

# CARE.COM, INC.

## SAFETY AND CYBERSECURITY COMMITTEE

### I. Purpose

The purpose of the Safety and Cybersecurity Committee (the “*Committee*”) of the Board of Directors (the “*Board*”) of Care.com, Inc. (the “*Company*”) is to assist the Board in its oversight of the Company’s programs, practices and risks related to safety and cybersecurity.

### II. Composition

The Committee must consist of at least two directors. Committee members must be appointed and may be removed, with or without cause, by the Board. Unless a Chair is designated by the Board, the Committee may designate a Chair by majority vote of the full Committee membership.

### III. Meetings, Procedures and Authority

The Committee has the authority to establish its own rules and procedures for notice and conduct of its meetings so long as they are not inconsistent with any provisions of the Company’s bylaws that are applicable to the Committee.

The Committee shall periodically meet with Company management, including but not limited to, the Chief Executive Officer, the Chief Safety Officer, and General Counsel. The Committee will meet at least twice a year.

The Committee may, in its sole discretion, retain consultants, legal counsel or other advisers. The Committee will be directly responsible for the appointment, compensation and oversight of such advisers. The Company must provide for appropriate funding, as determined by the Committee, for payment of reasonable compensation to such advisers.

In addition to the duties and responsibilities expressly delegated to the Committee in this Charter, the Committee may exercise any other powers and carry out any other responsibilities consistent with this Charter, the purposes of the Committee, and the Company’s bylaws.

### IV. Duties and Responsibilities

1. *Safety.*
  - a. Review the effectiveness of the Company’s safety program and its practices for identifying, assessing and mitigating safety risk in connection with its services.
  - b. Monitor management efforts to ensure the safe use of the Company’s services by its members, including efforts to educate members on safe hiring practices.

- c. Review and evaluate with management, and such outside experts as the Committee deems prudent, the safety of the Company's services.
- d. Review and evaluate with management the adequacy of the Company's practices in connection with preventing and responding to safety incidents.
- e. Review with management the Company's goals and objectives with respect to safety, and determine whether the Company's policies and procedures are appropriately aligned with such goals and objectives.

2. *Cybersecurity.*

- a. Review the effectiveness of the Company's cybersecurity program and its practices for identifying, assessing and mitigating cybersecurity risks across business functions that handle the Company's, its members' and its clients' electronic information.
- b. Oversee the Company's policies and procedures related to the security, confidentiality, availability and integrity of the information the Company collects, stores and transmits.
- c. Assess the adequacy of the Company's controls to prevent, detect and respond to cyber-attacks or information or data breaches involving the Company's electronic information, intellectual property and data.
- d. Review periodically with management the Company's disaster recovery and incident response policies, procedures and capabilities.
- e. Review periodically with management the Company's strategies and plans with respect to evaluating, adopting and deploying new technologies, tools, systems, policies and practices germane to cybersecurity.
- f. Oversee the Company's management of risks related to its information technology systems and processes, and any internal audits of such systems and processes.

3. *Reports to the Board of Directors.* The Committee must report regularly to the Board regarding the activities of the Committee.

4. *Committee Self-Evaluation.* The Committee must at least annually perform an evaluation of the performance of the Committee.

5. *Review of this Charter.* The Committee must periodically review and reassess this Charter and submit any recommended changes to the Board for its consideration.

## **V. Delegation of Duties**

In fulfilling its responsibilities, the Committee has the authority to delegate any or all of its responsibilities to a subcommittee of the Committee.