arm

Code of Conduct FYE25



FEBRUARY 2025

arm

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Every day, our technology touches the lives of people around the world. To me, that is a great privilege and a great responsibility.

Our global reach is a testament to the high quality that our partners have come to expect from Arm and the incredible amount of trust they have in our business. We stand with our communities and our external stakeholders to ensure that our business practices and operations respect our environment, embrace diversity, and value our people's contributions.

At Arm, we live by our Core Beliefs: Do Great Things, We, Not I, and Be Your Brilliant Self. These are our compass, and our Code of Conduct is our road map, guiding our behaviors and practices.

Our people join Arm to do the best and most innovative work of their careers. Together we solve some of the world's biggest compute challenges, while creating opportunity everywhere. I'm proud to lead a company that is building the future of computing for **everyone**. Thank you for playing your part in doing the right thing, so that we can realize our vision together.

Rene Haas
CEO



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It is my duty as Chief Legal Officer of Arm to ensure that we adhere to the highest ethical standards in all our endeavors, so I am emphasizing the importance of our company's Code of Conduct and urging each of you to integrate it into your everyday working lives.

The Code of Conduct is more than just a set of guidelines; it is the foundation upon which our company's integrity, reputation and much of its success is built. It embodies our commitment to ethical behavior, compliance with applicable law and regulation, and respect for each other and our stakeholders.

Among many other things, the Code of Conduct helps to:

- Maintain trust and integrity: by following the Code of Conduct, we build and maintain the trust of our customers, partners, and the broader community.
- Ensure legal and regulatory compliance: the Code of Conduct helps us navigate the complex landscape of laws and regulations that govern our industry. Adherence to these standards is not optional; it is mandatory.
- Foster a positive work environment: the Code of Conduct promotes a culture of fairness, inclusivity, and accountability, ensuring our company is a place where everyone can thrive.
- Protect our reputation: we safeguard our brand by acting in accordance with the Code of Conduct and ensure long-term success as a responsible and trustworthy organization.
- Guide decision-making: the Code of Conduct provides a clear framework for making sound decisions, ensuring that our actions are aligned with our company's values and principles.

Thank you for everything you do for Arm. Your commitment to upholding the highest standards of ethical conduct enables us to continue to build on this incredible company that we are all proud to be a part of.



Spencer Collins
Chief Legal Officer



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Core Beliefs

Our Core Beliefs articulate how we show up every day, defining how we work together to deliver our business strategy. They create a competitive advantage for Arm and our ecosystem, and are encapsulated in three simple statements:

'Do great things' means we work with urgency, embrace challenges, find a way

'We, not I' means we embrace both collaboration and individual accountability for the success of Arm

'Be your brilliant self' means we insist on excellence, and we enable performance, individuality and inclusion across Arm



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One Company, One Code of Conduct

Before taking any action, ask yourself the following:

- Does this action comply with our Code of Conduct, policies, and any relevant laws or regulations?
- Is it in line with our Core Beliefs?
- Would I be comfortable if my decision or action was made public on the front page of a newspaper?

To move forward, you should be able to answer "yes" to each of these questions.



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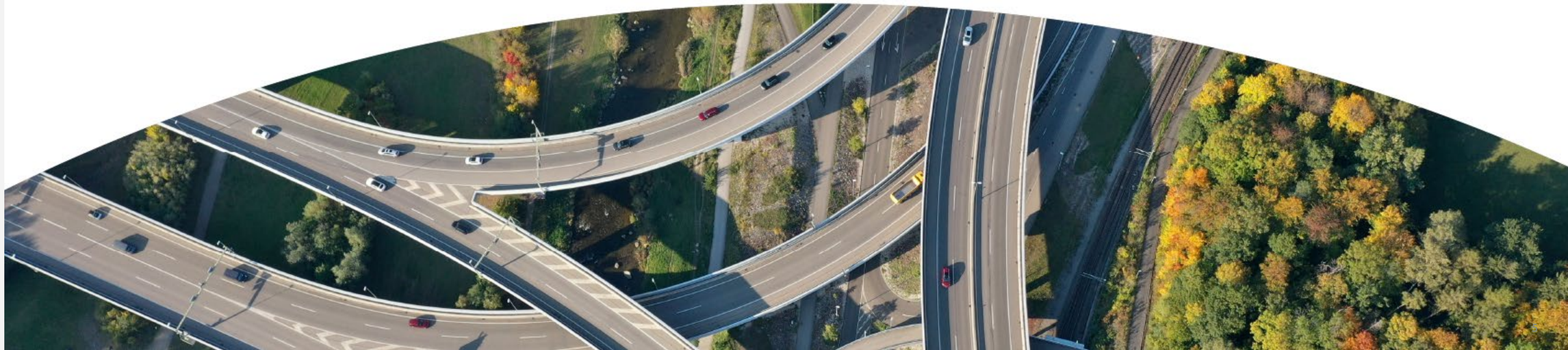
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Administration of the Code of Conduct

Our Board of Directors has established the standards in this Code of Conduct and, directly or through the Chief Compliance Officer, oversees its compliance.

