

**ARLO's Statement Regarding the
California Transparency in Supply Chains Act of 2010
and the
UK Modern Slavery Act of 2015**

BACKGROUND

Arlo is transforming the ways in which people can protect everything that matters to them with advanced home, business, and personal security services that combine a globally scaled cloud platform, advanced monitoring and analytics capabilities, and award-winning app-controlled devices to create a personalized security ecosystem. Arlo's deep expertise in cloud services, cutting-edge AI and computer vision analytics, wireless connectivity and intuitive user experience design delivers seamless, smart home security for Arlo users that is easy to set up and engage with every day. Our highly secure, 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 – all rooted in a commitment to safeguard privacy for our users and their personal data.

To date, we have launched subscription services such as Arlo Secure, Arlo Total Security, and Arlo Safe, and several categories of award-winning smart security devices, including smart Wi-Fi and LTE-enabled cameras, video doorbells, floodlight cameras and home security systems. In addition, Arlo's broad compatibility allows the platform to seamlessly integrate with third-party internet-of-things ("IoT") products and protocols, such as Amazon Alexa, Apple HomeKit, Apple TV, Google Assistant, IFTTT, Stringify and Samsung SmartThings. We plan to continue to introduce new smart security devices to the Arlo platform both in cameras and other categories, increase the number of registered accounts on our platform, keep them highly engaged through our mobile app and generate incremental recurring revenue by offering them paid subscription services.

Arlo takes its corporate responsibility seriously and, as such, is committed to combating all forms of forced labor and human trafficking. To do this, Arlo undertakes a rigorous process to verify the absence of such practices in our supply chain and operations.

As a manufacturer of goods in the State of California, Arlo is required to comply with SB 657 – The California Transparency in Supply Chains Act of 2010. This law was designed to increase the amount of information available to consumers regarding companies' efforts to eradicate forced labor and human trafficking.

Similarly, the UK Modern Slavery Act of 2015 requires certain organizations (and related guidance published by the UK government encourages all organizations) to publish a statement laying out the steps the organization has taken during the financial year to ensure that slavery and human trafficking is not taking place in any of its supply chains or in any part of its own business operations. Accordingly, we have prepared this Statement with these regulations in mind.

This Statement made by Arlo applies to Arlo and all of its subsidiaries -- Arlo Technologies Australia Pty Ltd, Arlo Technologies Canada Limited, Arlo Germany GmbH, Arlo Hong Kong Limited, Arlo Asia Limited, Arlo Technologies International Ltd, Arlo Taiwan Co. Ltd, Arlo Technologies UK Limited, Arlo Technologies Services India Private Limited, Avaak, Placemeter Inc., and Placemeter France SAS.

ARLO'S STATEMENT AND COMMITMENT

Core principles

Arlo is committed to protecting the labor and human rights of our suppliers' workforce and being an advocate for continuous improvement of working conditions. Arlo seeks to achieve this goal through the following principles:

- Freely chosen employment
- No child labor
- Respect for working hours and rest days
- Fair compensation, wages, and benefits
- No harassment and/or abuse
- Equal opportunity and no discrimination
- Freedom of association
- Health and safety standards

Membership of relevant organizations and platforms

Arlo is committed to adhere to the Responsible Business Alliance ("RBA") Code of Conduct and conducting verification audits of its supply chain.

Arlo is also a member of the Supplier Ethical Data Exchange (commonly referred to as "SEDEX"), which is one of the world's leading ethical trade service providers, striving to improve working conditions in global supply chains. SEDEX is home to one of the world's largest collaborative platforms for sharing responsible sourcing data on supply chains. Arlo supports the SMETA audit (SEDEX Members Ethical Trade Audits) protocols which covers SEDEX's four pillars of: labor, health and safety, environment, and business ethics.

Internal policies and procedures

Arlo enforces a Supplier Code of Conduct, which is modeled after the RBA Code of Conduct and specifically prohibits involuntary, bonded, exploitative labor, slavery, or trafficking by its members.

Arlo further maintains a Corporate Social Responsibility ("CSR") Committee comprised of members from Operations, Supply Chain, Legal, Finance and Internal Audit to monitor various initiatives associated with CSR efforts. The CSR Committee is responsible for ensuring compliance with various laws and regulations associated with Arlo products and supply chain, including slavery and human trafficking laws.

Due diligence and training

Arlo has taken the following steps to combat forced labor and human trafficking:

- 1) **Supplier Chain Verification:** Arlo assesses the risk related to its supply chain through various means, including obtaining information on the factory policies and procedures, business practices and other publicly available information for its direct commercial suppliers. Arlo engages a third party to assist in more extensive analysis of our vendors in order to highlight any further risks within our supply chain. The assessment is conducted by Arlo employees under the oversight of the CSR Committee.
- 2) **Independent Supply Chain Audits:** Arlo conducts independent audits of its major manufacturers to mitigate the risks of human trafficking and slavery. The CSR Committee provides oversight of these audits through 1) reviewing the results, 2) monitoring progress to remediating any findings and 3) enable resources for sufficient coverage of Arlo's manufacturing footprint.
- 3) **Supplier Assurances and Management Systems:** Arlo maintains regular communication with its suppliers to ensure our expectations are clear with regard to responsible legal, social, ethical and environmental conduct. In addition, Arlo requests that suppliers acknowledge Arlo's Supplier Code of Conduct which requires suppliers': a) compliance with applicable laws, regulations, and customer requirements related to supplier operations and products (including anti-trafficking and slavery); and b) conformance with the Arlo Supplier Code of Conduct. Arlo reviews suppliers' publicly available modern slavery statements and/or requests copies of supporting documentation (i.e. modern slavery statements or internal corporate policies) to substantiate the acknowledgments that suppliers make. Arlo also provides materials to certain suppliers discussing forced labor and human trafficking and encourages them to continue to advance their policies and programs.
- 4) **Monitoring:** Arlo conducts independent third-party onsite audits of major suppliers which require corrective action plans should any exceptions be found. Arlo reviews the results of the audits with factory senior management, the Arlo CSR Committee, and monitors the progress towards correcting the deficiencies. Suppliers for onsite audits are selected using a risk-based approach to ensure Arlo is focusing on the most significant areas in its supply chain for review.
- 5) **Training and Awareness:** Arlo employees who manage supply chain activities are required to undertake training related to slavery and human trafficking. Employees are mandated to complete this training at least annually to ensure they are knowledgeable and aware of issues and concerns surrounding supply chain risks of human trafficking and slavery. Annually, suppliers are provided with the Arlo Supplier Code of Conduct, which includes prohibitions against human trafficking and slavery.

As part of Arlo's commitment to ongoing improvement, Arlo reviews its processes with regards to monitoring for modern slavery and human trafficking in its supply chain and when necessary, implements further controls to this effect.

This Statement constitutes Arlo's (and its specified subsidiaries') slavery and human trafficking statement for the financial year ending December 31st, 2023.

It was approved by Arlo's Board of Directors on June 17, 2024.

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Matthew McRae, Chief Executive Officer

ARLO TECHNOLOGIES, INC.