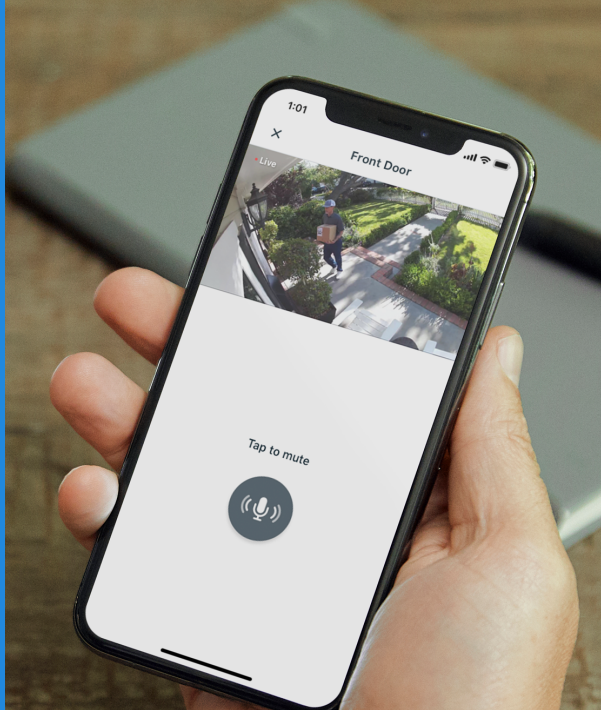




2025 Environmental, Social and Governance Report

Smarter Security for All





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Overview



Smarter Security for All

Arlo's vision is to bring peace of mind by connecting and protecting what people care about most.

Families, communities and societies at large are created as a result of a human desire for belonging or the connections we have with each other. Enabling constant connection creates that vital and emotional assurance that we and everyone we love are safe and secure.

Guided by this north star, our mission is **to build trusted, lifelong customer relationships by creating innovative, smart security solutions that deliver an exceptional user experience.**

We believe that the best innovations are the ones that are created through collaboration. They should also be anchored in an understanding of how our solutions not only protect our customers but also ensure a more sustainable and ethical future for our community; namely the partners, stakeholders and investors who share in our conviction that safety is a fundamental human right and should be available to everyone.

Arlo has developed a portfolio of solutions at various price points to accelerate the adoption of security services. We are partnering with Walmart, Amazon, and others through sponsorships and promotions to deliver on our promise of "for all"

A Message From Our CEO

At a time when uncertainty has become the new normal across our globally connected community, the fundamental need to feel safe has never been more critical. The Global Peace Index 2024 established by the Institute for Economics and Peace measures the state of peace across the globe, and found that not only has this index deteriorated, but the economic impact of violence increased to \$19.1 trillion in 2023, which represents 13.5% of global GDP. At local levels, the rise of retail crime and continued concerns over residential safety permeate news feeds.

Never has our mission and vision to deliver the peace of mind that every person needs and deserves been more crucial and necessary. Since day one, our singular focus has been to be the trusted brand that our customers can count on every day to feel safe and secure, with advanced smart security solutions that are easy to use and accessible for every household in every neighborhood. At the same time, our commitment to safety and security goes beyond how we design our solutions and extends to how we make decisions with our employees and how we do business with all of our partners, stakeholders and investors. It is core to our values that we're operating in a socially, ethically and commercially responsible manner to ensure sustainable growth for the future.