The Board has tasked the Executive Committee with ensuring that the Code of Conduct and other corporate policies govern the Company's activities and has delegated day-to-day responsibility for administering and interpreting the Code of Conduct to Ethics and Compliance.



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We Comply with All Applicable Laws and Regulations

Our organization is built on a strong commitment to integrity and accountability. We understand that following the law and applicable regulations isn't just a requirement — it's a core part of who we are, shaping our culture and guiding the way we do business.

Lead by Example

Anyone who manages the work of others is expected to lead by example, acting in line with our Core Beliefs and our Code of Conduct. Leaders and Managers are expected to create an environment where people follow the Core Beliefs and feel comfortable speaking up and raising issues or concerns without fear of retaliation. We expect our leaders and managers to address misconduct promptly and escalate concerns when necessary. Managers should be the first point of contact for anyone looking to raise a concern.

We Complete Training

We take personal responsibility for completing training to ensure we understand the Code of Conduct and its implications for how we work at Arm. Managers are accountable for ensuring that their direct reports are familiar with the Code of Conduct. Failing to read the Code of Conduct does not excuse us from our responsibilities.

We Speak Up

We do the right thing, even when it is difficult. We speak up if we believe there is a violation of the Code of Conduct, Arm policies, or legal or regulatory requirements.
When we speak up, we are truthful, transparent, and we cooperate fully while concerns are being investigated. We never conceal or destroy information, and we do not compromise an investigation by discussing it with others while the process is ongoing.
There are many ways to do this, including through: your manager or Leadership Team member; the People Team; or Arm's Raise a Concern Helpline. If you feel you have been retaliated against, or are aware of possible acts of retaliation, please refer to our Raise a Concern Policy for guidance.



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Consequences of Violating the Code of Conduct

Violation of any law or this Code of Conduct is a serious matter. Any individual who compromises or violates any applicable law or the Code of Conduct may be subject to disciplinary action, up to, and including, termination; loss of employment-related benefits; and, if applicable, criminal, or civil proceedings.

Cooperating in Investigations

You may be asked to cooperate or provide information in an investigation. Your full cooperation and assistance are required and the failure to fully cooperate will be considered a violation of the Code of Conduct and Arm policy.

Non-Retaliation

We will not tolerate retaliation against any individual who makes a report about a violation or possible violation of applicable law or the Code of Conduct, or who participates in any investigation conducted internally or by a government enforcement agency. Any individual who believes they have been retaliated against should promptly report this via one of the channels outlined in the section "We Speak Up" above. Anyone found to have retaliated against someone for raising a concern may be subject to disciplinary action, up to and including termination of employment.

Investigating and Resolving Reported Violations

All reports of possible violations of the Code of Conduct or applicable laws will be evaluated promptly and investigated, where appropriate, in line with Arm's Raise a Concern Policy. Investigations will be handled discreetly, and the information will be disclosed to others on a need-to-know basis only, and as required by law.

Waivers of the Code of Conduct

It is our expectation that waivers of the Code of Conduct will rarely be requested or granted. If an individual wishes to request a waiver of a provision of the Code of Conduct, the waiver must be submitted in writing to Ethics and Compliance. Ethics and Compliance will review the request and consult with the Chief Legal Officer. The determination will be reported to the Board of Directors or the Audit Committee. Approved waivers of the Code of Conduct can only be granted by Ethics and Compliance. Approved waivers for members of the Board of Directors and Executive Officers can only be granted by the Board of Directors or the Audit Committee and must be publicly disclosed by Arm as required by law or regulation. No waiver will be given if it would violate applicable laws or stock exchange regulations.

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We insist on excellence in all that we do, and expect everyone to support one other to do our very best work for Arm.

This means we will positively challenge each other give and receive valuable feedback continuously and deliver to the highest standards. We expect people to treat one another with respect, live the Core Beliefs, and exercise skill in demonstrating our individuality, so that we can co-create an inclusive environment where everyone can thrive.

