

# Privacy Notice for Wiz Employees, Contractors, and Workers

## What personal information do we process?

This notice explains how Wiz, Inc. and its affiliates (“Wiz”, “we”, “our” or “us”) collect, process and use your personal data in the context of our employment or other contractual relationship with you.

This notice applies to past and present Wiz employees, contractors, consultants or other Wiz workers across the world (together “Personnel”) (and their beneficiaries and emergency contacts to the extent provided).

When we use the terms “personal information” and/or “personal data” in this notice, we mean any information that can be used, alone or together with other data, to uniquely identify any living human being and any information deemed as “personally identifiable information” by applicable privacy laws.

We may update this privacy notice from time to time if our processing activities change. If we implement any significant changes to our processing of your personal information, we will notify you by posting a notice on our internal site or by other means.

**Please note that this is a master privacy notice and some of its provisions only apply to individuals in certain jurisdictions. Nothing in this Privacy Notice is intended to limit in any way your statutory rights, including your rights to a remedy or means of enforcement.**

If you are based in a country in the European Economic Area (EEA), Switzerland or the UK then, Wiz Cloud Limited (a UK company) and Wiz Cloud Ltd. (an Israeli company) or the applicable Wiz entity in the EEA are independent data controllers of your personal data.

If you have any questions about this notice, please contact Mya Joel, Wiz’s Privacy Officer at [privacy@wiz.io](mailto:privacy@wiz.io).

## What personal information do we process?

We collect, store, and use various types of personal information that identifies, relates to, or could reasonably be linked to you (“Personal Information”) in connection with your employment at Wiz. We collect such information either directly from you or (where applicable) from another person or entity, such as an employment agency or consultancy, recruitment company, background check provider, or others who provide references. We will collect additional Personal Information throughout the course of your employment or other provision of services to us.

The type of information we have or will have about you depends on your role with us and may include, where applicable:

- **Identifiers** such as full name, home and business addresses, telephone numbers, email addresses, and such information about your beneficiaries or emergency contacts.
- **Demographic information** such as your gender, nationality, and date of birth.
- **Professional or employment-related information**, including:
  - **Recruitment, employment, or engagement information** such as application forms and information included in a resume, cover letter, assessments, or otherwise provided through any application or engagement process when you applied for a position at Wiz; and copies of identification documents, such as driver’s licenses, passports, and visas; and background screening results, assessment results, interview notes and references.
  - **Career information** such as job titles; work history; work dates and work locations; employment, service, or engagement agreements; appraisal and performance information; information about skills, qualifications, training and experience, publications, speaking engagements, and preferences (e.g., mobility); absence and leave records; professional memberships; disciplinary and grievance information; and termination information; working hours, holidays and absences.
  - **Financial information** such as salary, payroll, pension or retirement contribution information; and bank account and tax

information, details of benefits (including information relating to any entitlements under Wiz's share option scheme).

- **Business travel and expense information** such as travel itinerary information, corporate expenses, and Company credit card usage. If you use Wiz's internal travel booking system to book personal trips, Wiz shall also have access to such travel itinerary information.
- **Union membership.**
- **Education Information** such as institutions attended, degrees, certifications, training courses, publications, and transcript information.
- **Internet, electronic network, and device activity and device information and related identifiers** such as information about your use of the Wiz network, information, and communication systems, including user IDs, passwords, IP addresses, device IDs, web logs (which may include URLs visited), metadata, content from your Wiz email address, and audit trails of system access, as may be further detailed in our acceptable use policies and related policies regarding the security of our network.
- **Geolocation information** for device recovery if you use a Wiz-issued device and for the purposes of granting you access to Wiz offices via Wiz's mobile access control system.
- **Audio or visual information** such as CCTV footage, as well as other information relating to the security of our premises; recorded presentations, meetings or calls in which you participate; and photographs taken at Wiz functions.
- **Legally protected classification information** such as race, sex/gender, religious/ philosophical beliefs, gender identity/expression, sexual orientation, marital status, military service, nationality, ethnicity, request for family care leave, political opinions, and criminal history.
- **Medical information** about you, and, if applicable, your beneficiaries, such as health insurance policy information, medical conditions and other information provided in health forms; disability status; health and safety incidents or accidents; sickness records; and health issues requiring adaptations to your working environment or working practices.
- **Government identification information** such as Social Security number, Passport and driver's license number.
- **Other information that directly or indirectly identifies you** such as place of birth, citizenship, and permanent residence (and such information about your dependents or emergency contacts); and information on any publicly available social media profile of yours that mentions your connection to us, food preferences, clothes/shoe sizes, hobbies, about you, pronouns and any other data that you choose to share.