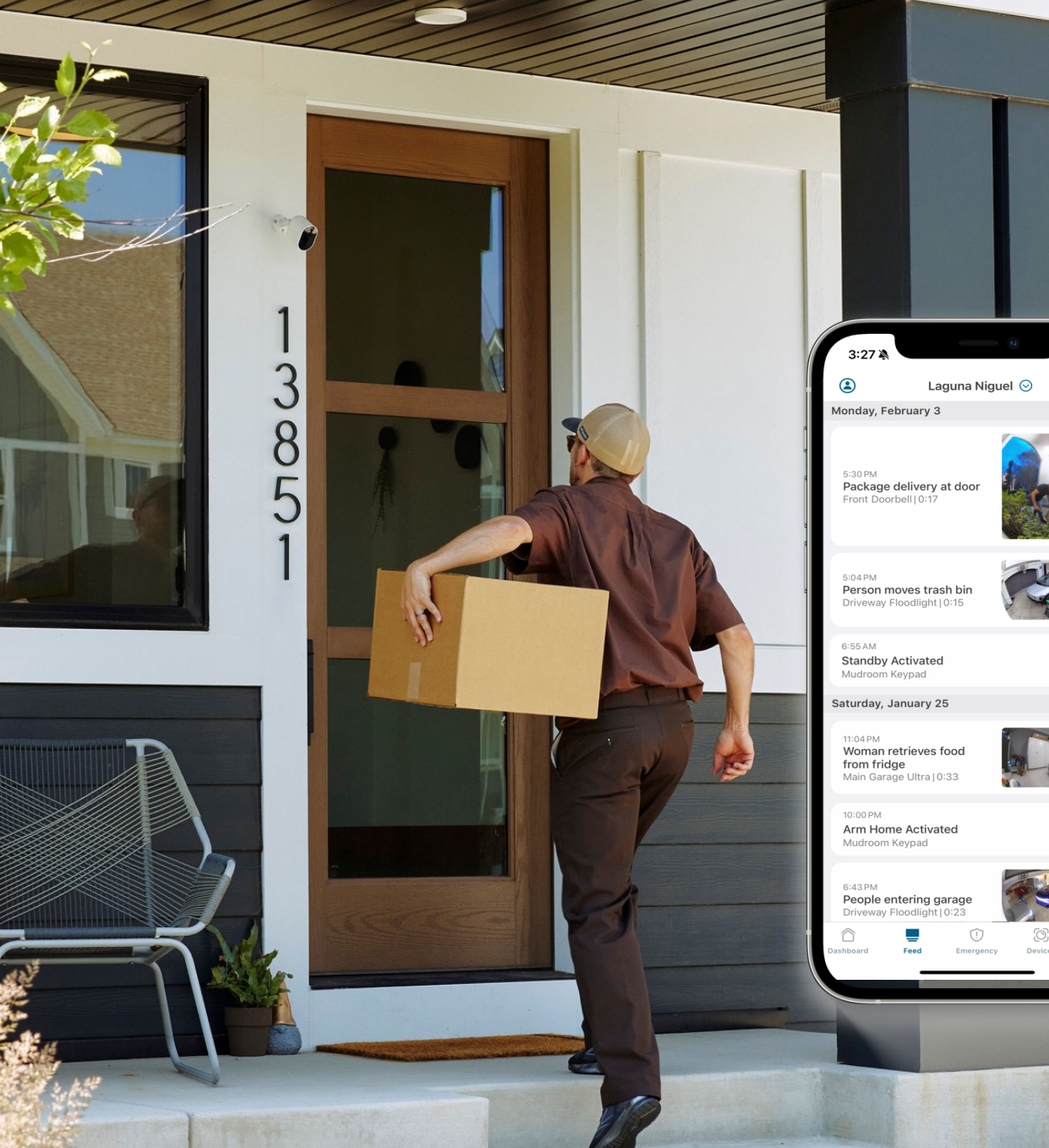
Our teams take pride in this commitment to corporate social responsibility (CSR) and sustainability, knowing that this is a journey rather than a destination. Every day represents an opportunity to better understand the needs of our customers and the impact we make to them and the communities they live in. It is through continuous listening, testing and learning that we grow in our abilities to create a more sustainable tomorrow, efforts that shine through in our 2024 Environmental, Social, and Governance (ESG) Report.

The investments we're making to deliver on our mission have never been more vital. And the conviction we have to bring peace of mind to every single person has never been more certain. We're proud to be on this journey and remain relentless in our pursuit of a better tomorrow.

Sincerely,

Matthew McRae
CEO





Intentional Design for Sustainability

It begins with a relentless focus on our customers.

Firmly rooted in the belief that everyone has the right to feel safe, our customers fuel every conversation, every decision, every action – every day. At Arlo, we are singularly focused on creating smarter security solutions that go beyond form and function. Our intentional design revolves around our customers, their loved ones and their communities, to develop solutions that deliver the peace of mind that they deserve.

Our teams apply this purposeful framework across every aspect of our operations, focusing on meaningful solutions that are intuitive and accessible, with a focus on continuous improvements to maximize our use of sustainable resources while minimizing waste and impact to the planet. We optimize our battery life to create a seamless and intuitive customer experience.

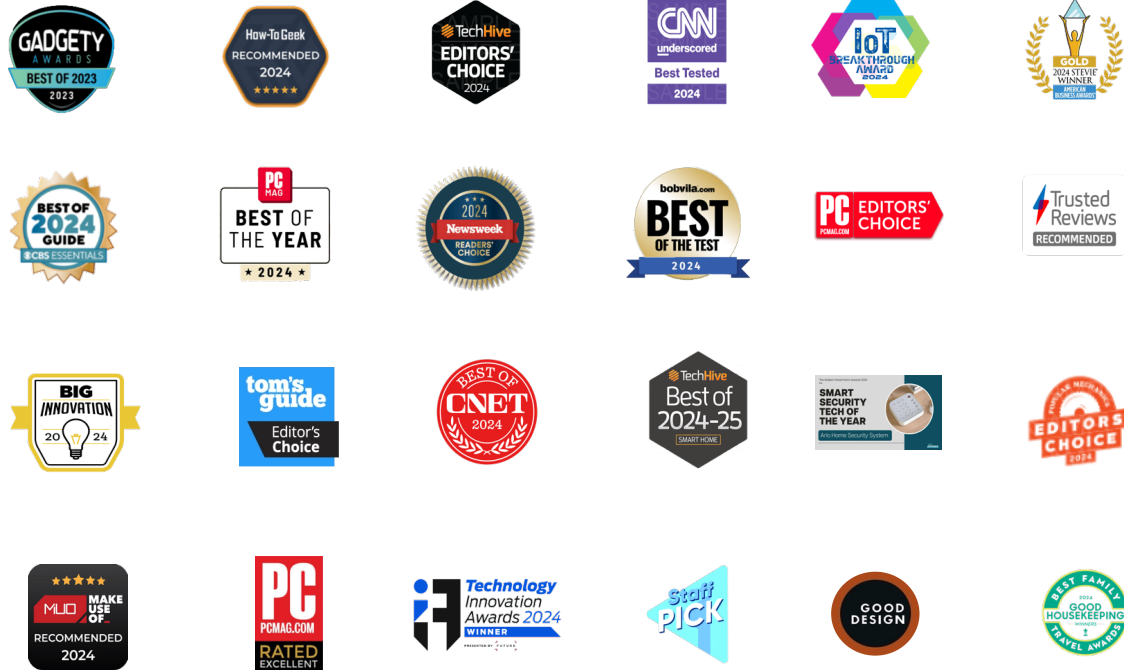
We evaluate the user experience from the customer point of view, ensuring every product and service meets the highest standards of excellence. By prioritizing quality at every stage—from design to deployment—we create reliable, durable, and innovative solutions that customers can trust.

