



## CORPORATE SOCIAL RESPONSIBILITY

Ambarella believes that social responsibility is essential for a healthy and equitable corporate culture; one that balances the interests of its various worldwide stakeholders, including employees, shareholders, partners, and customers. Ambarella is committed to sound corporate citizenship in the way it manages its people, its business and its impact on the environment.

We provide programmable semiconductor SoCs that, when programmed with our customers' and/or end-users' software, create application specific systems in an increasingly wide variety of video, image and computer vision applications. For example, we target the IP camera industry which provides security for individuals, enterprises and/or the public. In the transportation industry we target camera systems that provide higher levels of safety for pedestrians, drivers and passengers, as well as higher levels of automation and efficiency.

As a fabless semiconductor company we do not maintain our own manufacturing facilities but rather rely on our third-party suppliers to fabricate, assemble and test our products. People are our most important asset, and we strive to cultivate a working environment that is rewarding, challenging, productive, and aimed to do what is right.

This Corporate Social Responsibility statement discusses Ambarella's policy on human rights and the health and safety of our workforce, sustainability and the environment, and governance. This statement is intended to provide a summary of Ambarella's core principles. In addition to this summary, we have adopted policies that address specific areas, including employee handbooks, health and safety policies, a conflict minerals policy, codes of conduct, the foreign corrupt practices act, insider trading, and whistleblower complaint procedures.

## OUR WORKFORCE

Innovation is the lifeblood of our company. Since our founding in 2004, we have strived to develop leading-edge technologies using the most advanced semiconductor processes. We depend on our people to sustain our competitive advantage. We have 750+ employees in our worldwide workforce, more than 75% of whom are engaged in research & development activities. Approximately 70% of our employees are located in Asia, 23% in the United States, and 7% in Europe. Despite employees working in geographically disparate locations and differences in cultures, we strive to treat all employees as one team pulling in the same direction.

Ambarella is committed to ensuring the human rights of our worldwide workforce and treating them with dignity and respect.

**Wages and Benefits.** We offer attractive compensation commensurate with the standards of technology companies in the various locales where we maintain offices. At a

minimum, we ensure that compensation paid to workers complies with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. In compliance with local laws, employees are compensated for overtime at pay rates greater than regular hourly rates, and deductions from wages as a disciplinary measure are not permitted. Workweeks do not exceed the maximum set by local law. Most employees receive annual equity grants to encourage alignment with shareholders' interests in the long-term growth of the company.

We believe our compensation and benefits packages - combined with our culture that promotes teamwork, innovation and hands-on experience from the first day - contribute to low employee turnover and an above-average tenure.

**Non-Discrimination.** We are committed to providing a work environment that is free of harassment, unlawful discrimination, retaliation and disrespect. It is our policy to provide equal employment opportunity for all employment applicants and employees without regard to prohibited considerations of race, color, religion, sex (including pregnancy, gender identity and sexual orientation), national origin, age, disability, marital status or any other classification protected by applicable local, state or federal laws. In furtherance of this policy, we provide regular anti-harassment and anti-discrimination training to managers in our largest offices.

**Freely Chosen Employment.** Ambarella has a zero-tolerance approach to any form of modern slavery. We do not use any forced, bonded or indentured labor, slavery or trafficking of persons. This includes transporting, harboring, recruiting, transferring or receiving persons by means of threat, force, coercion, abduction or fraud for the purpose of exploitation. All work is voluntary, and employees are free to leave upon reasonable notice. Employees are not required to hand over government-issued identification, passports or work permits as a condition of employment.

**Child Labor Avoidance.** Child labor is strictly prohibited. We do not consider anyone for employment under the minimum age for employment established by local law.

**Humane Treatment.** We are committed to a workplace free of harsh or inhumane treatment, and our disciplinary policies and procedures are clearly defined and communicated to employees. We do not tolerate any actions, words, or gestures that might be perceived as abusive or harmful to others or that create or foster an offensive or hostile work environment, including, but not limited to, offensive conduct, derogatory jokes or comments, or unwanted sexual advances.

**Freedom of Association.** We respect the rights of employees to associate freely, seek representation or join workers' councils in accordance with local laws. Employees are encouraged to communicate openly with management without fear of reprisal or harassment. Our CEO and Head of Human Resources regularly travel to foreign offices to meet with employees and provide opportunities for face-to-face engagement.

**Health and Safety.** We recognize that a safe and healthy work environment not only reduces the incidence of work-related injuries, but also enhances productivity and worker retention and morale. As a result, we are committed to creating safe working conditions and a healthy work environment for all of our employees through integration of health and safety practices, training, best practices and continual improvement objectives.

**Occupational Injury and Illness.** Procedures have been put in place to prevent, manage, track and report occupational injury and illness to appropriate company personnel,

including provisions to: a) encourage worker reporting; b) classify and record injury and illness cases; c) provide necessary medical treatment; d) investigate cases and implement corrective actions to eliminate their causes; and e) facilitate the return of workers to work.

**Emergency Preparedness.** To help minimize the impact of emergency situations and events, we have implemented emergency plans and response procedures, including: emergency reporting, employee notification and evacuation procedures, worker training and emergency drills, adequate exit facilities and recovery plans.

## **ENVIRONMENTAL POLICY STATEMENT**

Ambarella acknowledges its responsibility to ensure its products are designed, developed, and supplied in an environmentally safe and sound manner. Ambarella is committed to promoting environmental protection and sustainability, from the product design phase, through manufacture, sale and distribution. In addition to complying with applicable environmental laws and regulations, we are committed to reducing our environmental impact. We seek to minimize our environmental impact by eliminating hazardous substances from our products, prioritizing resource conservation and responsibly disposing of our waste; and by encouraging our suppliers to do the same.

