



3030 Orchard Parkway  
San Jose, CA 95134  
USA

## RESPONSIBLE BUSINESS ALLIANCE (RBA) COMMITMENT LETTER

As an Affiliate member of the Responsible Business Alliance (RBA), Arlo Technologies, Inc. ("Arlo") is committed to supporting the vision and mission of the RBA.

Arlo's policies on [Code of Business Ethics](#) and [Anti-Corruption](#) support our commitment to high ethical standards and compliance with laws, regulations and company policies. These policies apply to all members of Arlo's Board of Directors and employees worldwide, and are one of the key components of the company's compliance and ethics program. They reiterate our values and outline guidelines on a broad range of workplace, business practice and conflicts of interest principles such as employment and labor practices, privacy, employee safety and health, business and accounting practices, insider trading, antitrust laws and the anti-corruption laws.

Arlo commits to progressively align its operations with the provisions of the RBA Code of Conduct and to support and encourage its first-tier suppliers to do the same.

Wherever possible, Arlo will seek to adopt the RBA approach and tools in practical ways in the spirit of the industry's common goals.

Sincerely on behalf of Arlo Technologies, Inc.

**Matthew McRae**  
Chief Executive Officer

**Christine Gorjanc**  
Chief Financial Officer

**Tam Dam**  
Vice President, Operations

**Mandy Tsai**  
Vice President, Supply Chain Management

**Doug Leong**  
Vice President, Quality & Compliance

February, 2019