

Modern Slavery Statement - Duolingo, Inc.

Duolingo is committed to improving economic opportunity for people around the world through education. We began our company with a free language app because we believe that language learning is one of the most powerful tools for creating economic opportunity and connection. We also developed the Duolingo English Test to make higher education more accessible to students everywhere by allowing them to prove their English proficiency entirely online at a fraction of the cost of other exams.

Modern slavery is antithetical to our commitment towards improving education and economic opportunity for all. We therefore prohibit slavery in all forms within our business, and expect the same of our suppliers and other partners.

1. Our Business

Duolingo, Inc. is a global publicly traded corporation headquartered in Pittsburgh, where the majority of our employees are located. We also have additional offices in New York City, Detroit, Seattle, Beijing, and Berlin.

The majority of our revenue comes from consumers who buy premium subscriptions to the Duolingo learning app. Nearly all our remaining revenue comes from advertisements and in-app purchases in the Duolingo learning app, and the Duolingo English Test.

Our supply chain consists primarily of web hosting, software and related services, and professional services such as accounting, legal, and other consultants.

2. Our Policies

Duolingo does not use modern slavery, child labor, prison labor, or other forms of forced labor in our business. Instead, we are committed to treating our workers well, providing fair pay and a workplace free of harassment and discrimination.

Our Code of Ethics and Conduct prohibits our employees from engaging in illegal or inappropriate conduct, including slavery and forced labor. We also provide an anonymous hotline managed by a third-party, AllVoices, for reporting potential violations, and strictly prohibit retaliation against whistleblowers.

Duolingo also does not use suppliers that engage in slavery or other forced labor, and we would terminate our relationship with any suppliers who do.

3. Due Diligence

Our suppliers are subject to a due diligence process. Except for suppliers below a small dollar threshold or in certain low-risk categories, new suppliers are vetted by our legal team as well as our security team if appropriate. The nature of this due diligence depends on the risks posed by the potential supplier. In higher-risk cases, we may conduct searches for any human rights concerns regarding the supplier. We will raise concerns with suppliers and refuse to work with ones we deem to be too risky.

4. Risk Assessment

Our business is at low risk of slavery because we are a consumer software company that directly employs or contracts with most of the workers we use. Additionally, our supply chain consists mostly of activities with a low risk of slavery such as web hosting, software, and professional services.

5. Performance Indicators

To-date, we have discovered no evidence or allegations of slavery or other involuntary labor within our business or any part of our supply chain.

6. Training

We provide general training to our employees on our Code of Ethics and Conduct and how to anonymously report conduct that is illegal, inappropriate, or violates our code.

7. Legal Information

This statement constitutes Duolingo's modern slavery statement pursuant to the UK Modern Slavery Act 2015 and Australian Modern Slavery Act 2018 for the fiscal year ending December 31, 2023.

This statement was approved by Duolingo, Inc.'s Board of Directors on April 11, 2024.

/s/ Luis Von Ahn

CEO and Director, April 11, 2024