Arlo's intentional design philosophy is core to our vision and mission, delivering not only peace of mind for our customers but also ensuring long-term value creation for sustainable growth for our partners, our employees, and our stakeholders. Every step in this journey begins with a holistic understanding of what our customers need to feel safe and secure and a genuine commitment to deliver on that promise.

Innovative Intelligence

We pride ourselves in the performance and quality of the solutions we provide our users and partners. A great benchmark is the industry press and awards where we are judged by experts in the field. In 2024, Arlo continued to be recognized as a leader in driving new technology to market and enabling a world-class user experience to deliver safety and security to our customers.

Select Recent Awards & Recognition Received



"The companion Arlo Security app is the most impressive security-based app I've ever used."

- How To Geek, 2024

ESG Leadership and Engagement

- In an industry centered around security and trust, robust ESG engagement not only differentiates us but also safeguards our operations against evolving regulations and market expectations.
- We take our engagement seriously, creating an ESG Committee comprised of our CFO, COO, GC, and SVP of HR to guide our strategy and ensure that ESG is integrated across the organization in our every-day decision-making.
- Additionally, the Board of Directors provide input on our ESG activities and receive regular updates on our progress across our core ESG pillars.



Customers

- Customer-first philosophy driving product innovation and decision making
- Maintain active dialogue and engagement with our users to continuously improve our offerings
- Making investments in delivering a world-class customer experience



Employees

- Connect employees with our vision and mission
- Connect employees in a flexible and inclusive workplace
- Connect employees with development opportunities
- Connect group success and individual performance
- Protect our culture through leadership excellence



Investors

- Transformed business from single purchase hardware model into sustainable recurring revenue business with industry-leading KPIs
- Developed reputation for operational excellence and financial discipline
- Delivered 219% in Total Shareholder Return since December of 2022



Partners

- Anti corruption audit of key ODMs
- Annual conflict minerals assessment on our supply chain
- Annual modern slavery assessment on our supply chain
- Diverse supplier certification
- Dialogue with vendors



Environmental

Reducing Carbon Footprint



“At Arlo we are committed to minimizing our environmental impact while delivering innovative, world-class security solutions.

As part of our commitment to ESG principles, we strive to implement sustainable practices across our operations. We recognize the importance of reducing our carbon footprint, optimizing energy consumption and promoting eco-friendly technologies in our products and services.

By prioritizing environmental stewardship, we aim to contribute to a greener future while maintaining the highest standards of safety and security for our customers.”

Kurt Binder, COO & CFO



Sustainable Circularity

'The Arlo Way' represents how we connect and protect our environment in a sustainable manner.

Making great products that customers love requires proven manufacturing processes capable of converting that design into the highest quality product possible at scale. Working closely with our ODMs and suppliers, we have taken important steps to enhance our manufacturing processes to ensure compliance, improve yields, and reduce or eliminate production issues.

Arlo's intentional design considers environmental impacts throughout a product's lifecycle, aiming to minimize harm to the environment and promote sustainability.

Arlo promotes responsible sourcing, incorporating ethical, social, and environmental considerations into procurement decisions, ensuring suppliers adhere to fair labor practices, environmental sustainability, and ethical business conduct.

Design for Environment



Arlo is committed to providing customers with the highest quality security solutions and products with a minimal environmental impact.

Arlo participates in Extended Producer Responsibility (EPR) programs and recycling stewardships for product end-of-life, recycling, and disposition management.

Arlo strives to reduce waste through its refurbishment program and to comply with global regulations of e-waste, packing, battery, and paper disposals. Arlo also audits and certifies its waste and recycling solution provider to ensure a closed-loop economy.



Key Circularity Initiatives

We are committed to providing customers with high quality products while also conducting our operations in a sustainable manner to protect the environment and promote compliance with all relevant regulations, customer specifications, and environmental legislation.



Substance & Materials Management. We work closely with all of our suppliers to ensure that our products are not hazardous to the end-user. As part of this effort, we strive to eliminate, whenever possible, the use of materials and chemicals that could damage the environment or endanger the health of anyone involved in making or using our products.



New Restricted Substances. In 2024, several new restricted substances were updated to various lists and regulations, such as EU REACH SVHC list, U.S. EPA new chemicals regulations under TSCA, and California's Proposition 65 regulations. To ensure continuous compliance, Arlo updated restricted substances specifications, offered internal and external training, conducted product chemical tests, and refreshed compliance data. Arlo also successfully fulfilled new PFAS reporting obligation under the Canadian Environmental Protection Act (CEPA).



Renewable Energy. Renewable energies are generated from natural sources that can be replaced over a relatively short timeframe. In 2024, the percentage of renewable energy usage by our tier-1 suppliers, who accounted for more than 90% of Arlo products, significantly increased to 20% in the year, from 6% in 2023. As renewable energies do not release pollutants into the atmosphere, the improved usage percentage from renewable energy resulted in a cleaner, healthier environment that is more sustainable long-term.



Reduced Product Returns. From cart to landfill, product returns have significant environmental consequences. A large portion of their environmental impact comes from the overall returns process, which includes transport and logistics, excess packaging, and products ending up in landfills. In 2024, Arlo prioritized a series of actions to lower product returns and successfully lowered that rate through cross-functional collaboration. Sustainable return strategies contribute to waste and emissions reductions, fostering a healthier planet.

