



Duolingo Environmental Statement

At Duolingo, we believe we can minimize our impact on the planet and limit our contribution to climate change. We seek to apply the framework below across all Duolingo offices and this statement is approved by our VP of Workplace and Real Estate.

Our Impact

Our operational footprint and overall environmental impact are minimal as a digital platform. This policy outlines our commitment to environmental responsibility, including monitoring our environmental impact. Duolingo is committed to monitoring our environmental performance and eventually reporting on our impact. Our current work to design and deploy environmentally sound and responsible practices sets the groundwork for the future implementation of an environmental management process for key performance indicators.

Resource Management

At Duolingo, we are committed to doing our part to reduce our carbon footprint and the environmental impact of our offices. Due to the rapid growth we have experienced over the last few years, we have a varied office profile. We currently lease our headquarters as well as a small office in Detroit, for which we have insight into our energy and utility usage. The remainder of our global office locations are currently located in a managed service office model. As we find long-term offices for these locations, we plan to select inclusive spaces that align with our environmental aspirations. Our goal is to be able to track our utility and consumption data at all of our office locations.

Energy Efficiency

We are committed to identifying and implementing ways to increase energy efficiency. Whenever possible in our workplace designs, we will select energy-efficient appliances, transition our lighting to LED, and work with a designer to maximize the sustainability of our office spaces. We strive to reduce energy consumption by installing adequate lighting controls for users, such as timers, occupancy sensors, and advanced controls that allow for direct and indirect lighting in our workspaces. We also continue to seek better ways to manage our consumption in areas such as heating/cooling, water, etc.

Reducing Our Footprint

We encourage our employees to reduce commuting emissions by offering a stipend to walk, bike, carpool to work and will work to expand these offerings and options.

The kitchen at our headquarters is supplied by local food providers whenever possible to reduce transportation emission and raise environmental awareness, and we donate extra food to local nonprofits to engage positively with our community.

We are committed to reducing the waste in our Pittsburgh HQ by offering recycling programs throughout our offices, which includes composting.

Environmental Awareness

We engage with our employees on ways Duolingo is integrating environmentally sound practices at its office locations.

We hold events at our headquarters office with local leaders and organizers to gather feedback on our role in the community and as an environmental steward.

We also have an Environmental Working Group composed of committed Duos who seek to inform our options for future improvements and impacts.