



AMBARELLA

GLOBAL HUMAN RIGHTS POLICY

Ambarella (“Ambarella” or “the Company”) is committed to conducting its business activities with the highest level of integrity and ethical standards and in accordance with all applicable laws. In furtherance of this commitment, Ambarella has adopted this Global Human Rights Policy. This policy applies to all of Ambarella’s worldwide employees, contingent workforce and others working on Ambarella’s behalf.

1. Compliance with Global Standards

This policy reflects Ambarella’s commitment to global human rights as reflected in global standards such as the Responsible Business Alliance (RBA) Code of Conduct, UN Guiding Principles on Business and Human Rights, and the UN Global Compact. Violation of this policy by any employee of the Company will result in disciplinary action, up to and including, termination, subject to local laws. Violations of this policy by a third party will be subject to contract review and possible termination pursuant to applicable law and contract provisions, as warranted.

2. Labor and Human Rights

Ambarella recognizes the value of diverse skills, ideas and backgrounds, and a safe workplace that is professional and free from discrimination, harassment and abuse. We comply with all applicable wage, hour and leave laws and we expect our suppliers to do the same.

We pay wages at or above the locally mandated minimum wage requirements, including the legal overtime rate for hourly employees. Employees are entitled to, at a minimum, legally mandated benefits, including leave, and shall not be required to pay fees or deposits as a result of employment with the Company. Except in extenuating circumstances, working hours for hourly employees shall not exceed the maximum set by local law. Working overtime shall be voluntary.

We do not use forced, bonded, involuntary, prison, or indentured labor. Work is voluntary and employees are free to terminate their employment upon reasonable notice, based on local standards. We do not transport, harbor, recruit or receive persons by means of force, coercion, threat, abduction or fraud. We do not tolerate the use of forced, bonded, involuntary, prison, or indentured labor within our supply chain.

We comply with all applicable local laws with respect to child labor and expect our suppliers to do the same.

We are committed to maintaining a workplace that is free of inappropriate and unlawful discrimination and harassment. We promote a safe workplace that is free of sexual, verbal, physical and psychological harassment based on race, color, religion, sex (including pregnancy, gender identity and sexual orientation), national origin, age, disability, marital status or any other classification protected by applicable laws.

We celebrate individuality and promote an inclusive environment. We are committed to maintaining a workplace that is free of all forms of discrimination. We do not engage in discrimination based on race, color, religion, sex (including pregnancy, gender identity and sexual orientation), national origin, age, disability, marital status or any other protected classification. We believe that diversity in all levels of our workforce, including our board of directors, supports a culture of inclusion that makes us more effective.

In accordance with local laws, we recognize the freedom of employees to establish or join an organization of their choosing, to bargain collectively, to engage in peaceful assembly, or to refrain from such activities. We respect the right of employees to associate without fear of retaliation or reprisal, and we expect the same from our suppliers.

3. Health and Safety

We are committed to maintaining a safe and healthy work environment that complies with all applicable health and safety laws. We implement appropriate controls, procedures and protective measures to mitigate health and safety risks, as well as emergency plans and response procedures. We prohibit harsh or inhumane treatment of employees, including but not limited to corporal punishment, mental or physical coercion, verbal abuse, sexual harassment, or any threat thereof.

4. Ethics

We conduct our business activities with the highest level of integrity and ethical standards and in accordance with all applicable laws. These principles are described in our Code of Conduct. We also expect our suppliers to operate in the same manner.

We take measures to protect the personal and confidential information of our employees, customers, suppliers and third parties with whom we do business. Our internal policies are based on global standards and designed to maintain personal information securely and comply with applicable privacy and data protection requirements.

We act in accordance with all local and international laws regarding anti-corruption, including the U.S. Foreign Corrupt Practices Act (FCPA), which applies to all our global businesses and employees.

Our employees, customers, suppliers and other business partners are encouraged to report any human rights concerns related to our operations. We use a third-party hotline, which is available online and by phone 24 hours a day, seven days a week. Except as restricted by law, reports made through the hotline may be made anonymously. We prohibit any form of retaliation against employees who in good faith make a report or raise a concern relating to human rights or possible violations of our policies or applicable law. Reports made by via the Internet at <http://www.whistleblowerservices.com/amba>.