities. There are an additional four board committees made up of entirely independent directors, each of which has responsibilities that align to specific ESG topics.

##### 1. The Audit Committee:

The Audit Committee was established by the Board in accordance with Section 3(a)(58)(A) of the Securities Exchange Act of 1934, as amended (the “Exchange Act”), to oversee the Company’s corporate accounting and financial reporting processes, internal controls, independent auditor relationships, and audits of its financial statements. For this purpose, the Audit Committee performs several functions, including, among other things:

- overseeing management’s establishment and maintenance of adequate systems of internal controls over financial reporting;
- overseeing our legal and regulatory compliance programs;
- reviewing and assessing management’s policies and processes for monitoring and controlling our financial risk exposures;
- overseeing our financial reporting process, including the filing of financial reports; and
- selecting independent auditors, evaluating their independence and performance and approving audit fees and terms.

The Audit Committee receives regular updates on a variety of ESG matters, including but not limited to: conflict minerals compliance, modern slavery compliance, factory audit results, ethics programs, and whistleblower reports.

The Board has adopted a written Audit Committee charter that is available to stockholders on the Company’s “Investor Relations” section of the Company’s website at [www.arlo.com](http://www.arlo.com).



## 2. The Compensation and Human Capital Committee:

The Compensation Committee and Human Capital Committee acts on behalf of the Board to:

- Provide oversight of compensation of the Company’s executive officers;
- Provide oversight of the Company’s compensation policies, plans and benefit programs;
- Administer the Company’s compensation programs and plans, including incentive compensation plans and equity-based plans, for its employees; and
- Oversee the development and monitor the success of the Company’s employee diversity and inclusion initiatives.

The Board has adopted a written Compensation and Human Capital Committee charter that is available to stockholders on the Company’s “Investor Relations” section of the Company’s website at [www.arlo.com](http://www.arlo.com).

## 3. The Nominating and Corporate Governance Committee:

The functions of this committee include, among other things:

- Recommending nominees for our Board and its committees;
- Recommending the size and composition of our Board and its committees;
- Reviewing and considering the Company’s position and practices on significant issues of corporate public responsibility such as workforce diversity, protection of the environment, and philanthropic and political contributions;
- Reviewing our corporate governance guidelines, corporate charters and proposed amendments to our certificate of incorporation and bylaws;
- Annually reviewing the Company’s succession planning process for members of our executive management team, and working with our Board in evaluating potential successors for these roles; and
- Reviewing and making recommendations to address stockholder proposals

The Board has adopted a written Nominating and Corporate Governance Committee charter that is available to stockholders on the Company’s “Investor Relations” section of the Company’s website at [www.arlo.com](http://www.arlo.com).

## 4. The Cybersecurity and Privacy Committee:

The functions of this committee include, among other things:

- Overseeing the quality and effectiveness of the Company’s information security team, and policies and procedures with respect to its information technology systems, including but not limited to enterprise cybersecurity and privacy;
- Reviewing and providing oversight on the policies and procedures of the Company in preparation for responding to any material incidents;
- Reviewing periodically with management the Company’s cyber disaster recovery capabilities;
- Overseeing the Company’s information technology senior management team relating to budgetary priorities based, in part, on assessing risk associated with various perceived cyber-threats;
- Annually evaluating the performance of the Cybersecurity and Privacy Committee, annually reviewing and assessing the adequacy of the charter, and recommending any proposed changes to the Board for approval; and
- Annually reviewing the appropriateness and adequacy of the Company’s cyber-insurance coverage.

The Board has adopted a written Cybersecurity and Privacy Committee charter that is available to stockholders on the Company’s “Investor Relations” section of the Company’s website at [www.arlo.com](http://www.arlo.com).



