



Global Workplace Violence Prevention Policy

Effective: November 01, 2016

Purpose/Intent

AppLovin Corporation and its subsidiaries and affiliates (collectively “AppLovin” or the “Company”) are committed to preventing workplace violence and to maintaining a safe working environment for all employees, contingent workers, vendors, customers, visitors, and other persons located on Company premises or providing services to the Company (collectively “Employees, Contingent Workers, and Others”). This policy has been established to safeguard all Employees, Contingent Workers, and Others as well as the Company’s facilities and assets/systems. This policy applies to all incidents of workplace violence, as defined below, which may occur on-site or off-site during work-related activities. Moreover, AppLovin seeks to prevent workplace violence before it begins and reserves the right to address certain behaviors even in the absence of violent behavior.

Scope

This policy applies to all Employees, Contingent Workers, and Others on a global basis. To the extent that there are any AppLovin policies that provide additional rights, obligations, and/or responsibilities, those policies will apply in that particular location as well.

Policy

Differences of opinion and disagreements can occur at work, but they should be resolved in a calm, professional manner. Workplace violence is not limited to physical assaults. AppLovin defines workplace violence broadly, to include, but not be limited to, the following:

- Any physical act of violence and/or any conduct that is offensive or intimidating enough to result in an Employee, Contingent Worker, or Other individual becoming reasonably fearful or apprehensive about his/her safety or the safety of others and/or systems or property.
- This could include physical intimidation/aggression/hostility, violence, or threats of violence (implied, direct, verbal, written, or threatening gestures); stalking/harassment (physical stalking/harassment, as well as stalking/harassment by email, telephone, or any other form of communication); behavior that suggests a propensity toward violence (e.g. such as belligerent speech); possession or use of a firearm or other weapon in the workplace; threats about, or intentional damage to, the property of the Company or employees; restraining or confining an individual; as well as harassment, bullying, and hostile behavior.

It is the responsibility of every Employee, Contingent Worker, and Other individual to contribute to a safe working environment at the Company or Company events. Although workplace violence cannot always be predicted or prevented, Employees, Contingent Workers, and Others should do their part to prevent workplace violence by identifying or reporting actual and/or potential acts of workplace violence incidents. If you suspect or identify what you perceive to be a potential situation, action, or tendency that may lead to workplace violence, including problems outside of work, you should report it immediately as follows:

- If the incident is an emergency and there is imminent danger of immediate harm, please call 911 in the United States and a local emergency number outside the United States;
- Contact Human Resources at peopleops@applovin.com;
- Any Employee, Contingent Worker, or Other individual who obtains a protective or restraining order (or similar legal order) which lists the Company premises as protected areas needs to provide a copy of the order to the Human Resources team by sending a copy to

peopleops@applovin.com. All information will be kept confidential to the extent reasonably possible, and it will be shared on a need-to-know basis in an effort to ensure a safe work environment.

Weapons

AppLovin strictly prohibits the possession or use of any weapons on Company premises or property (including parking lots/structures to the extent permitted by applicable law) or at Company-sponsored activities or events. An exception is made only for commissioned police officers and others explicitly authorized by the Company.

Bullying

AppLovin defines “Bullying” as repeated, deliberate, and persistent offensive and abusive behavior that is demeaning or humiliating, whether verbal, physical, or psychological, conducted by one or more persons against another (or others). Furthermore, AppLovin prohibits all bullying behavior which is prohibited by applicable local law in the applicable AppLovin location.

Bullying may be intentional or unintentional. However, it must be noted that where an allegation of bullying is made, the intention of the alleged bully is irrelevant. As in other types of harassment, AppLovin considers that it is the reasonable effect of the behavior upon the individual which is important. The following may be considered Bullying (to the extent it rises to the level defined above):

- **Verbal Bullying:** slandering, ridiculing, or maligning a person or his/her family; persistent name calling which is hurtful, insulting, or humiliating; using a person as a subject of unreasonable jokes; or abusive and offensive remarks.
- **Physical Bullying:** pushing; shoving; kicking; poking; tripping; assault or threat of physical assault; threatening gestures; or damaging or deliberately interfering or tampering with a worker’s personal effects or work equipment including phone, computer, email, internet, or software.

All Employees, Contingent Workers, and Others have a responsibility to conduct themselves in compliance with this policy and to report any conduct forbidden by this policy immediately so the complaints can be quickly and fairly resolved.

Investigation

All reports of workplace violence will be taken seriously and will be investigated promptly and thoroughly. In appropriate circumstances, AppLovin will inform the reporting individual of the results of the investigation. To the extent reasonably possible and lawful, AppLovin will maintain the confidentiality of the reporting employee and of the investigation. The Company may, however, need to disclose results in appropriate circumstances, for example, in order to protect individual safety.

Retaliation

AppLovin will not tolerate any retaliation against any Employee, Contingent Worker, or Other individual for cooperating in an investigation, for making a truthful and good faith complaint of a violation of this policy, for opposing perceived violations of this policy, for filing an administrative claim, or for participating in any investigation, proceeding, or hearing conducted by the Company or a government enforcement agency. Anyone who believes that s/he has experienced or witnessed any conduct which s/he believes to be retaliatory in nature should contact AppLovin’s Human Resources Department at peopleops@applovin.com.

Corrective Action and Discipline

If AppLovin determines that workplace violence in violation of this policy has occurred, the Company

will take appropriate corrective and disciplinary action. The appropriate discipline will depend on the particular facts, and subject to applicable law, may include, at AppLovin's sole discretion, warnings, reassignment, suspension, termination of employment, termination of assignment, and/or a requirement that the individual no longer come into the AppLovin workplace.

If you have any questions concerning this policy, please speak with the Company's Human Resources Department.