## For what purposes do we process your Personal Information?

We process your Personal Information where applicable law permits or requires it, including where the processing is necessary for the performance of our contract with you, where the processing is necessary to comply with a legal obligation that applies to us as your employer, for our legitimate interests or the legitimate interests of third parties including legitimate business purposes, to protect your vital interests or with your consent if applicable law requires consent. We may process your Personal Information for the following business purposes:

- **HR management and administration**, including training, compensation and benefits, the administration of Wiz's share option and pension schemes, tax and national insurance payments, salary payments, invoices, leave, scheduling, career development, performance appraisals and recognition, investigating and resolving inquiries and complaints, providing references, succession planning, onboarding/offboarding employees, checking you are legally entitled to work in the specific country, organizational changes, fraud prevention and investigation, preparing analyses and reports, and communicating with our workforce about updates or relevant information about perks, benefits and discounts, and changes to Wiz products and services, sending you gifts, arranging travel or special requests, salary review, day to day employee management, holidays and absences and maintenance of employment records, termination of your contract and providing references to new employers.
- **Business operations**, including providing and monitoring IT systems for any lawful purpose (see Wiz's Acceptable Use Policy for further information), maintaining accounts and internal directories, collecting and preserving business information, crisis

management including for risk detection and alerts in the jurisdictions where you are based, protecting occupational health and safety, participating in due diligence activities related to the business, business succession planning, data administration, workplace management, and conducting internal analyses and audits in accordance with applicable legal requirements.

- **Recruiting and workforce planning**, including assignment planning and budgeting, job advertising, interviewing, and selecting and hiring new staff.
- **Security operations**, including detecting security incidents, debugging and repairing errors, and preventing unauthorized access to or use of our computer and electronic communications systems and preventing malicious software distribution, and monitoring and controlling access to company premises and locations (including through use of CCTV).
- **Legal compliance**, such as complying with anti-bribery, tax, social security and immigration obligations, and responding to and cooperating with legal or regulatory requests and investigations.
- **Exercising our legal rights**, including seeking legal advice from our external lawyers or in connection with litigation with a third party and resolution of legal claims including any disputes considered by a court, tribunal or other dispute resolution body or entity in the recruiting and/or employment or other HR context, enforcing and/or defending the relevant Wiz group entity's legal, contractual or other rights vis-à-vis employees, authorities or third parties in the recruiting and/or employment context.
- **Employee experience**, including to send or give you gifts, catering, arrange travel and special requests (if applicable).
- **Receiving services from service providers**, including but not limited to IT, HR service providers, or recruiters concerning recruitment and/or employment matters and/or other HR matters such as health & safety, disability and workplace adjustments.

We may also use Personal Information for any other legally permitted purpose (subject to your consent, where legally required).