## 5. Board and Committee Independence and Oversight:

Full details about Arlo board and committee independence, our board members' attendance at board and committee meetings, executive compensation, and other governance issues are discussed in detail in our most annual proxy statement filed with the SEC on [April 28, 2022](#) and on Arlo's Investor Relations webpage. In addition to the information presented in the annual proxy statement and investor relations webpage, Arlo actively has communicated with its stockholders. We believe this consistent communication allows our stockholders to knowledgably exercise their rights and helps Arlo gather information about investor concerns and make educated decisions about how to act on these concerns.

## 6. Transparency with Investors and Potential Investors:

Since February 2021, we have held over fifty separate meetings with numerous large and small stockholders and potential stockholders. We believe that being transparent with our investors within the boundaries of the law will establish a level of trust that will encourage reinvestment in Arlo. Meetings with our investors also gives us insight into how our investors view Arlo and keeps our team focused on driving good results – financial, environmental, and social.



## Management Systems

### Corporate Responsibility at Arlo:

We believe we have an effective management system in place that allows us to optimize the value of the Corporate Social Responsibility Program and fulfill our responsibility as a loyal global citizen. Our program includes review of management system in Ethics, Labor and Environment, and Health & Safety areas to establish an organized framework for identifying, evaluating and remediating issues as they arise as well as innovating new ideas.

Arlo and its Manufacturing Partners are committed to meeting ISO standards and maintaining ISO 9001 and/or ISO 14001 certifications.

- [ISO Certificates - Arlo Manufacturing Partners](#)
- [ISO 9001:2015 Certificate - Arlo Technologies, Inc.](#)

Additionally, we conduct independent, detailed audits of manufacturing facilities using widely recognized audit methodologies from the Responsible Business Alliance (RBA) or the Supplier Ethical Data Exchange (SEDEX). Our audits cover a variety of factors, including:

- Environment
- Labor practices
- Health & Safety
- Ethics
- Management Systems

The goal of these audits is to strive for compliance with applicable rules and regulations. To ensure that factory workers are appropriately compensated, treated with respect and dignity, and that the factory is committed to operating the business in accordance with all local applicable laws and regulations, we further expect our manufacturing facilities to comply with RBA or SEDEX requirements.

## Privacy and Security

With a vision to bring users ‘peace of mind’, Arlo is as passionate about protecting user privacy as it is about safeguarding homes and families. We believe that our customers’ personal information and private moments should be their own. Our products were designed to help protect our customer’s home and provide peace of mind by letting them keep an eye on their home, their business, and their loved ones, not by utilizing personal information as a commodity.

Arlo is committed to supporting industry standards for data protection designed to keep users’ personal information private and in their control. Arlo provides enhanced controls for user data, supports privacy legislation, and keeps user data safely secure. As a company who takes privacy personally, we put security at the forefront of Arlo’s culture.

In addition, our Cybersecurity and Privacy Committee provides thought leadership and oversight. Arlo has hired a Director of Privacy with specific responsibility to design, develop, and oversee an Arlo’s privacy practices, both for its products and internal systems. The Director of Privacy works with the IT and security teams to monitor legal compliance, investigate security issues or breaches, and supervises the implementation of privacy features in Arlo’s software and hardware products. The Director of Privacy has a strong influence on Arlo’s products and processes and is partner to our product, engineering, and operational teams.



## Arlo's Privacy Pledge

At Arlo, we're as passionate about privacy as we are about safeguarding your home and family. We support industry standards for data protection designed to keep your personal information private and in your control. After all, we're here to bring you peace of mind and you shouldn't have to give up your privacy to feel secure.

Arlo's full privacy pledge can be seen here: <https://www.arlo.com/en-us/privacy-pledge.html>

## Law Enforcement Guidelines

Arlo is committed to respecting the privacy and other rights of our subscribers. Accordingly, Arlo subscriber information will not be released absent valid legal process. Arlo's guidelines are located [here](#) and are for use by law enforcement.

