

An aerial photograph of a winding asphalt road through a dense forest of tall evergreen trees. A dark-colored car is driving on the road, which is bordered by a metal guardrail on the left and a stone retaining wall on the right. The road curves through the landscape, and a stream is visible in the background.

# 2022 ESG Policy



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## About Us

Life360 is a San Francisco, California-based information technology company that operates a platform for today's busy families, bringing them closer together by helping them better know, communicate with and protect the people they care about most. The Company's core offering, the Life360 mobile app, is a market leading app for families, with features that range from communications to driving safety and location sharing. Life360 had more than 35 million Monthly Active Users (MAU) as at December 2021, located in 195 countries. We were listed on the Australian Securities Exchange (ASX) in 2019.

Core to the way we work and collaborate, and further to our responsible business practices, are our values:

- Think long-term
- Take ownership
- Users come first
- Quality and craftsmanship
- Communicate directly
- Be a good person

## What ESG Means to us

At Life360 we recognise that investors, customers and our community are looking for partners with responsible business practices, both financial and non-financial. Environmental, Social and Governance (ESG) issues and opportunities impact the success of any organisation and ours is no exception. At the core of our ethos is social good, and so pursuing ESG responsibility is a natural next step in our journey.

ESG considerations are an important part of our decision making process, and we strive to make decisions that drive positive impact and promote responsible outcomes.

ESG considerations are aligned with our values. With a strong social focus as part of our mission, we are naturally working to empower and uplift our communities, customers and people through our service offering.



### Environmental

Understanding and managing how our organisation's operations impact, and are impacted by, the environment in which we operate.



### Social

Identifying how our organisation affects and is impacted by our people, the community and other stakeholder groups.



### Governance

Managing responsible decision-making, policymaking and the rights and responsibilities of different stakeholders including the board of directors, managers, shareholders, and others.

## ESG Policy Governance

This policy is underpinned by a materiality assessment that was completed by a third-party advisor to determine the focus topics of our program. The 2021 materiality assessment reviewed the positions of our key investors, leadership and employees. The process identified, assessed and prioritised potential environmental, social and governance (ESG) issues that are deemed relevant to our business and stakeholders. The materiality assessment culminated in a short-list of topics, risks and opportunities that will be used to inform Life360's strategy, targets, and ESG reporting.

Life360 will update this policy every 24 months to reflect how our business evolves.

## Mapping to the SDGs

At Life360 we recognise that pursuing common global frameworks empowers the global community to work towards common goals. As such, we see ourselves as contributing to furthering the following United Nations Sustainable Development Goals (SDGs).

- SDG 5** – Commitment to gender equality
- SDG 8** – Decent work and economic growth
- SDG 9** – Industry, innovation and infrastructure
- SDG 10** – Reduced inequalities
- SDG 13** – Climate action
- SDG 17** – Partnerships for the goals

## Environmental, Social and Governance Topics for Life360 Mapping to the SDGs

### Our People

- Safety and wellbeing
- Development & Training
- Grievances and impact
- Diversity

### Environment

- Product Sustainability
- Emissions (carbon neutral in 2020)
- Climate resilience

### Governance

- Business ethics
- Anti-corruption
- IP protection
- ESG performance disclosure

### Our Community

- User safety and wellbeing
- Privacy and data security
- Protection and rights of minors
- Community participation



At Life360, we have identified four key areas of focus for our ESG program, these being:

1. Our People 2. Environment 3. Our Community, and 4. Governance

## Our People

Our employees are core to our ability to deliver our services and products to our customers. We are proud of our collaborative, understanding and inclusive culture where ideas, innovation, and impact are at the heart of our mission. We support our people so they can focus on our mission of bringing families closer together.