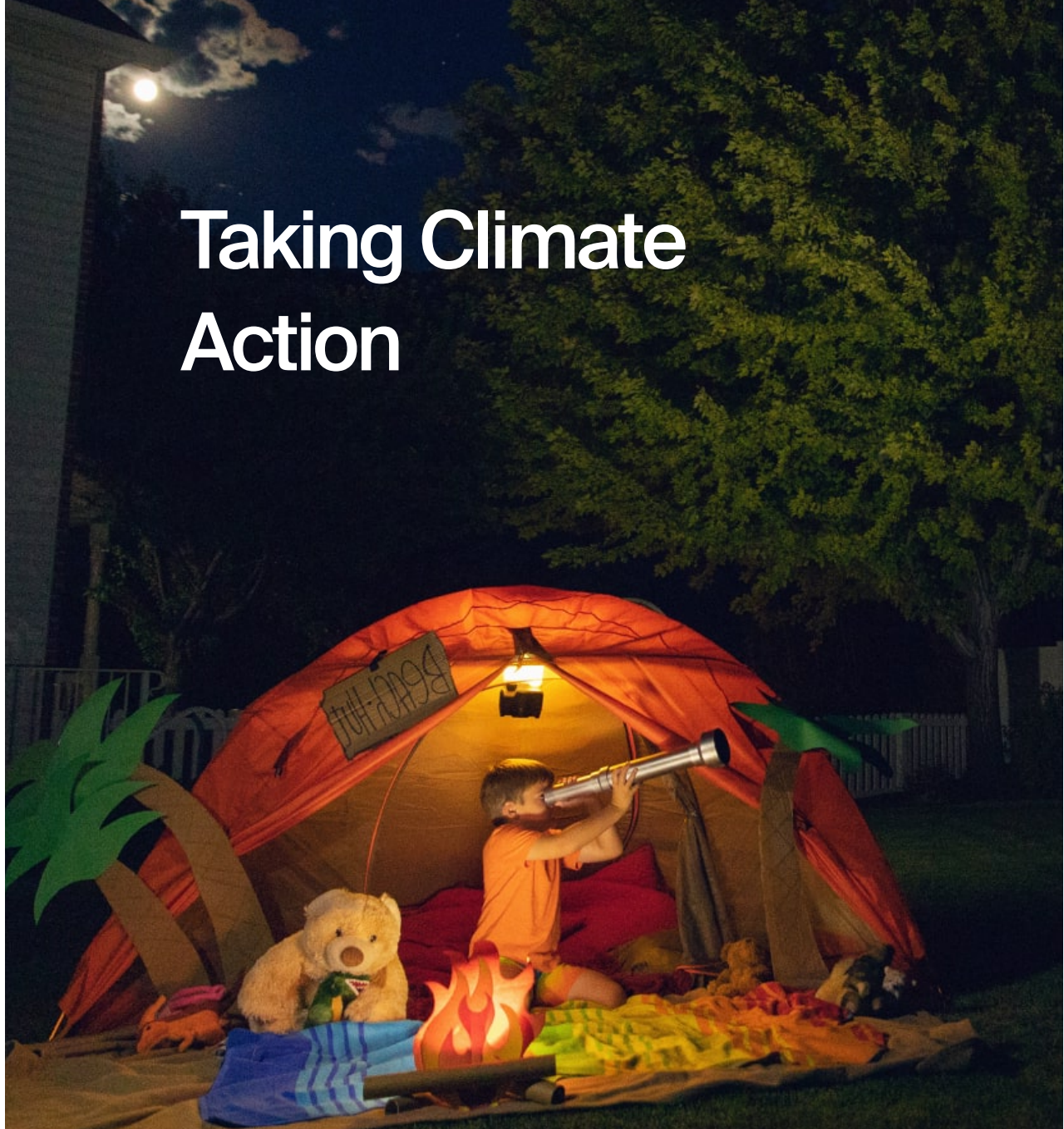
Footprint Optimization



We consistently seek to identify areas of environmental risks and opportunities to reduce the direct and indirect environmental footprint of our office facilities.

- ➔ **Office Space Reduction.** At the end of 2024, we downsized our total office space by 26,861 sq. ft. (or 25%), compared to the beginning of the year. We reduced the office space of our Richmond office and Carlsbad office, by 36% and 34% respectively.
- ➔ **Remote First Work.** With six centralized offices globally, we prioritize remote first work for employees. The flexible working arrangement eliminates daily commutes for our employees and minimizes energy use in office buildings.
- ➔ **Investment in Essential Technology.** Arlo has invested in essential technology tools to support remote work, including cloud computing that provides easy access and storage of files remotely, video conferencing tools that facilitates face-to-face communication with remote teams, and virtual private networks (VPNs) that ensure secure connections for remote workers.
- ➔ **Environment Prioritization in Office Selection.** We seek to become tenants in properties that are in compliance with applicable governing environmental and energy efficiency laws. Electric vehicle charging stations are located at all of our U.S. offices, and we have phased out car and fuel allowances for new employees in our European offices.

Taking Climate Action



Arlo Approach to Emissions Reduction:

Arlo has invested in programs and resources to help determine our near-term and long-term targets for our climate agenda. We aim to achieve carbon neutrality by 2035 for Scope 1 & 2, and net-zero emissions by 2050 across all scopes.

We expect to continue to refine our climate impact mitigation strategies, as we operate and expand our business, and we are committed to protecting the planet and using our resources wisely as we grow.