Sensitive / special categories of data Certain personal information we collect may be subject to special protection under data protection laws where you reside including "**Sensitive Personal Information**" under California law or "**Special Category Data**" under UK/EU/EEA laws, including:

- We may use your social security or ID number or passport information to conduct pre-employment background checks, including, to the extent permitted under the local applicable law where you are located, and criminal record checks. We do so in order to protect the security of our systems and data and to meet our contractual obligations to our customers.
- We may use information about your physical or mental health, or disability status to ensure your health & safety in the workplace and to assess your fitness to work, to provide appropriate workplace adjustments, to monitor and manage sickness absence and to administer benefits.
- We may use your Social Security number, certain tax information, and financial information to process payroll, provide benefits, and comply with our legal obligations.
- We may use geolocation data, including from your key cards when you enter and exit Wiz's offices, and from laptops and other company-owned devices you use to connect to Wiz networks. We will use this information in accordance with our Acceptable Use and Monitoring Policy.
- We may use Union membership information for legal compliance and compliance with collective bargaining agreements or to exercise rights thereunder;
- Subject to the above, we may also use information about your race or nationality or ethnic origin, religious, philosophical or moral beliefs, or your sexual life or sexual orientation, to ensure meaningful equal opportunity monitoring and reporting where we have a lawful basis to do so.
- We or our third-party service providers may monitor the contents of your Wiz emails for security purposes e.g., to detect phishing attempts or malicious software or, if you are a sales employee, for record-keeping and analytics related to your deals.
- Your login details including the password for your Wiz account to enable you to log in to Wiz systems and for authentication

purposes.

## How is your personal data collected?

In most cases, we obtain your personal data directly from you. For example, via forms that you complete, correspondence with you or through interviews, meetings or other assessments.

In some cases, Wiz may collect personal data about you from third parties, such as references supplied by former employers or recruitment agencies, information from employment background check providers or information from credit reference agencies. Wiz may also collect publicly available personal data such as information about your career history from your LinkedIn account.

## Monitoring of systems

We monitor your use of Wiz information systems and communications systems, including computers, portable and other devices, telephone, e-mail, voicemail, Internet, browsers and other communications (collectively, "Wiz IT Systems"). We reserve the right to review the contents of messages on any medium or check activity undertaken through Wiz IT Systems for the following reasons:

- To protect our IT security, including to monitor, detect or block the use of files, accessories or devices that should not be stored on or connected to Wiz IT Systems.
- To detect, prevent, or investigate information security incidents.
- To prevent unauthorized transmission of information.
- To ensure that user conduct is in line with Wiz's policies and procedures.
- To find lost messages or to retrieve messages lost due to computer failure or whether the employee is absent, and it is necessary for us to continue his/her correspondence or retrieve correspondence.
- To assist in the investigation of wrongful acts affecting Wiz or for which Wiz may be liable.
- In relation to any discovery or disclosure exercise related to possible litigation or investigation.
- To protect confidential information and trade and business secrets.
- To obtain business metrics or automate business processes.
- To comply with our legal obligations.

As part of our monitoring measures, information about specific conduct may be monitored and logged and disclosed to third parties (including regulatory authorities, courts, and counterparties in litigation) where reasonably required, including, the content of files or devices, the identity of the user and logs of the user's behavior and your communications. This information is processed in accordance with local laws and regulations. **For this reason, we recommend that you don't store or access personal / private information on your Wiz computer, drives, software or browsers.**

## What is the legal basis of processing?

Under certain laws, we need to have a specific lawful basis for processing your personal data.

### GDPR /UK GDPR

Where the GDPR / UK GDPR apply, we process your data in line with the following lawful bases:

- To carry out our obligations under employment law, equality laws, health & safety laws, tax and bookkeeping.
- To perform our employment / consulting / services agreement with you.
- To protect your vital interests.

- We may also process your Personal Information where it is necessary for legitimate interests pursued by us or a third party (e.g. security of our system/networks, training and development, R&D), provided that your interests and fundamental rights do not override those interests.

#### *Special categories of data and data regarding criminal record*

To the extent we process any special categories of data as described above, we will only do so:

- With your consent.
- Where such processing is necessary for us to carry out our obligations with respect to your employment or social security or protection law.
- Where the processing is necessary for substantial reasons of public interest e.g. to ensure equal opportunities and non-discrimination.
- For information about criminal convictions, we will only process this data where the local country law allows us to do so.