As such, we have a strong focus on:

- Employee safety and wellbeing
- Development and training
- Grievance and impact management
- Diversity and equality

As our employees are core to our success, we put them first. We strive to provide work-life balance, and all our team members have access to the following perks and benefits:

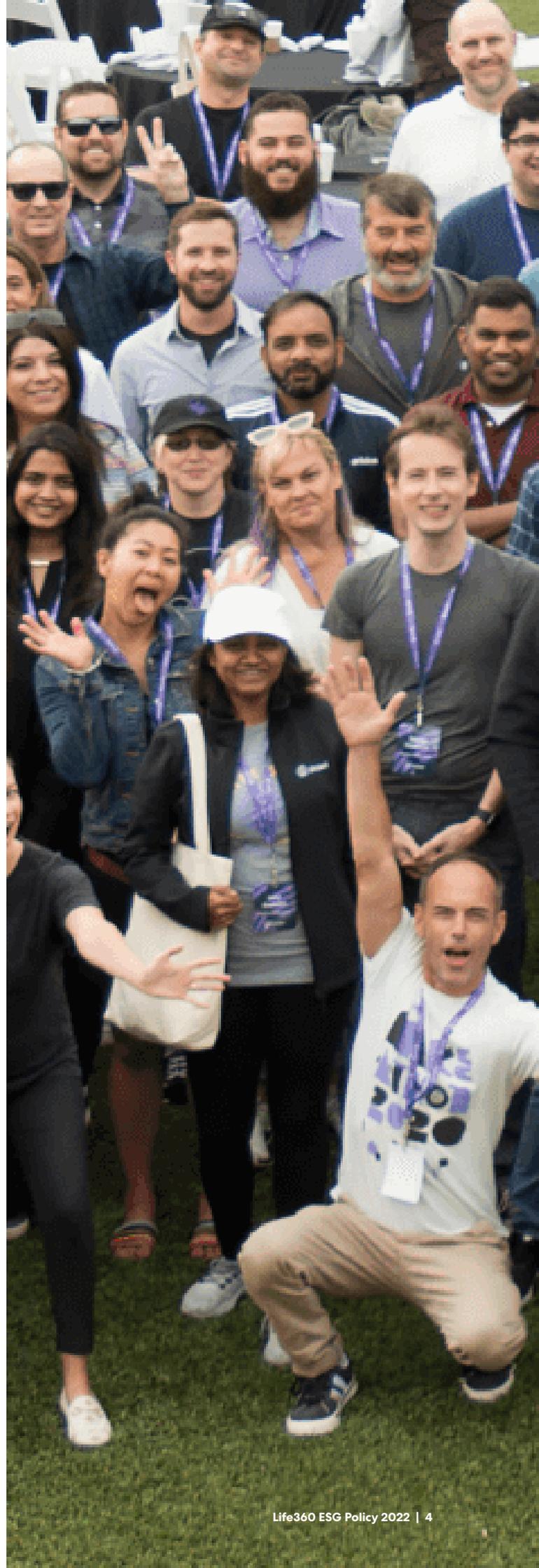
- No-meetings on Wednesday afternoons
- Home office stipend
- Remote-first work environment
- In-person collaboration opportunities
- Competitive pay and benefits
- Health, dental and vision insurance
- 401(k) program with company match



## Commitment

1. Life360 is committed to driving diversity and equality for our people.
2. Life360 is committed to continuing to make available our benefits and perks to all employees and promoting a positive work-life balance for all.

### Sustainable Development Goals:





## Our Community

As an organisation with an app that focuses on connecting families and driving customer safety, we have a strong impact on, and make a significant contribution to the community. As our app becomes an integral piece of the family fabric of our customers, this means we have a responsibility to protect our customers and the data they provide. As such, we are focused on pursuing:

- User safety and wellbeing
- Privacy and data security
- Protection and rights of minors
- Community participation

At the core of our business, Life360 is a family and community minded app designed to improve customer safety. As such, the community pillar of our ESG policy is fundamentally woven into the DNA of how we work and our values. In the fabric of our business is our strong commitment to community participation and contribution through family-oriented philanthropic partnerships including with Ronald McDonald House and ASPCA.



### Commitment

3. Life360 is committed to continuing to drive and promote family connectivity and safety through our app.
4. Life360 is committed to continuing to place the security of our customers data as a high priority of our work.
5. Protection of minor's rights is a key focus of Life360.
6. Life360 will maintain its strategic partnerships with appropriate community organisations to further our community contribution values.

#### Sustainable Development Goals:



# Environment

Environmental impact is two-fold for our company. We acknowledge that we have both an external impact on the environment, and also that the environment has an impact on our business and operations. As such, it is important that we mitigate our impact to also protect the future of our planet for succeeding generations.

