



ENVIRONMENTAL, SOCIAL & CORPORATE GOVERNANCE (ESG) PRINCIPLES

*Last Updated June 2023**

At LastPass, we recognize the impact that a business can have on its surrounding community and environment and believe that an organization has the responsibility to be a good global corporate citizen. In furtherance of the company's commitment to creating a safe, inclusive and positive workplace for its employees while conducting its operations in an environmentally responsible manner, LastPass has established the following Environmental, Social & Corporate Governance Principles.

- I. **Social Responsibility** – At LastPass, we believe that our employees are our greatest asset and we take pride in the inclusive culture and collaborative spirit we have built across our footprint around the globe. We treat all of our employees with respect and dignity and expect all LastPass employees to conduct themselves similarly as they work together. We take care to promote safe and healthy workplaces, in compliance with all applicable local laws and regulations in each of the countries in which we operate.
 - Employee Health – LastPass provides a number of benefits and programs designed to support the health and welfare of its employees, including eligible fitness and wellness reimbursements, unlimited PTO, “self-care” days off, and access to mental health resources.
 - Diversity, Equity and Inclusion – LastPass is committed to hiring, developing and promoting a diverse workplace where employees are encouraged to speak up and listen actively. Respecting diverse opinions is not only a part of our core culture, but it is also one of our core LastPass values. We believe that creating an environment where our employees feel a strong sense of belonging and inclusion results in a high-performing organization with highly engaged employees, doing great work and working together well.
 - Employee Safety – LastPass is committed to providing a safe working environment for all of its employees. Accordingly, LastPass has implemented a zero-tolerance policy for any violence or threats of violence in the workplace. LastPass also strictly enforces a prohibition against harassment, sexual or otherwise, of any of its employees by anyone, including any supervisor, co-worker, vendor, client or customer. Within our offices, communal areas are equipped with essential first aid supplies and an automated external defibrillator (“AED”) or appropriate first aid equipment as required by local country laws in each country of operation.
 - Employee Engagement – We recognize that high levels of engagement from our employees translates to our people achieving their personal goals while also delivering against our corporate business goals. Creating a strong culture of engagement is a top priority for the Company. Employee feedback is crucial to how we measure our success in becoming a great place to work. By encouraging open dialogue and feedback we can continuously improve upon our culture and enable our people to do the best work of their careers.
 - Forced Labor – Our employment relationships are constructed in accordance with local laws within each of the countries where we have operations. Employment at LastPass is voluntary.

LastPass does not use forced or involuntary labor of any type (e.g., forced, bonded, indentured or involuntary prison labor).

- Child Labor – LastPass does not use child labor and complies fully with all applicable child labor laws, including the Fair Labor Standards Act or the equivalent legal standard for any other country in which we do business. For the purposes of this document, the term “child” includes any person employed under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest.
- Wages & Benefits – LastPass complies with all applicable wage and hour laws and regulations, including those relating to minimum wages, overtime hours, piece rates and other elements of compensation. Recognizing that compensation, benefits and labor laws vary across each country of operation, our HR and Legal teams help to ensure we are compliant with all applicable local laws and requirements. LastPass adheres to local work week standards and does not force its employees to exceed prevailing local work hours; and LastPass appropriately compensates employees for overtime where applicable. Information related to wage and benefit regulations are made available to each and every employee on the company intranet and/or in the applicable employee benefits guides and handbooks.
- Non-Discrimination – LastPass is committed to providing equal employment opportunities to all employees and applicants. No employee or applicant shall be discriminated against on the basis of race, creed, religion, color, ancestry, sex, age, marital status, national origin, veteran status, genetic information, disability, sexual orientation or any other classification protected by law.
- Freedom of Association – Although none of LastPass’ employees are currently represented by labor unions or covered by collective bargaining agreements, LastPass considers its relationship with its employees to be good, and LastPass respects the legal rights of employees to join or to refrain from joining worker organizations or trade unions.

II. Community Responsibility – At LastPass, we promote a sense of corporate social responsibility (“CSR”) by encouraging our employees to take part in social and societal volunteering.

- Volunteer Time - LastPass offers all employees two days of paid volunteer time off (VTO time) per year and sponsors company volunteer activities. These volunteer activities range from sorting food at local food banks, preparing meals for the homeless and underserved, mentoring students with entrepreneurial skills, hosting virtual interview and resume writing seminars, helping to pack clothing and supplies for children in need and teaching youth programming skills.

III. Environmental Responsibility LastPass believes in the ability of technology and corporations to have a beneficial impact on environmental health and sustainability and operates in compliance with all applicable environmental laws and regulations.

- Sustainable Products - Because our products and services operate in the “cloud” and require no consumer packaging, LastPass believes that its online, SaaS-based business model inherently helps reduce emissions typically associated with the manufacture of product packaging and product distribution.
- Carbon Footprint - When appropriate and applicable, LastPass considers environmental concerns and impacts in its decision-making and operations, especially its potential greenhouse gas emissions and carbon footprint. Where commercially practical, LastPass strives to use

energy-efficient equipment and servers. We prioritize using data centers that are powered by renewable energy, have high energy efficiency standards, and high Greenpeace ratings. As with its waste-management strategy, LastPass makes reasonable efforts to reduce our current levels of electricity consumption.

- **Waste Management** – LastPass is aware of the positive effects of waste-reducing activities, such as lowering environmental pollution and conserving natural resources and energy. Our IT equipment is responsibly disposed of at the end of its useful life. LastPass makes reasonable efforts not to increase its current levels of waste disposal.
- **Responsible Relationships** - LastPass strives to spread its principles of Environmental Responsibility across the company’s business relationships by expecting its suppliers, service providers and vendors to adhere to applicable environmental laws. LastPass also considers the environmental impact of its suppliers and service providers who purchase and use environmentally responsible products and where possible, favor those who have better environmental profiles.

IV. Updates & Compliance – LastPass’ goal is to keep its employees informed, and to continually improve the company’s environmental performance and workplace health and safety. In furtherance of that goal, LastPass makes efforts to educate its employees on the above issues, and periodically reviews these Environmental, Social & Corporate Governance Principles to assess progress. A review of these Principles is performed annually and updates are made when warranted.

V. Compliance with Laws – LastPass is committed to comply with all applicable social and environmental laws and regulations in all locations where it conducts business.

**Prior to 2023, LastPass was part of the GoTo Group, Inc group of entities (“GoTo”), and all GoTo environmental [policies and programs](#) have previously incorporated LastPass.*