

Chegg Culture, Belonging & Diversity Policy

Updated and approved February 2022

Our Commitment - Leading with Change

Diversity fosters creativity and business advancement. To create innovative products, solutions, and content for our learners, it's important that our workforce reflects our audience and the world we live in. Chegg is committed to cultivating an environment of Culture, Belonging, & Diversity, welcoming people of different backgrounds, perspectives, and beliefs.

We believe that a diverse workforce makes us a stronger company and helps us better serve the needs of our customers. We are focused on understanding our culture, belonging, and diversity strengths and opportunities and defining and executing on a strategy to support further progress. We have employee-driven resource groups that are aligned around creating a culture of belonging and awareness for our diverse workforce. These groups are centered around gender, ethnicity, sexual orientation or other shared attributes, which we believe help build community and enable opportunities for both personal and professional development. We continue to focus on building a strong talent pipeline to create more opportunities for workplace diversity, support greater representation within the organization, and build a company that is truly reflective of the diverse audience we serve.

Oversight

Chegg's Chief People Officer (CPO) maintains executive responsibility and oversight for Diversity and Inclusion at Chegg. Our CPO regularly reports to our Compensation Committee regarding Diversity and Inclusion initiatives and performance. Chegg also has an HR group dedicated to CB&D, including a Director of Culture, Belonging and Diversity.

Scope

Chegg's Culture, Belonging & Diversity Policy covers all global employees.

Anti-Discrimination and Equal Opportunity

Chegg is committed to ensuring that employees work in an environment of mutual respect that is free of harassment and discrimination. Our commitment to equal opportunity includes our compliance with all state and federal guidelines prohibiting discrimination in hiring and employment. We are committed to equal opportunity employment for all people and strictly prohibit unlawful discrimination by any employee. We hire, train, promote, and compensate employees without regard to any legally protected categories.

We will not tolerate harassment or discrimination of any kind, against anyone, on any basis, and we are committed to eliminate discrimination based on a person's religion, age, nationality,

sexual identity or sexual orientation, race, ethnicity, disability, political views, body type/weight, and all other legally protected characteristics. We also prohibit any unlawful harassment based on the perception that a person has any of these legally protected characteristics, or is associated with a person who has or is perceived to have these characteristics.

Employees who witness something that appears to conflict with Chegg's anti-discrimination policy or our [Code of Conduct](#), or employees who have a question about how to handle a particular situation, are encouraged to contact a Chegg Ethics Counselor. Reporting procedures, including anonymous reporting procedures, are listed in the [Whistleblower and Complaint Policy](#).

Training

Our commitment to Equal Opportunity Employment and Anti-Discrimination policy are outlined in our Employee Handbook, which Chegg employees receive upon hire and are required to acknowledge receipt of. Chegg is looking forward to adding more training modules over time, which may include recognizing recruitment bias and inclusive recruiting. All employees go through yearly compliance, ethics, diversity and inclusion training, which includes, but is not limited to, the following topics: Building an Inclusive Workplace, Preventing Harassment, Ethics, and Code of Conduct.

Diversity

We believe that a diverse and inclusive workplace will help us recruit and retain talented employees. It also furthers our mission of creating products and services that benefit global learners however and wherever they need. Diversity efforts are never complete, and we work hard every day to continue to improve Chegg's diversity and representation. Some initiatives to increase diversity include developing partnerships with organizations that represent underrepresented groups. These partnerships allow us to increase the number of resumes submitted to hiring managers, increase the number of qualified candidates from underrepresented groups, and increase the diversity of our workforce ensuring that Chegg's culture is welcoming to all of its workforce. We believe transparency is critical to help measure the success of our efforts and to hold ourselves accountable for all the work that still needs to be done. Please reference our [ESG website](#), and in particular, our [Focus on People](#) page, to view our current diversity disclosures.

Pay Equity

Chegg provides equal pay opportunities for all employees and strives to make compensation decisions based on consistent and fair criteria. Chegg regularly reviews its pay practices to ensure its employees are being treated equitably. Chegg also performs a yearly comprehensive analysis of compensation to assess if there are differences for gender and ethnicity among our U.S. teams. When we do identify differences in pay, regardless of the

reason or when we discover them, we evaluate those differences and take action whenever it is needed.

Initiatives to Support a Diverse Workplace

Chegg's Culture, Belonging, & Diversity multi-year plan is centered around five pillars:

1. Evolution of Culture, Belonging, & Diversity
2. Recruiting & Hiring
3. Retention
4. Leadership Succession
5. Culture, Belonging, & Diversity in the Community

We believe that the initiatives behind each of these pillars will increase unique perspectives among homogenous teams, increase representation of underrepresented groups, and increase retention of a diverse workforce. We commit to measuring and tracking performance of these initiatives through our annual employee engagement surveys and our diversity disclosures.

Please reference our [ESG website](#), and in particular, our [Focus on People](#) page, to learn more about diversity programming, our diversity disclosures, and our Employee Resource Groups.