We support key initiatives to reduce the environmental impact of our products and the manufacturing processes of our supply chain, including:

**RoHS Compliance:** The Restriction of Hazardous Substances Directive (“RoHS”) is a European Union directive that prohibits the use of certain elements in electronic equipment. Ambarella works with its manufacturing partners to ensure that all substances contained in our products are RoHS-compliant.

**REACH Compliance:** The European Union’s REACH Directive (EC 1907/2006) imposes requirements for the Registration, Evaluation and Authorization of Chemical substances and products sold in EU countries. Ambarella’s products do not contain any candidate SVHC above 0.1%. Ambarella products also meet the requirements listed under REACH Annex XVII.

**ISO 14001 Certification:** ISO 14001 is an international standard for environmental management systems. This certification recognizes a company’s commitment to preserving the natural environment through the management of hazardous waste and implementation of recycling programs. Ambarella has been certified as ISO 14001-compliant for the design and manufacture of its products. As Ambarella subcontracts the manufacture of its products to third-party foundries, packaging and test partners, we also require these entities to maintain ISO 14001 registrations.

**Resource Conservation:** Ambarella is committed to the conservation of energy and natural resources. We continuously develop products that use less power than previous generations, and we strive to do the same with regard to our general operations. We recycle rejected silicon die, wafers and packaged parts in order to reclaim precious metals. In our offices, we maintain recycling programs for paper, plastic and natural waste.

**Conflict Minerals Policy:** The United States government has identified gold, tantalum, tin and tungsten as being potentially “conflict minerals,” which originate in the Democratic Republic of the Congo (DRC) or certain adjoining countries. The Securities and Exchange Commission (SEC) has adopted requirements that require publicly-traded companies to report annually concerning the presence of these “conflict minerals” that are necessary to the functionality or production of their products. Ambarella has adopted a Conflict Minerals Policy and complies with the annual SEC filing requirement.

As a fabless semiconductor company, we use third-parties to fabricate, assemble and test our products. While Ambarella uses only world-class manufacturers to produce its products, our direct and indirect supply chains span the globe, with suppliers located in numerous countries. Moreover, there are multiple external organizations operating in between our company and the mines that produce the conflict minerals used in our products. Accordingly, we rely on our direct suppliers to provide accurate information on the origin of the conflict minerals that are included in our products.

Ambarella expects its suppliers to use materials that are sourced from socially responsible suppliers. All of our suppliers have adopted a conflict minerals policy and due diligence framework based on the Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. We require that each manufacturing supplier offer reasonable assurance that the tantalum, tin, tungsten, and gold contained in the products they manufacture are conflict-free.

## **GOOD GOVERNANCE**

Ambarella strives to apply strong ethical, moral and legal principles in every aspect of its business conduct. Adherence to these principles is essential to Ambarella’s efforts to gain and maintain the confidence and support of our employees, our customers, partners with whom we do business and our shareholders.

We obey and comply with all laws and regulations that apply to the company in the communities where we do business. However, this legal compliance is simply the baseline, establishing the minimum requirements for good corporate conduct. In addition to following the letter of the law, we strive to always comport ourselves in accordance with the highest ethical standards, whether or not there is a legal requirement to do so. Employees are encouraged to acquire knowledge of the legal requirements related to their duties sufficient to enable them to recognize potential ethical pitfalls and to know when to seek advice from managers or other appropriate personnel, as necessary.

**Codes of Business Conduct.** Ambarella has adopted a code of conduct that serves as a guide for all of its worldwide personnel. The code sets forth broad ethical principles for the conduct of Ambarella’s business, and outlines certain key legal requirements of which all company personnel must be aware and with which they must comply. This code covers topics such as avoiding conflicts of interest, maintaining confidentiality, safeguarding company assets and records, respecting the intellectual property of others, promoting diversity and treating others with respect, and encouraging free and fair competition.

Ambarella also has adopted a Code of Ethics for our Chief Executive Officer and senior financial officers, including our Chief Financial Officer, relating to ethical conduct, conflicts of

interest and compliance with the law in connection with the company's financial and business records.

**Anticorruption policy.** In order to maintain our high ethical standards, we are committed to doing business with integrity and avoiding corruption in any form and complying with all applicable anticorruption laws in every country in which we operate. In addition to adhering to local regulations, our employees must comply with the US Foreign Corrupt Practices Act and US export control regulations, regardless of the country in which they are operating.

**Whistleblower policy.** Ambarella has adopted a whistleblower policy so that all employees are made aware that they can raise concerns about how colleagues are being treated or practices within our business or supply chain, without fear of reprisals.

**Insider Trading.** Ambarella opposes the unauthorized disclosure of any nonpublic information acquired by employees in the course of their service with the company and the misuse of material nonpublic information in securities trading. Ambarella has adopted an Insider Trading Policy, which prohibits directors, officers, employees and other individuals who possess material nonpublic information from trading on the basis of that information or disclosing material nonpublic information to others who then trade based on that information. This policy also establishes quarterly blackout periods during which company insiders may not trade in Ambarella securities, except pursuant to pre-established trading plans.

**Shareholder Communications.** Our Board of Directors has adopted a formal process by which shareholders may communicate with the Board or any of its directors. Shareholders who wish to communicate with the board or an individual director may send a written communication addressed as follows: Ambarella Board Communication, 3101 Jay Street, Santa Clara, California 95054.