

WIZ CODE OF CONDUCT

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1. PURPOSE AND SCOPE

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.
- Explain how we expect our employees, suppliers, partners, vendors, agents, advisors and/or our representatives (collectively, "**Partners**") to conduct themselves when engaging with Wiz, acting on behalf of Wiz and/or otherwise providing services to Wiz.

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

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

1.1 Wiz Values

Be Truthful

- Strong in authentic communication
- Able to build trust with stakeholders
- Comfortable with saying "I don't know," and wanting to learn
- Flexibility – able to adjust quickly to change

Lead by Example

- Live up to values, not just talk
- Roll up sleeve mentality
- Solution oriented – identify the problem and then plan for moving forward
- Able to express a strong, clear point of view

Win Together

- Excellence in teamwork
- Focus on building Raving Fans
- Excited to build together

- Accessible to all – excited to interact with anyone at company to help

Execute with Excellence

- Highly accountable – we deliver on our promises
- Relentless focus – customer delight is always top of mind
- Create – think outside the box and build the Wiz playbook

Act Confident, Stay Humble

- Learn it All mentality
- Strong drive for improvement
- Able to listen and open to change
- Above and beyond for everyone – never saying “it is not my job”

2. RESPONSIBILITY FOR THE CODE

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.

3. PRINCIPLES AND ETHICS

3.1 Standards of Behavior

Wiz employees or “Wizards” are ambassadors of the Wiz brand and a critical aspect of what makes up the Wiz DNA. As such, we hold a high bar for the standard of behavior expected. Wizards have a responsibility to treat others with dignity and respect at all times and exhibit conduct that reflects inclusion during work, at work functions on or off the worksite, and all other company-sponsored events. Behavior exhibited that does not reflect the Wiz values could be deemed misconduct. Misconduct will not be tolerated and could be grounds for disciplinary action up to and including termination of employment.

Examples of misconduct include, but are not limited to, the following:

- Refusal to perform or follow reasonable directions or prescribed procedures or any form of insubordination;
- Theft or unauthorized removal of company property or the property of others;
- Any action deemed to not align with Wiz values or be considered detrimental to our culture;
- Defacing, damaging, or destroying property of the company or others;
- Possession of illegal drugs on company premises;
- Abusive or discourteous treatment of client, customers, guests, or other employees;
- Any behavior that creates an intimidating, hostile, or offensive work environment or has an adverse effect on work performance;
- Revealing, disclosing, or making available any information considered “confidential” to unauthorized persons;
- Misrepresentation or omission of facts in obtaining employment;
- Falsification of any record of hours worked or tampering with any other employee’s record;
- Failure to comply with fire, safety, and health rules, instructions, or practices;
- Fighting, serious violence, or verbal threats; or

- Possession of a firearm or other weapon on company property.

This list is for illustrative purposes only and does not constitute a complete list of behavior that is considered inappropriate. In general, based on high ethical principles, the use of good judgement will guide you with respect to lines of acceptable conduct. If a situation arises where it is difficult to determine the proper course of action, the matter should be discussed openly with your leader and/or any member of the HRBP team for advice and consultation.

Compliance with this policy of business ethics and conduct is the responsibility of every Wizard.

3.2 Human Rights

Wiz supports 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 joint trade unions and/or to engage in collective bargaining. Wiz strives to embed human rights in existing operations by multiple means: assessing the risks, increasing awareness, fostering due diligence, strengthening the legal framework, collaborating in collective actions, opening dialogue and transparent reporting. Where faced with human rights violations, Wiz implements adequate remediation.

3.3 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, color, religion, gender, age, national origin or ancestry, physical or mental disability, sexual orientation, military status or any other basis protected by law.

3.4 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 labor, human trafficking, child labor, debt bondage and deceptive recruiting for labor or any other form of modern slavery in any part of our business or in our supply chains.

3.5 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.

3.6 Confidential Information

Confidential information is a valuable asset. In the course 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.

3.7 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. 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.

3.8 Bribery and Corruption

All Wiz Representatives must comply with applicable anti-corruption laws, regardless of personal location or place of business. 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.

3.9. 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 businesses, which in turn support healthy local and global economies. Wiz carefully follows these laws in all of its business.

3.10 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. 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.

3.11. 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 to get involved in activities that strengthen communities. Wiz's ability to build relationships with our communities is critical to our long-term success.

3.12. 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.

4. TRAINING AND COMPLIANCE

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.

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.

5. RELATED DOCUMENTS

6. DOCUMENT OWNERSHIP AND APPROVAL

6.1 The Wiz Legal team is the owner of this document.

6.2 This policy is designated as critical; Wiz Legal team is responsible for ensuring the policy is reviewed and approved annually.

6.3 The current version of this document is available to all staff on the internal policy management tool.

6.4 This code of conduct was approved by Emma Berkenfeld and issued on a version-controlled basis.