Bullying and harassment are not acceptable and have no place at Arm. We report any potential instances of bullying or harassment immediately via our internal reporting channels, so that the matter can be investigated and appropriate action taken.



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United In Purpose, Empowered Through Inclusion

At Arm, Diversity, Equity, and Inclusion (DEI) are fundamental to achieving our strategic ambitions, advancing our company culture, and enabling a thriving Arm community. We champion the One Arm approach, ensuring our Code of Conduct and policies are consistently applied across all sites and regions, setting a global standard of excellence. While we recognize the diverse nuances and complexities worldwide, we are united in our commitment to fostering an inclusive environment where representation matters, individuals are valued, diverse perspectives are heard, and everyone's skills are fully utilized.

We Maintain Safe and Secure Working Environments

We prioritize safety by adhering to all country and local regulations and office policies. Health and Safety is everyone's responsibility, and we all have a duty of care to reduce the risk of accidents across our sites. To protect our colleagues' health, we avoid coming to the office when feeling unwell to prevent the spread of infectious diseases. We do not work under the influence of alcohol or drugs. At work-related events or celebrations, we act responsibly.

We maintain and support a safe and secure working environment by upholding our physical security policy: by always displaying our access badges, avoiding tailgating, respecting restricted access areas, and ensuring all visitors are signed in at reception. We do not bring knives, firearms, or any other weapons onto Arm premises.

Workplace risks are always present, and we should always remain vigilant of them. If there is an immediate threat to life or health, we all have the responsibility to contact the local emergency services. We promptly report near misses, incidents, accidents, or workplace risks to the local Workplace Team or via a ServiceNow ticket to ensure the safety of our colleagues. We do not tolerate any threats to Arm's people, contractors, or visitors, including intimidation, stalking, or acts of violence. If you witness an incident or a near miss, please contact Healthandsafety@arm.com.



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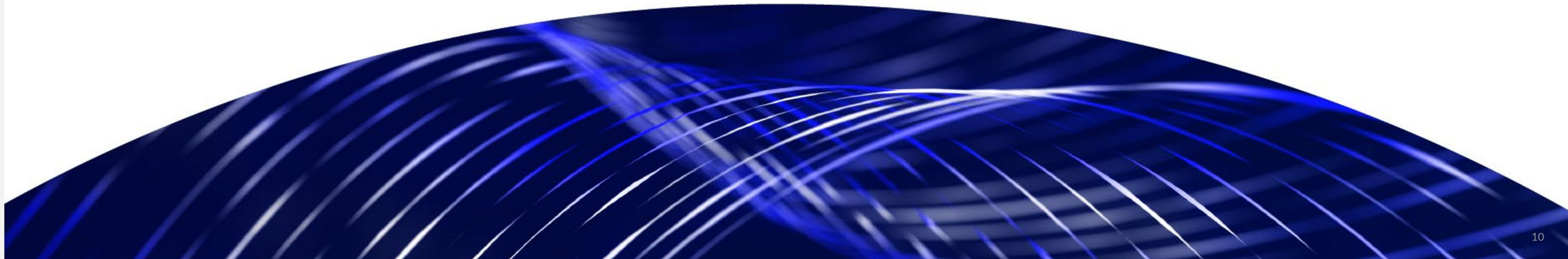
As a global technology company, information and systems (assets) drive our business and allow us to achieve our success.

Our intellectual property and the systems which enable its use are critical assets to Arm and must be protected. While working here, you may have access to confidential business information or trade secrets about our company or our clients or third parties, and so you have a responsibility to protect confidential information from unauthorized access, disclosure, and change. You must be aware of the role you play and behaviors you must adopt to ensure the confidentiality, integrity, and availability of our assets. These requirements are mandated within our Enterprise Security policies, standards, and procedures, which can be found on People hub.

When using our assets, do your part to protect them. Never:

- Install unapproved software, applications or hardware
- Share Arm information unless you are authorized to do so
- Use unauthorized devices to access our network
- Access unauthorized websites or view or download documents you do not think you should have access to
- Share passwords or access codes
- Neglect to raise a security incident when you think you have found issues with access controls
- Open links or attachments in suspicious or unsolicited email – report it.

We maintain a clear desk policy, ensuring confidential information is not left unattended in work areas, meeting rooms, or on printers. We only print what we need to, to reduce the risk of information getting into the wrong hands and to reduce our waste. Where we do print, we dispose of confidential waste in a secure confidential waste bins on Arm sites and do not take confidential materials away from Arm premises unless there is a business need to do so.