To this end, we have a focus on:

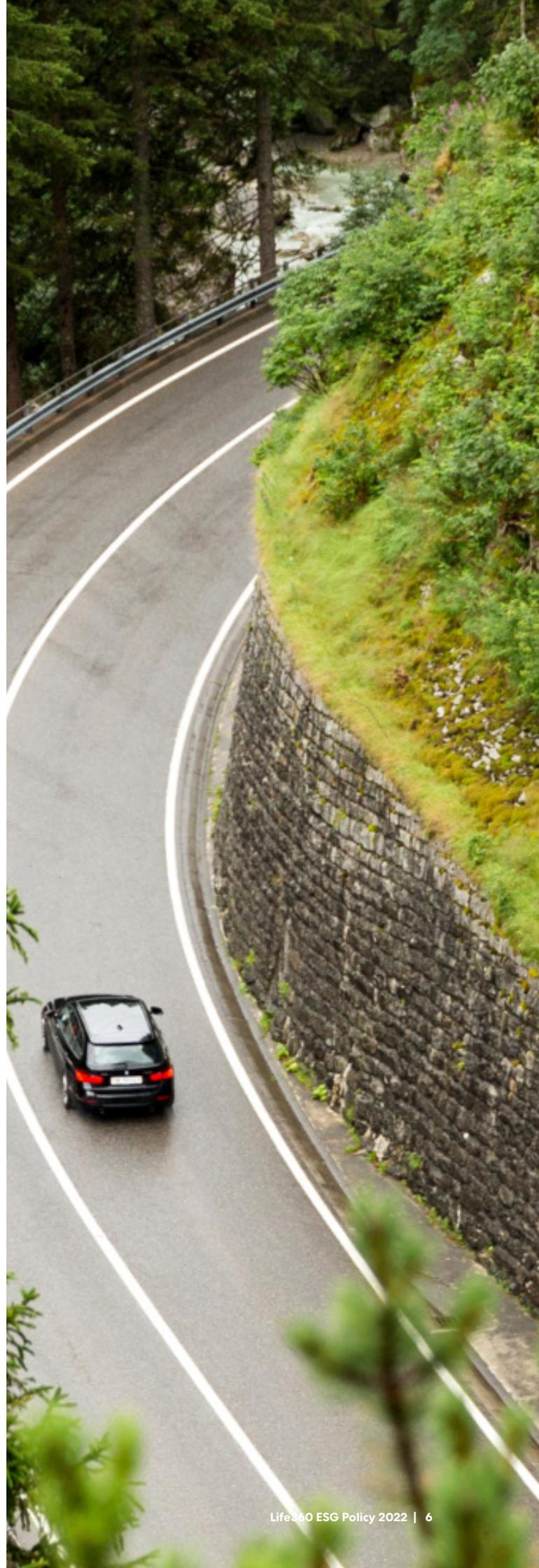
- The sustainability of our products
- The emissions footprint of our operations
- Climate resilience of our operations



## Commitment

7. Life360 is committed to calculating the carbon footprint of our operations.
8. Life360 is committed to sharing this footprint in our sustainability reporting.
9. Life360 is committed to developing an environmental strategy to reduce our impact, and has achieved carbon neutrality for 2020.

### Sustainable Development Goals:





## Governance

A fundamental pillar of the success of our business is responsible business governance. To date, Life360 has demonstrated a commitment to responsible business practices through our robust governance frameworks. We will continue to pursue and champion good business practices to remain a responsible organisation, reflective of our people and community values.

This includes, but is not limited to:

- Business ethics
- Anti-corruption, anti-bribery and whistle-blowing
- IP and data protection
- ESG performance disclosure



## Commitment

10. Life360 is committed to disclosing our ESG performance annually within our broad sustainability reporting.
11. Our future disclosures will utilise GRI and align with TCFD requirements, as appropriate.
12. Life360 is committed to annual training of our people on good business governance, including but not limited to, anti-bribery, anti-corruption and whistle-blowing.
13. Life360 is committed to developing and pursuing an ESG improvement roadmap.

### Sustainable Development Goals:



