

CHEGG, INC.

ENVIRONMENTAL POLICY

SUMMARY

Chegg strives to make the planet a better place. To do our part, we are focused on sustainable operations, and we are committed to finding ways to help reduce our environmental impact. We know that we owe it to our customers, employees, and society to use environmentally sound practices and to find ways to limit our contribution to global climate change.

OVERSIGHT

Workplace Services: Chegg's workplace services (WPS) team is proud to incorporate environmental considerations throughout their work to build and enhance employee facilities. WPS creates beautifully designed spaces with furniture made in part of reclaimed and repurposed wood, carpets and fabrics made in part of recycled materials, and uses energy efficient electrical and mechanical fixtures/features in every build. WPS aims to work with vendors whose services are also environmentally focused. The Chegg WPS team is constantly looking for and implementing new products, practices, and philosophies as a part of their goal to be on the forefront of sustainability and environmental awareness.

Governance and Sustainability Committee: One of the primary purposes of the Governance and Sustainability Committee of the Board of Directors is to oversee environmental, social, and governance (ESG) matters applicable to the company. The Committee oversees and periodically reviews the Company's policies, initiatives, strategy, disclosures and engagement with investors and other key stakeholders related to ESG matters, other than those specifically related to the Company's human capital management strategy and programs, which have been delegated to the Compensation Committee for oversight.

SCOPE

This policy applies to all Chegg offices globally.

COMMITMENT TO OPERATE SUSTAINABLY

In order to protect the environment and contribute to a more sustainable future we commit to:

- Create environmental awareness with our employees through availability of environmentally conscious office products and materials and when possible, offer environmentally conscious transportation options
- Consider feedback from stakeholders to align on environmental priorities
- Engage with our partners and suppliers to improve environmental performance when appropriate
- Reduce pollution and waste associated with the delivery of textbooks by providing textbook rental services (textbooks may be reused) and e-textbooks to our students
- Monitor our environmental footprint by measuring Scope 1 and 2 carbon emissions periodically and reporting the data publicly
- Seek to make choices that help reduce our emissions and other environmental footprints over time

- Enhance and maintain the sustainability of our workplace by:
 - Continuing to incorporate sustainable and repurposed building materials in our offices
 - Continuing to use appliances that are energy efficient and utilize energy management systems to minimize energy consumption.
 - Monitoring energy usage and seeking to maintain and enhance the effectiveness of our systems.
 - Continuing our recycling program in our offices, which includes purchasing recycled paper, reducing the need for plastic bottles by providing filtration machines for employees, providing compostable utensils, utilizing environmentally conscious packaging and containers, and offering e-waste recycling for employees, among other examples.
 - Allowing for sustainable modes of transportation where feasible, by providing a shuttle service for employees and providing electric vehicle charging stations.
 - Continuing to keep environmental sustainability top of mind as we select food and drink options for our facilities.

*Approved April 2022
by Denise Helm, VP of Workplace Services*