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We Manage Our Data with Care

Data is a key asset for Arm. Among other things, we use it to generate insights that shape our organization, influence research, drive product development, manage costs, resourcing, marketing, and strategic decisions. Data is integral to Arm's processes and reporting. How we use, store, and protect this data significantly impacts Arm's success. In addition to legal and regulatory compliance, ensuring data reliability, security, and quality is essential. Data and Site Owners perform a critical role in implementing our data governance environment and we require that they review access authorizations in accordance with the Identity and Access Management Standard.

We Promote the Responsible Use of Artificial Intelligence

Our approach to the responsible use of AI is rooted in a robust framework that encompasses various policies, procedures, and technologies. This framework includes the legal principles of AI regulations and oversight by the AI Office. For more information, please see the AI Policy.

We Avoid Conflicts of Interes

In today's complex business environment, maintaining trust and integrity is paramount. One of the primary ways we do this is by diligently avoiding conflicts of interest. A conflict of interest occurs when an individual's personal interests interfere with their professional duties and responsibilities. We are committed to ensuring that all decisions and actions are made objectively and free from undue influence.

We Prepare for Business Disruptions

We are committed to ensuring the continuity of our most critical activities under any circumstance. To achieve this, we:

- Develop and regularly test crisis response and business continuity plans to ensure they are effective and fit for purpose.
- Stay prepared by taking our laptops home and sharing knowledge regularly to meet deadlines.
- Read and understand Arm's business continuity plans and recognize our role in making Arm a resilient organization.
- Maintain our out-of-hours contact details on People Hub to ensure we can be easily contacted in the event of an incident or crisis at our workplace.
- Proactively raise risks and discuss any concerns with your manager or leadership team to ensure appropriate actions are taken to mitigate the impact of any incident.



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We Are Committed to Compliance with Global Anti-Corruption Laws

We uphold the highest standards of professional conduct and ensure that all our activities are free from any form of bribery or corruption. Our policies are designed to prevent, detect, and address bribery in all its forms, ensuring that we operate within the legal frameworks and maintain the trust of our stakeholders.

We Give and Receive Gifts, Meals, Entertainment, and Travel ("GMET") Responsibly

Gifts, meals, entertainment, and travel can take various forms, from a simple token of appreciation to elaborate business dinners or sponsored trips. While these gestures can enhance rapport and foster goodwill, they must be approached with caution to avoid conflicts of interest, undue influence, or the appearance of impropriety. If you are ever in doubt, please consult with Ethics and Compliance.

Working With Government

We engage responsibly with governments. We recognize they establish the framework within which we operate, from our hiring practices to the protection of our products through patents and trademarks. We do not participate in political activities or operate in any gray areas regarding contact with government officials. Instead, we engage with officials and policymakers openly and transparently, providing them with the information they need to make informed decisions on issues that affect us and our broader ecosystem. If you are engaging with government officials in a business capacity, please consult with Ethics and Compliance.

We Make and Keep Accurate Books and Records, Including Tax Records

We accurately document our tax obligations and comply with all required procedures to ensure any possible gaps or issues are prevented or quickly resolved. We are committed at all levels of Arm to ensure proper care in monitoring and communicating these responsibilities to all concerned.

Additionally, we do not engage in transactions where goods, intellectual property or funds are transferred outside of a normal, documented contractual relationship and not properly recorded in our records, or where we believe that a third party may not be properly accounting for their tax obligations. We are committed to and take reasonable steps to prevent businesses we work with from engaging in criminal facilitation of tax evasion. Our leadership fosters a culture in which activity intended to facilitate tax evasion is never acceptable. If we believe or suspect there is a potential breach of our policy or the law, we report these concerns to Ethics and Compliance immediately.

We Meet Our Disclosure Obligation

We are accurate and timely in our communications about our business performance. All our public communications are accurate, timely, and understandable, including filings with the Securities and Exchange Commission. If we become aware of any material information or omission that may make our public disclosure misleading or inaccurate, we promptly bring that information to the attention of our manager or Ethics and Compliance.

We Comply with International Trade and Sanctions Laws

Arm is committed to operating in compliance with applicable export, customs, and sanctions laws and regulations. With a sophisticated portfolio of IP, technology, software, hardware, and services delivered globally, we take compliance seriously and expect the same of our people, contractors, customers, and partners. For further information contact Trade Compliance.