## Transparency Report

Arlo publishes a bi-annual Transparency Report that provides information on the types and volume of information requests we processed during the reporting period;

[September 22, 2022](#)

[January 18, 2022](#)

[July 29, 2021](#)

[February 18, 2021](#)

[September 11, 2020](#)

[February 21, 2020](#)

## Corporate Behavior

### Supporting Our ESG Strategy Through Policies and Action

Arlo works to create and administer policies that are the basis of our ESG strategy. We seek to:

1. Provide ESG related training and communication completion.
2. Track certain ESG metrics in order to assess performance.
3. Create opportunities to improve our ESG initiatives are identification.



## Ethics

Ethics is one of the key elements in Arlo's corporate social responsibility program. Our [Code of Ethics](#) is the foundation of Arlo's corporate governance policies and provides guidance on standard business conduct for all of our employees and partners. This Code highlights that everything we do at Arlo will be, and should be, measured against the highest possible standards of ethical business conduct.

Some key elements in the Code of Ethics and our [Supplier Code of Conduct](#) include but are not limited to:

- Business integrity, including [Anti-Corruption](#)
- Protection of information
- Protection of intellectual property
- Fair competition
- [Whistleblower](#) protection of identity and non-retaliation

Our employee training includes:

- Corporate Code of Conduct: annual employee review of the Code of Ethics and written sign off by all Arlo employees.
- Quarterly All hands training about our Code of Ethics and Whistleblower program
- Sexual Harassment training for all managers
- Cybersecurity: annual third-party training

We require all employees to sign the Code of Ethics, anti-harassment, insider trading, and other corporate policies during onboarding and also require annual recertifications on those and other key policies. Our Board also signs our Code of Ethics annually as an affirmation of their commitment to ethical business practices. Our Board and its committees review and approve key policies, including the Code, and our Audit Committee receives regular updates of any major active investigations.

### Anti-Corruption and Bribery Policies

Any illicit business activity will not be tolerated at Arlo. We strive to comply with all applicable Anti Money Laundering laws. We employ what we believe are appropriate 'know your customer' measures and background checks to ensure we satisfactorily know our clients and customers.

### Whistleblower Protection Policy

Our employees may report directly or anonymously, any suspected misconduct and/or violations of Arlo's policies. We expressly prohibit retaliation against employees who report any suspected violations. Any person who attempts to retaliate will be subject to disciplinary action up to and including dismissal. Our [whistleblower hotline](#) is available on our investor relations website.

### Political Contributions and Lobbying

Arlo does not use any corporate funds towards any political advocacy. We do support an employee's right to vote and provide time off for them to exercise their democratic rights to participate in elections.

### Vendor Code of Conduct

Arlo is committed to the highest standards of business ethics and corporate social responsibilities. A Supplier Code of Conduct is established to ensure that working conditions in our supply chain are safe, that workers are treated with respect and dignity, and that manufacturing processes are environmentally and socially responsible.



## Governance and Business Ethics

We have structured our corporate governance in a manner which we believe closely aligns our interests with those of our stakeholders. Our approach to governance is guided by our Code of Ethics and Conflict of Interest Policy, Anti-Corruption Policy, and Insider Trading Compliance Program that are managed under the ultimate supervision of our Board of Directors.