Step 1



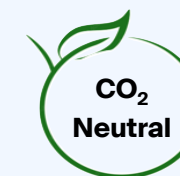
Map and disclose our carbon footprint across all Scopes

Step 2 Ongoing



Begin reducing our carbon footprint across all Scopes

Step 3 2035



Continue reducing and go carbon neutral for Scope 1 & 2

Step 4 2050



Continue reducing and go net zero across all Scopes



Enhancing Environmental Data Disclosure

Arlo assumes responsibility for how our products impact the environment and communities. As we operate and grow our business, we are committed to protecting the planet and using our resources wisely and responsibly.

Reducing carbon emissions starts with data accuracy, transparency and completeness. Since 2024, Arlo has started to use the Watershed platform to measure our carbon emissions.

We have expanded the scope of our carbon footprint to account for the full production and use of Arlo's products. This expansion includes and represents the two largest categories of our 2024 footprint: (1) 'Products' emissions which account for the lifetime electricity use and the assumed end of life of each product in the year it was sold; (2) 'Goods and Services,' which relates to the products and services that we purchase from third-party suppliers and vendors.

By improving the Reporting of carbon emissions, and making the data accurate and accessible, we are determined to better evaluate the environmental impact of our decisions, and plan for near and long-term emission reductions.

Understanding Carbon Emissions




Scopes 1, 2, and 3 Emissions Explained

Scope 1 Emissions are direct greenhouse gas emissions from owned or controlled sources, such as company vehicles or onsite fuel combustion.

Scope 2 Emissions are indirect greenhouse gas emissions generated by the electricity we purchase to power our facilities.

Scope 3 Emissions are indirect emissions that occur in the company’s value chain, both upstream and downstream, from sources not owned or directly controlled by the company (e.g. suppliers and customers).



	Scope	What’s Included
	Scope 1 – Direct Emissions	Arlo operates six corporate offices globally. Some of these sites use natural gas for heating, resulting in direct greenhouse gas emissions.
	Scope 2 – Indirect Emissions	The source of our scope 2 emissions is the electricity purchased to power our office buildings.
	Scope 3 – Upstream & Downstream Value Chain Emissions	We recognize the impact of both upstream and downstream activities on our value chain. Scope 3 emissions encompass a wide range of activities including manufacturing, distribution, business travel, and employee commuting. In 2024, we expanded our collection and analysis of Scope 3 data across multiple categories.

Carbon Emissions by Scope

The Watershed platform allows us to account for the full scope of carbon emissions from Arlo products and services, including our direct emissions as well as the indirect emissions of our suppliers. During the year, our total carbon footprint measured 307,213 metric tons of CO₂e with approximately 99.9% attributable to Scope 3.

Scope 1

Direct release of carbon emissions from sources Arlo owns or controls

54
tCO₂e
<0.1%
of total

Scope 2

Emissions from the generation of electricity, steam, heat, or cooling that Arlo purchases

241
tCO₂e
<0.1%
of total

Scope 3

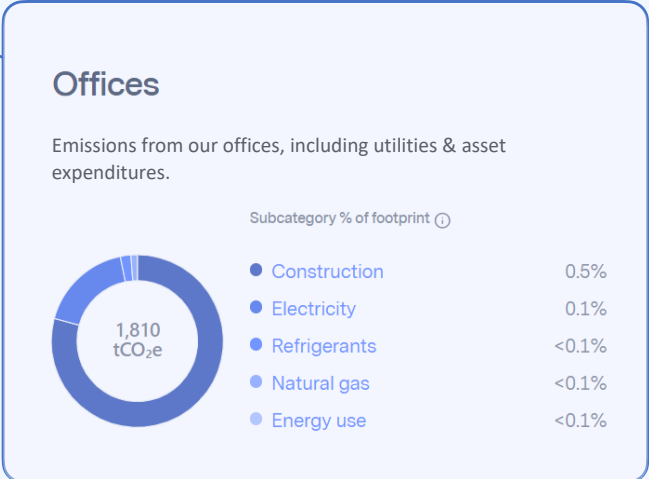
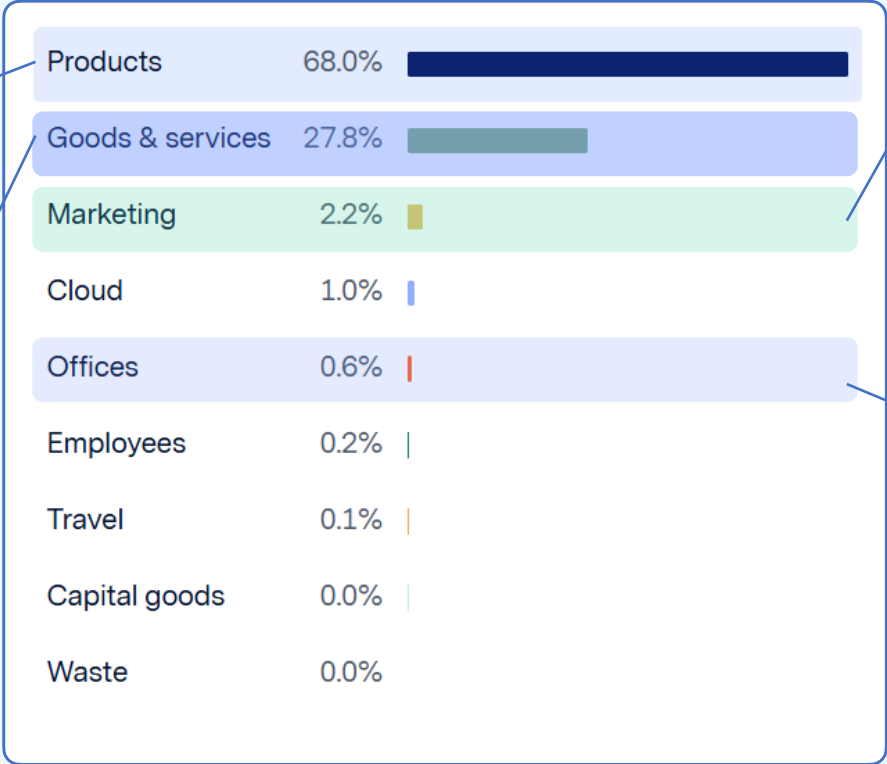
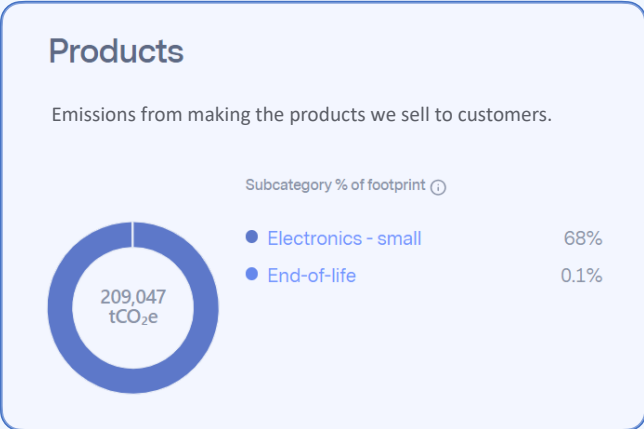
Upstream emissions of products and services Arlo purchases, and downstream emissions when customers use/dispose of Arlo products