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We Work Responsibly With Our Suppliers and Partners

We treat our suppliers fairly and keep our commitments. We always ensure that the Procurement team is engaged early to ensure that all procurement activities are conducted in accordance with the Procurement Policy. We carefully choose suppliers who adhere to our Supplier Code of Conduct and all applicable laws and policies.

We Protect Our Partners' Data and Property

In today's digital age, the safeguarding of data and property is more than a necessity; it is a commitment we make to our partners. Our dedication to protecting the sensitive information and valuable assets of those who trust us is unwavering.

We Do Not Misuse Inside Information

Misusing inside information breaches legal boundaries and ethical standards. Trust and integrity are foundational to the functioning of financial markets and business environments. When individuals or entities misuse inside information, it erodes trust among investors, stakeholders, and the public. Upholding ethical standards ensures confidence in the fairness and transparency of financial and business operations.

We Help Prevent Money Laundering

Our approach to preventing money laundering encompasses various policies, procedures, and technologies, which are designed to detect, deter, and report suspicious activities and ensure that all transactions are transparent and legitimate.

We Communicate Responsibly

We are transparent and honest in our external communications, fostering stronger and more meaningful business relationships while cementing Arm's position as a technology leader. We expect our people, directors, agents and contractors of the company to act responsibly and maintain consistency in the messages being delivered to minimize business and legal risks. For further information about External Communications please contact External-Communications.
Internally we use our social platforms, such as Slack, to communicate and collaborate efficiently, creatively and inclusively to help everyone do their best work, share experiences and support a strong community. Our internal social platforms are safe, inclusive spaces and any form of harassment or bullying behavior is not tolerated. For further information please consult with Internal Communications.



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We Compete Fairly and Ethically

Competition is essential for Arm as it drives innovation and better products while adhering to legal standards to avoid anti-competitive practices. Competition law aims to maintain market competition and prevent violations that can result in significant fines and sanctions for both the company and individuals involved. We avoid agreements with competitors to fix prices, allocate markets, rig bids, or engage in other anti-competitive practices. Additionally, we do not enter into agreements to prevent hiring from each other's companies and are cautious in dealings with suppliers and customers.

We Show Up as One Arm

We earn our partners' trust by showing up as One Arm and following the Arm Quality Policy to deliver quality products. One Arm - The Arm Management System is designed to bring together the key components across Arm that are used every day to work towards our North Star. It sets out key business processes, links key management elements, details our accountabilities and how we govern the business. One Arm supports our external facing Quality Policy in committing to meet our partners' requirements and expectations by continually improving our product solutions, processes, and services.



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We strive to embed responsible business practice throughout our operations, both within our organization and through our value chain, guided by our sustainability strategy which is outlined in our Sustainability Reports.

The approach is enabled by our people underpinned by trust, through our commitment to Responsible Technology. In lockstep with a global community of like-minded industry leaders, we continue to work toward the United Nations Sustainable Development Goals. For further information about Sustainability at Arm please contact the Sustainability Team.

We Respect Human Rights

We are committed to fostering a work environment where human rights are respected and protected. We deeply value the inherent dignity and equal and inalienable rights of all individuals. It reflects our dedication to creating a respectful, inclusive, and safe environment for everyone associated with our organization, including our people, partners, and the communities we operate within.

We Protect the Environment

We take action to minimize our operational impact on the environment. These impacts include Greenhouse Gas (GHG) emissions, energy consumption, water, and waste. We seek to reduce these impacts through ambitious targets, dedicated action, and efficient operational management.



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We Practice Responsible Corporate Giving and Support

We are encouraged to offer our time and expertise to support charities and other groups in need. We also provide support in the form of cash donations, in-kind expertise, and access to Arm's social impact and commercial networks.

All requests for Arm support must be evaluated by the Sustainability Team, which is overseen by the Sustainability Committee. Decisions for local requests for support are delegated to local Arm offices in line with our corporate giving guidelines:

- Charitable donations can only be made directly to registered charities and non-profit organizations
- We reserve the right to use our sole discretion in deciding which organizations receive donations and to decline donations to any cause which could be deemed harmful to Arm's reputation
- We will not make donations to any organization whose principles conflict with our Code of Conduct, Anti-Bribery and Anti-Corruption Policy, or other related policies, or those which conflict with legislation
- We will not make donations to pressure groups, political organizations or causes.
- We will not usually make donations to religious organizations. A community project, run by a faith-based organization, that has community-wide goals may be eligible, and is subject to approval by the Sustainability Team.