### Corporate Governance

#### Board Diversity:

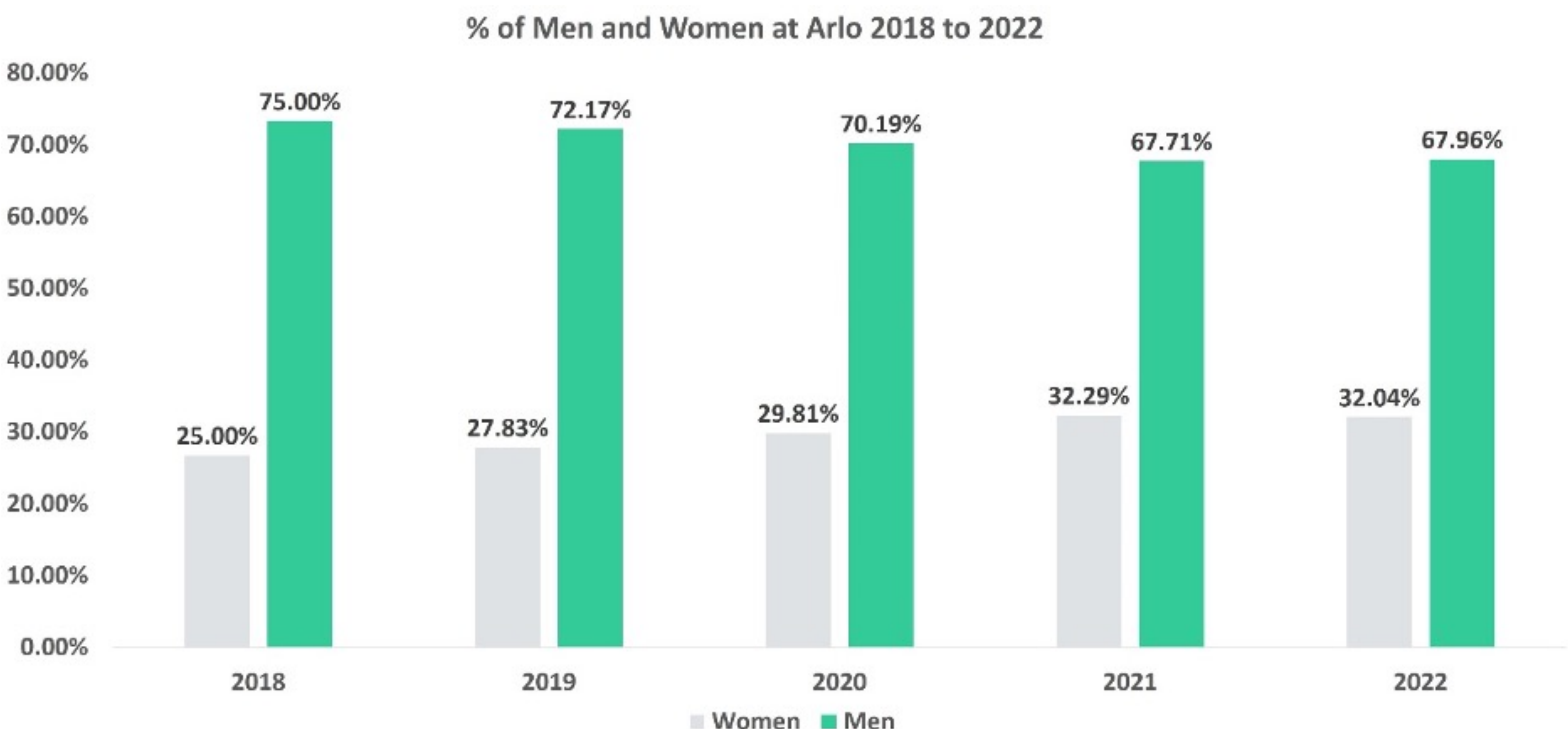
We believe that our Board reflects the diverse perspectives, including with respect to skills, experience, and backgrounds that represent the interests of our stakeholders. Three of the seven members of our Board (and three of the six independent directors) are women, and two self-identify as being from an underrepresented community. In addition, our Board members have a broad range of experience in industries such as technology, telecommunications, and finance. Four of our Board members currently have, or have had, experience serving on the Boards of Directors of public companies.

#### Senior Management Diversity:

Three of the nine employees on Arlo’s senior management team are women. The percentage of our senior management team that are women slightly exceeds the percentage of women in the Arlo workforce.

#### Employee Diversity:

The percentage of women at Arlo generally has increased since we became a public company.





## Safe Harbor Disclosure

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