306,918
tCO₂e
99.9%
of total



Carbon Emissions By Category

During 2024, products were the biggest driver of Arlo emissions, followed by goods and services, and then marketing.





Social

Protect And Connect



“At Arlo Protecting and Connecting is at the heart of everything we do. We embrace a human design philosophy, working from the human backwards in all our actions across our products, services, and internal processes. By building honest, high trust relationships, empowering our employees and engaging in real dialogue with all of our stakeholders, we deliver results in decision-making and innovation.

The Arlo Way is at the core of our philosophy around our people and our communities. Radical collaboration among our employees in a flexible and focused environment is our way to provide differentiation and a sustainable competitive advantage, as we harness the the most inclusive teams with the right processes to create new ideas & innovative solutions.

We recognize that our success is deeply connected to the well-being of our employees, customers, and the communities we serve. As a smart security company, we are committed to fostering a culture of safety, inclusivity, and ethical responsibility. Our solutions are designed to protect people and property while upholding the highest standards of privacy, data security, and human rights. From promoting belonging and inclusion in our workforce to engaging with local communities and ensuring responsible AI use, we strive to create a positive and lasting social impact. This section highlights our initiatives, progress, and commitments toward building a safer and more equitable world.”

Antoinette Switzer, SVP of HR



People Focus: Belonging and Inclusivity

"Regular employee activities are arranged for various office celebrations or community support. This has been great for creating a positive work culture at Arlo. Everyone at Arlo is great to work with and strong collaboration across teams. Executive team regularly share business updates and objectives providing opportunities for all to engage and have real impact on company results. Fast paced environment offering opportunities for learning across all areas of the business. Internal and external L&D is encouraged through in-house training and supports provided for external professional development."

"Amazing culture, ample development for those that want it, supportive, friendly work environment, interesting varied work"

Employee Quotes from Glassdoor

At Arlo, we actively listen to our employees and have built a strong employee value proposition centered on **core connect and protect principles**. We are committed to fostering deep connections among people from all our global locations, creating a radically collaborative work environment.

We take a thoughtful approach to talent attraction and retention in order to build a culture where people can do their best work. Our recruiting team focuses on building pipelines of talent from all backgrounds and an interview process that provides a fair, inclusive and remarkable experience for our candidates, interviewers, and hiring managers. We hire talented people who can solve problems for our customers, create amazing experiences for our employees, and are reflective of the customers that we serve. That's why we invest both in skilled individuals with a breadth of tech industry experience, as well as first-generation individuals entering the world of tech. We are proud of our long established intern program recruiting from a wide range of universities.

In 2024 we also launched a graduate program which included former Arlo interns returning as graduates.

At our core, Arlo believes that by investing in our people, technology, and responsible business practices, we are positioning Arlo for sustainable growth while delivering long-term value to our customers, employees, and shareholders.

Our Culture and Employee Resource Groups (ERG's) work closely to develop year-round programming that builds community and facilitates connection for employees globally.



People Focus: Learning and Development



- **Winner:** Arlo has been recognized at the [HR.com](https://www.hr.com) Awards for our commitment to Rewards & Recognition, reinforcing our dedication to fostering a culture of appreciation and engagement
- Arlo was awarded the Gold at the 2024 American Business Awards for Innovation of the Year in consumer products! This Stevie® Awards recognition celebrates our dedication to innovation and excellence in serving our customers.
- Finalist in the prestigious Accountancy Awards 2025 as "Finance Team of the Year".
- Finalist in the Tech Industry Alliance Leaders awards 2024. Arlo was listed as a finalist for D&I initiatives and CSR work in the local community.
- Finalist in Ragan's CSR/DEI awards in two significant categories: Hiring Practices and Intranet Strategy.
- CIPD Annual HR Awards for Commitment to Innovation in Learning & Development.