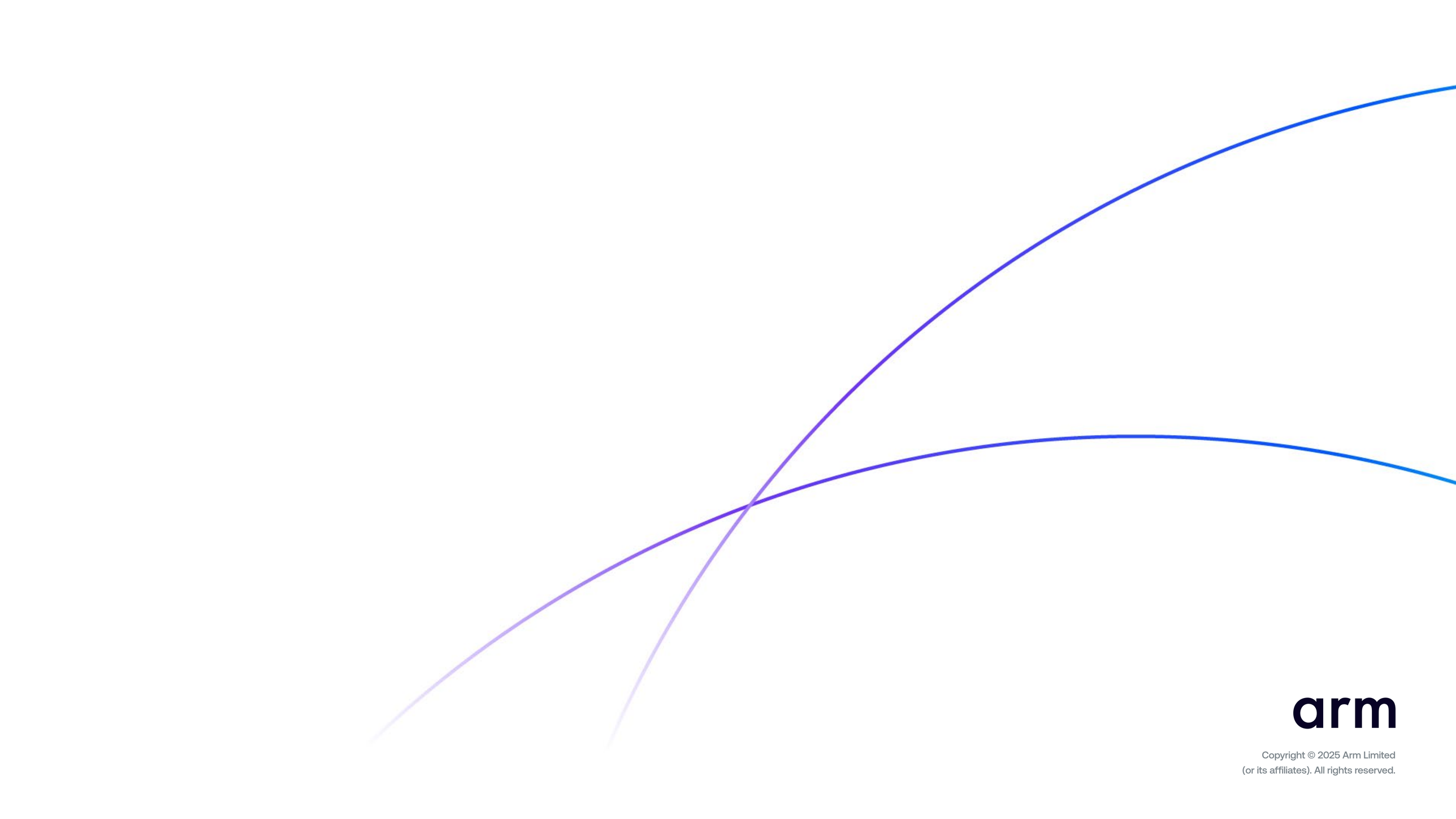
All of us are expected to adhere to the Code of Conduct and its associated policies. If you believe that there has been a violation of the Code of Conduct, you may use any of the reporting channels below to Raise Your Concern.

Reporting Channels

- **Your manager**
- **People Team**
- **Ethics and Compliance**
- **Arm Raise Concern Helpline**
- **Make a report verbally:**
  - **United Kingdom: 0-808-189-1053**
  - **United States: 1-800-461-9330**
  - **France: 0805.080339**
  - **Other countries, please click here for local numbers**

Note: This service is provided by a third party and is available 24 hours per day, 7 days per week, including to persons outside of Arm.





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