

# WIZ CODE OF CONDUCT

1. ABOUT THIS CODE OF CONDUCT
2. WHO THIS CODE APPLIES TO
3. RESPONSIBILITY FOR THE CODE
4. PRINCIPALS AND ETHICS
5. TRAINING AND ENSURING COMPLIANCE

## 1. ABOUT THIS CODE OF CONDUCT

1.1 The purpose of this code of conduct is to:

- Explain Wiz's values and how they relate both to our day-to-day work and the key ethical issues Wiz faces.
- Provide information and guidance in relation to how we should conduct ourselves when carrying out business; and
- Explain how we expect our employees, suppliers, partners, vendors, agents, advisors and/or our representatives (collectively, "**Representatives**") to conduct themselves when engaging with Wiz, acting on behalf of Wiz and/or otherwise providing services to Wiz.

## 2. WHO THIS CODE APPLIES TO

2.1. This code of conduct applies to all persons working for or with Wiz including all Representatives and employees at all levels, directors, officers, agency workers, volunteers, interns and individual temporary or fixed term contractors, wherever located.

2.2. Wiz may amend this code of conduct from time to time and shall make available such amendments to all Representatives.

## 3. RESPONSIBILITY FOR THE CODE

3.1. Management at all levels are responsible for ensuring those reporting to them understand and comply with this code of conduct and are given adequate and regular training on it and the issues covered by it.

## 4. PRINCIPALS AND ETHICS

**4.1. Human rights.** Wiz support the fundamental human rights of all people. We respect and do not interfere with, the right of our Representatives to decide whether to lawfully associate with groups of their choice, including the right to form or join trade unions and/or to engage in collective bargaining. Wiz strives to embed human rights in existing operations by multiple means: assess the risks, increase awareness, foster due diligence, strengthen the legal framework, collaborate in collective actions, open dialogue and transparent reporting. Where faced with human rights violations, Wiz implements adequate remediation.

**4.2. Equal opportunities, inclusion and diversity.** Wiz is committed to diversity and equal opportunities for everyone. Wiz respects the unique attributes and perspectives of our Representatives. Wiz provides equal treatment and equal employment opportunity without regard to race, ethnicity, colour, religion, gender, age, national origin or ancestry, physical or mental disability, sexual orientation, military status or any other basis protected by law.

**4.3. Employment.** Wiz compensates its employees in accordance with applicable laws and pays fair wages in line with applicable laws including adequate rest periods and leave. Wiz is committed to ensuring that the services we provide are delivered in a way that respects human rights and protects the fundamental dignity of workers. This includes ensuring that there is no slavery, servitude, forced or compulsory human labour, human trafficking, child labour, debt bondage and deceptive recruiting for labour or any other form of modern slavery in any part of our business or in our supply chains.

**4.4. Safe Work Environment.** Wiz provides a safe, healthy, and sanitary working environment. This includes the implementation of safeguards to prevent workplace hazards and work-related accidents and injuries.

**4.5. Confidential Information** Confidential information is a valuable asset. In the course of Wiz's operations, we may be entrusted with information that must be kept confidential. Our confidential business information must be kept secure for Wiz to remain competitive and successful. Confidential information may include, for example, unpublished sales and financial information, internal operations at Wiz, product or operating formulas and methods, information relating to Wiz's platform, roadmap, marketing plans, research results, employee data, and information about Wiz and its Representatives. Unauthorized disclosure of Wiz's confidential information will adversely affect Wiz and its business. Wiz trusts its employees and Representatives to ensure the secrecy of Wiz's confidential information and to not disclose confidential information outside of Wiz. Wiz also receives confidential information about third parties such as the Confidential Information of its Representatives. Wiz has an obligation to protect such third-party confidential information in the same way that it protects its own Confidential Information.

**4.6. Data Privacy.** The protection and responsible use of personal data is a priority for Wiz. Wiz is committed to collecting and using data in a lawful, fair, legitimate and ethical way, and will always respect the privacy of individuals in order to earn and deserve their trust. Wiz ensures that its processing of personal data by itself or by itself and its Representatives, is in compliance with laws. Wiz's Representatives with access to personal data are expected to apply the privacy principles of lawful, fair and transparent data processing, respecting any purpose limitations, as well as the principles of data minimization, accuracy, storage limitation, integrity and confidentiality. Wiz implements and continuously monitors its security measures to protect individuals' privacy rights.

**4.7. Bribery and Corruption.** All Wiz Representatives must comply with applicable anti-corruption laws, regardless of personal location or place of business. Wiz Representatives shall review and ensure full compliance with Wiz's Anti Corruption and Bribery Policy. Anti corruption laws, include prohibitions on bribing government officials, or engaging in kickbacks and bribery with private parties (also known as commercial bribery). Wiz prohibits all forms of bribery or kickbacks. Wiz does not tolerate violations. Representatives must not offer, directly or indirectly, any form of gift, entertainment or anything of value to any government official or his or her representatives to: (a) obtain or retain business; (b) influence business decisions; (c) expedite a process; or (d) secure an unfair advantage. Wiz also prohibits payments to government officials to expedite or ensure routine actions, such as issuing licenses, permits or visas. These prohibitions apply to Wiz's business operations and to any third parties acting on Wiz's behalf. For purposes of anti-bribery laws, government officials include elected and appointed officers or employees of national, municipal or local governments (including individuals holding legislative, administrative and judicial positions), officials of political parties and candidates for political offices, and employees of government or state-controlled companies.

**4.8. Free and Fair Competition.** Wiz is committed to free, fair, and open competition, which is an essential feature of healthy business markets. Competition fosters innovation, productivity and growth. Fair competition laws (often called Antitrust or Competition laws) are intended to promote and protect competition. Such laws ensure a level playing field for all business, which in turn support healthy local and global economies. Wiz carefully follows these laws in all of its business.

**4.9. Conflicts of Interest.** A conflict of interest exists when a Representative's personal interests are inconsistent with those of Wiz and create conflicting loyalties. Wiz requires that its Representatives avoid situations where their personal interests conflict, or appear to conflict, with the interests of Wiz. Wiz's Representatives should not use their position at Wiz for personal benefit or to benefit relatives or close associates. Many actual or potential conflicts of interest can be resolved in an acceptable way for both the individual and Wiz. In case of a conflict of interest, the Representatives concerned should immediately inform their manager or Wiz business stakeholder in order to find an appropriate solution.

**4.10. Wiz and its Community.** As part of the global community, we recognize our important role in helping to address some of the world's significant challenges. We endeavor to make our communities better places to live and work. Wiz encourages its Representatives get involved in activities that strengthen communities. Wiz's ability to build relationships with our communities is critical to our long-term success.

**4.11. Environment & Sustainability.** At Wiz we strive to minimize environmental pollution and make continuous improvements in environmental protection and sustainability through our actions, including by considering environmental impact when sourcing or delivering services. Wiz and our suppliers are required to act in accordance with applicable statutory and international standards regarding the environment.

## **5. TRAINING AND ENSURING COMPLIANCE**

5.1. Wiz shall train its employees to ensure awareness and compliance with the requirements of this Code. However, Wiz believes that

the sense of responsibility of each Representative is the basis of compliance. Thus, Wiz expects its Representatives to constantly and adequately identify, assess and manage the compliance risks that fall within the sphere of Wiz's business responsibilities.

5.2. Wiz encourages its Representatives to report any violations of this code of conduct to their manager or Wiz business stakeholder and/or to Wiz's legal team., including via Wiz's anonymous hotline reporting tool.