At Arlo, development begins on day one and continues through every stage of the employee life cycle. We invest in the growth and development of our employees by providing engaging learning experiences that empower them with the knowledge and skills needed to achieve success.

We actively encourage our employees to connect and engage on meaningful topics, setting aside time and resources to actively learn. We regularly bring in experts and thought leaders to speak on topics related to Arlo’s mission, culture, and business objectives so that we can all grow better together.

Throughout employee life at Arlo, multiple development opportunities are offered. These include Mentor and Mentee training programs, team workshops, graduate development training and digital training programs.



Type	Number of Participants	Remarks
Instructor Led Training	467 Participants	Average 2 days per employee
Online courses	2,983 Courses Completed (93% Participation rate)	Average 9 courses per person 7,399 Videos viewed in LinkedIn Learning
Consolidated Average of 4.5 Training days per employee per year		

Community Engagement

At Arlo, we actively build community and connection through access to resources and events that passionately display our skills and commitment to the communities our customers and employees belong to and value.

We engage in many community initiatives including:

- Philanthropic activities. Employee and company matching financial donations to causes aligned with Arlo's mission.
- Awareness programs. A year-round calendar of events celebrating culture, heritage, belonging and well-being.
- Volunteerism. Employee volunteer programs and established partnerships with organizations supporting families facing intellectual disabilities, autism, down syndrome, resource instability, and palliative care needs.
- Community impact projects. Programs to expand university access and internship opportunities for underprivileged youth.



Customer Care Promise



Our call center services include direct access to First Responders and can immediately address security concerns.

We understand that lives are at stake.

Customer Service Excellence is at the heart of Arlo's mission. Our dedicated customer service team is trained to handle inquiries with professionalism and care, ensuring every interaction leaves a positive impression. Our team resolves 75% of issues within the first contact and boasts customer satisfaction scores that exceed industry benchmarks.

Putting Customers First is more than a slogan; it's a guiding principle at Arlo. We believe that by prioritizing our customers' needs, we build trust and loyalty. Our commitment to transparency, integrity, and responsiveness ensures that our customers feel valued and supported at every touchpoint. Arlo ensures customers are informed about product updates, service changes, and any issues that may affect them.

Customer Centricity means putting our customers at the center of everything we do. Arlo's customer feedback program collects insights through surveys, contact center feedback and social media interactions. This feedback directly influences our products and services.

Environmental Responsibility: By providing efficient and effective customer support, we reduce the need for repeat inquiries and product returns, minimizing our environmental impact. Additionally, we invested in AI technologies and launched enhanced self-help capabilities to empower our customers with the right tools and information to manage their product experience. Our customer service team also provides guidance on how to responsibly dispose of old devices.

Supply Chain Optimization

Supplier Code of Conduct

Arlo is committed to the highest standards of business ethics and corporate social responsibilities. This 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.

Supplier Diversity

We believe that including diverse suppliers in our sourcing process provides a meaningful opportunity to seek innovative and high-quality business solutions, while also supporting jobs.

Ethical Sourcing

We commit to ethical sourcing to ensure our suppliers and vendors meet specific standards, such as upholding fair labor practices, making a positive social impact, and practicing environmental sustainability. We have standardized sourcing policies and perform rigorous due diligence on prospective suppliers.

Supplier Audits

We conduct regular factory audits for environmental, legal, and labor purposes. Any abnormal findings are tracked, reviewed, and driven to resolution with our suppliers.

Safety and Health

A safe and healthy supply chain is crucial for business success. We are committed to assessing and enhancing the occupational safety and health (OSH) in our supply chains, which is important for protecting the well-being of workers and reducing operational risks for both suppliers and Arlo.



Organizational Efficiency Drives Scale





Governance

Safeguarding the Future



“At Arlo strong governance is the foundation of our commitment to ethical business practices, data security, and regulatory compliance. As a smart security company, we recognize the critical role governance plays in maintaining trust with our customers, partners, and stakeholders.

Our governance framework is designed to uphold the highest standards of integrity, ensuring transparency, accountability, and responsible decision-making across all levels of our organization. From cybersecurity protocols to board oversight, our governance practices align with industry norms and anticipate evolving regulatory requirements. We prioritize risk management, ethical AI deployment, and data privacy to safeguard sensitive information while fostering innovation.

Through continuous improvement and stakeholder engagement, we remain dedicated to responsible corporate governance that supports long-term value creation and sustainable growth.”

Brian Busse, General Counsel



Board Oversight



ESG and Committee Responsibilities

Our entire Board has responsibility for overseeing the ESG pillars as part of its mandate for risk management and strategic planning.

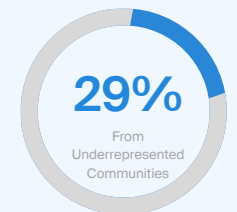
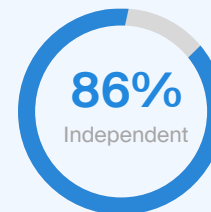
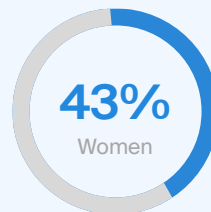
- The Audit Committee has oversight of issues including modern slavery, ethics and whistleblower reports.
- The Compensation and Human Capital Committee is responsible for our Executive Compensation Program.
- Our Cybersecurity and Privacy Committee oversees the quality and effectiveness of Arlo's information and technology use and protection, including cybersecurity and privacy.

