

CARE.COM, INC.

WAIVERS OF CODE OF BUSINESS CONDUCT AND ETHICS

March 2016

Chet Kapoor serves as a member of the Board of Directors of Care.com, Inc. (the “Company”) and is the Managing Partner of Tenzing Global Management LLC. Due to Mr. Kapoor’s control over Tenzing Global Management LLC, Tenzing Global Investors LLC, and Tenzing Global Investors Fund I LP (collectively, the “Tenzing Entities”), each of the Tenzing Entities is subject to the terms of the Company’s Insider Trading Compliance Policy (the “ITP”) during Mr. Kapoor’s tenure as a Care.com director. The Tenzing Entities own shares of the Company’s common stock which are maintained in a brokerage margin account and as such have been pledged as security for the account. Section V.D. of the ITP (“Additional Prohibitions – Purchases of the Company’s Securities on Margin; Pledging the Company’s Securities to Secure Margin or Other Loans”) prohibits persons subject to the ITP from purchasing Company securities on margin and from pledging Company securities as collateral to secure loans, including by holding Company securities in a margin account. The Company has waived the application of Section V.D. of the ITP with respect to shares of the Company’s common stock held by the Tenzing Entities in brokerage margin accounts during Mr. Kapoor’s tenure as a Care.com director.