



CHEGG, INC. TRANSPARENCY IN SUPPLY CHAIN STATEMENT FOR THE FINANCIAL YEAR ENDING 31 DECEMBER 2023

INTRODUCTION

Chegg is the personalized learning assistant thoughtfully designed to help students learn with confidence. Our suite of products is transforming the way millions of students succeed by connecting the link between learning and earning through tools and services that support learners throughout their educational journey. Our mission is to help students save time, save money, and get smarter to help improve the overall return on educational investment.

Chegg is similarly committed to upholding the highest ethical standards in all aspects of our business operations and fostering a corporate culture that respects the dignity and human rights of all individuals. We recognize that modern slavery and human trafficking are serious global issues that demand urgent attention, and we firmly stand against any form of exploitation within our operations. This Modern Human Slavery Statement outlines our commitment to combating these abuses and the steps we have taken throughout the 2023 financial year, and the steps we are contemplating in future. This statement applies to Chegg Inc. and to our wholly owned subsidiaries, including Busuu Limited.

OUR BUSINESS AND SUPPLY CHAINS

Chegg, Inc is headquartered in Santa Clara, California. Our subsidiaries operate from offices in the USA, Canada, India, Israel, Spain, and the UK. As a global education technology company, Chegg's supply chain primarily revolves around digital products, services, and development, involving collaboration with data providers, subject matter experts, software developers, cloud service providers, and various technology partners to ensure the seamless delivery of digital products and services to customers worldwide.

OUR APPROACH

Like the student community we serve, we're working hard every day, and we continually strive to improve. But our conduct must be grounded in our values, which includes respect for the fundamental protection of human and children's rights, consistent with the Universal Declaration of Human Rights. This includes protection of minority groups' rights, women's rights, children's rights, protection against human trafficking, and the right to water as a fundamental human right.

At Chegg, we believe that eradicating modern slavery requires a collaborative effort, and we are dedicated to playing our part in creating a more just and equitable world. Our risk-based approach includes conducting business in compliance with applicable laws and regulations concerning modern slavery and human trafficking, as well as certain key principles:



- **Zero Tolerance:** We maintain a zero-tolerance policy towards modern slavery, human trafficking, forced labor, and any forms of exploitation within our organization or supply chains. We remain committed to taking swift and appropriate action against any instances or allegations of such practices.
- **Reporting and Accountability:** We encourage open communication and reporting of any concerns related to modern slavery through our Speak Up Policy. Chegg has an associated complaint procedure that is operative throughout its business and its subsidiaries across its global operations. It includes both internal and external channels for reporting, including on an anonymous basis where applicable by law, to enable senior management to act on potential issues, including in relation to modern slavery, as quickly as possible.
- **Supply Chain Diligence:** We undertake a risk-based approach to assess and address the potential supply chain risk, focusing on higher risk areas. This includes assessing suppliers and business partners based on various criteria, including geographic location and industry.
- **Compliance Policy Framework:** We have implemented various policies that outline our principles, standards, and procedures to address the prevention of modern slavery within our operations and supply chain, which are further detailed below.

COMPANY POLICIES

Chegg is firmly committed to preventing modern slavery and human trafficking in all our operations. In 2023, we implemented new policies and maintained existing policies that reflect this commitment, including but not limited to:

- **Human Rights Policy:** Our [Human Rights Policy](#) reinforces our zero-tolerance approach to modern slavery and human trafficking. This policy is communicated externally and available internally to ensure all employees and stakeholders are aware of their responsibilities and obligations.
- **Supplier Code of Conduct:** In 2023, Chegg introduced its [Supplier Code of Conduct](#), which explicitly prohibits the use of forced, bonded, or child labor. Our Supplier Code of Conduct includes the right to audit and assess suppliers at any time for adherence to these standards.
- **Code of Business Conduct and Ethics:** Our [Code of Business Conduct and Ethics](#) was updated in 2023, which included re-emphasizing respect for human rights and dignity. We strive to maintain an open and transparent culture that encourages employees to report any concerns they may have related to modern slavery and human trafficking.
- **Speak Up Policy:** We continued to provide and maintain channels for employees and stakeholders to report any suspicions of modern slavery or human trafficking confidentially and without fear of reprisal. Reports are thoroughly investigated in accordance with applicable law, and appropriate action is taken where necessary.



TRAINING AND AWARENESS

Chegg believes that raising awareness is key to addressing any modern slavery and human trafficking risk. In 2023 we provided regular compliance training to our employees to ensure they are familiar with the principles contained within our Code of Business Conduct and Ethics and the importance of reporting concerns related to ethical violations. We will continue to mandate training as appropriate.

ONGOING REVIEW AND MONITORING

We regularly review and update our policies, processes, and procedures to ensure their effectiveness and alignment with best practices and legal requirements.

While we consider our industry low risk, if we identify any instances of modern slavery within our organization or supply chains, we will take immediate action to address and rectify the situation. Our employees and stakeholders are encouraged to raise any suspicions or complaints confidentially without fear of retaliation.

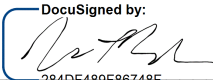
During the last financial year, we have not identified any specific modern slavery issues in our business or supply chains. Consistent with this, none of the reports received through our whistleblowing procedure have include any indications of potential modern slavery issues, and no such issues were identified during the process of implementation of the Supplier Code of Conduct.

CONCLUSION

At Chegg, we are unwavering in our commitment to prevent modern slavery and human trafficking. Through collaboration, transparency, and continuous improvement, we can make a difference and build a sustainable and responsible future for all.

This statement was approved by the Board of Chegg Inc. on March 21, 2024.

Signed by Paul LeBlanc in their capacity as a Board Member on March 25, 2024.

Signature:  284DF489F86748F...