Independent

We maintain an independent Board composition to ensure transparency and accountability. Our Chairman of the Board holds a separate seat from the CEO role, enhancing management oversight. This framework provides structure and rigor to pursue our long-term, strategic objectives for the benefit of all our stakeholders.

Diverse

Arlo's directors bring robust and varied skillsets and backgrounds with a history of extensive executive leadership roles across operations, finance, law and technology. Our board has a diverse composition with 43% of women holding seats and a requirement to consider both minorities and women as a part of the selection process for any vacant board seats.



Shareholder Focus



Pay for Performance

Arlo's Compensation and Human Capital Committee ensures the company employs exceptional leadership recruitment, retention and compensation practices that align with a carefully selected peer group related to our size and industry.

2024 Say on Pay Vote

We acknowledge the shareholder vote on executive compensation did not achieve the level of support we anticipated. As a result of concerns raised by the investment community, Arlo commissioned an important investor outreach effort to ensure that we receive and respond appropriately to the feedback provided.

Response

The Chair of the Compensation and Human Capital Committee and the management team engaged with stockholders to solicit feedback on our executive compensation program. We have taken the concerns gleaned from our investor outreach seriously and enacted several immediate reforms in 2024. These include adjusting annual equity awards to be entirely performance based, adding multiple metrics to PSU design, and modifying the 2022 CEO retention program to replace the final cash bonus.

Ongoing Engagement

We plan to continue to solicit feedback and, if warranted, implement additional actions in 2025. We have undertaken additional softer actions to receive a more positive outcome on Say on Pay including engaging with proxy solicitation services, targeting a GICS code change, and working with proxy solicitation companies.



Improved Control Environment

Audit and Risk Process

We oversee maintenance of adequate systems of internal controls over financial reporting. We enforce our legal and regulatory compliance programs. We assess and monitor management policies for financial risk exposure.

Remediated Material Weakness

For the year ended December 31, 2023, we reported a material weakness with respect to internal control over financial reporting in the area of Information Technology.

In March of 2024, the Audit Committee appointed Deloitte as our new independent registered public accounting for the full-year 2024.

After review of our own internal protocols and under advisement from Deloitte we undertook several steps to remediate our material weakness including the following:

1. Increased timely reviews of IT system changes
2. Rationalized access privileges for system developers
3. Increased controls with management and computer operations

As of the most recent filing of our 10-K in February of 2025, we were able to successfully remediate the material weakness.

Commitment to Privacy

At Arlo, we are as passionate about privacy as we are about safeguarding our customer's homes and families. We believe that our customers' personal information and private moments should be their own. Privacy, security and ethical artificial intelligence ("AI") development are all embedded within Arlo's culture and essential for maintaining the trust of our customers and complying with evolving regulatory expectations.

Our Privacy Pledge outlines the core privacy principles and data protection measures we follow to keep personal information private and in the control of our customers. They include the following:

1. Collecting minimal information from our platform and allowing customers to choose what additional data they want to share.
2. Allowing customers to directly manage their privacy settings, including full deletion of their videos and other personal information through Arlo's Privacy Center.
3. Enabling our Privacy and Security teams to influence the products and services development cycle through partnerships with the product and engineering teams.



Active contributor to the Alliance's Data Privacy Initiative



Trust Service Principles (TSPs)



Standard to enhance cardholder data security

Cybersecurity and AI



Arlo supports industry-leading methods and practices designed to protect customer accounts and stay ahead of emerging threats. We monitor our cloud systems and utilize multiple data protection technologies and methodologies to actively look for security threats. Arlo also bolsters employee awareness and risk recognition through our annual mandatory privacy and cybersecurity training.

We take cyber threats seriously, maintaining comprehensive dashboards on corporate security, regularly assessing our vulnerability analysis and expediently advancing our security and privacy risk mitigation initiatives.

Arlo has embraced ethical AI development since its inception and continues to emphasize this practice as a core value. Arlo designed and adopted an AI Policy to provide guidance to employees as they navigate these solutions.

- We only use customer data to help improve the accuracy and efficacy of their security experience.
- We rely on explicitly donated customer videos or photographs to train our general models.
- We maintain an AI Governance Council comprised of members of the senior management team to provide oversight and governance of AI usage throughout the company.



Our independent, 3rd Party Cybersecurity Risk Rating continues to be an A.

Advanced Encryption Standard and Transport Layer Security protocols secure videos and data during transmission and with encrypted cloud storage.

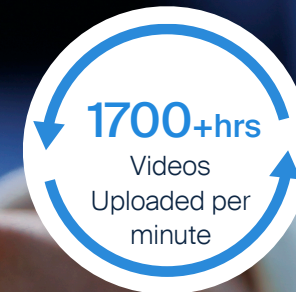
Smarter Security. Trusted by Millions.

With more than 10 million households around the globe counting on Arlo to keep them safe and secure, we know our work will never be done, because protecting our customers, our shareholders, and our partners requires vigilance and a relentless pursuit to do more.

Arlo's ability to continuously innovate and expand that blanket of protection is made possible by our secure, globally-scaled cloud platform that processes more than 26 billion API calls each and every day. The power of this platform ensures that every video, every piece of data is also protected 24/7.

Looking ahead, we remain steadfast in our commitment to building a sustainable, secure future for all.

26+ Billion Platform Calls Per Day





We protect your everything

Learn more:

<https://www.arlo.com/>

<https://investor.arlo.com>

Contact us:

esg@arlo.com