#### **Israel**

- Consent (where required)
- Compliance with legal / employment obligations

To the extent required under applicable law, we will not use your Personal Information for purposes other than that for which it was collected, unless we reasonably consider that this is required, and the reason is compatible with the original purpose. If we need to use it for an unrelated purpose, we will notify you and explain the legal basis which allows us to do so. Please be aware that we may process your Personal Information without your knowledge or consent, in compliance with the above, where it is required or permitted by law.

## **CCTV**

We use CCTV video recording at our company offices to protect the physical security of the office in line with applicable laws. We do this to comply with our contractual obligations (e.g., with customers and insurers) and our internal physical security policies to safeguard our offices, people and data.

## **How do we disclose your data?**

Your information may be disclosed internally within the Wiz group, including with HR, payroll, recruitment, legal, your line manager, managers in the business area in which you work and IT staff if access to the data is necessary for performance of their roles and carrying out the purposes described in this Policy.

Wiz will disclose personal data with other entities in our group as part of our regular reporting activities, for HR purposes, in the context of business reorganisation or group restructuring exercise, for system maintenance support and hosting of data.

Depending on the context described above, we may disclose your Personal Data with third parties for the following purposes:

- Hosting / storage
- Recruitment
- Background checks / references
- Tax authorities
- Financial services / payroll
- Pension and insurance

- HR automation / management systems
- Legal advisors
- Couriers
- Travel operators and risk detection and alerts providers in connection with your flights
- Immigration authorities (e.g. for visa or other purposes)
- Compensation and benefits providers including for benchmarking purposes (Wiz may disclose certain compensation and benefit-related data to third party benchmarking service providers in a manner that will not directly identify you or any specific Wiz personnel).
- Training providers
- To provide another entity (such as a potential or existing business counterparty or customer) with a means of contacting you in the normal course of business, for example, by providing your contact details, such as your Wiz phone number and email address.
- Where third parties process your Personal Information only on Wiz's behalf in performing services for Wiz, they are subject to contractual restrictions on use of your Personal Information.

We may also disclose your Personal Information as follows:

- **Legal compliance and exercising legal rights:** To the extent necessary, with regulators, courts or competent authorities, or as otherwise required to comply with applicable laws, regulations and rules (including, without limitation, federal, state or local laws), and requests of law enforcement, regulatory and other governmental agencies or if required to do so by court order, and to seek legal advice from our external lawyers or in connection with litigation with a third party.
- **Business Transaction Purposes:** If, in the future, we sell or transfer some or all of our business, shares, or assets to a third party, we may disclose information to a potential or actual third party purchaser of or investor in our business, shares or assets. In the event that we are acquired by or merged with a third-party entity, or in the event of bankruptcy or a comparable event, we reserve the right to transfer or assign Personal Information in connection with the foregoing events.
- **Other:** Where you have provided your consent to us sharing or transferring the Personal Information or for other purposes to the extent permitted by applicable law.

## Additional Information about transfers

Wiz may disclose your Personal Information to Personnel and departments throughout Wiz or to other third parties as described above. This may include transferring your information to other countries in accordance with applicable law.

- **Internal transfers:** Transfers within the Wiz group will be covered by an internal data processing agreement between entities of the Wiz group which contractually obliges each member to ensure that personal data receives an adequate and consistent level of protection wherever it is transferred to.
- **External transfers:** When Wiz engages in transfers of GDPR / UK GDPR / Swiss FADP protected personal data outside of the EEA / UK / Switzerland (for example to third party service providers for the purposes listed above), we generally rely on either: (i) Adequacy Decisions adopted by the European Commission under Article 45 of the GDPR (for example, when our team accesses personal data from Israel); (ii) the Standard Contractual Clauses issued by the European Commission (as updated from time to time); or (iii) another lawful transfer mechanism provided for under the GDPR, UK GDPR or Swiss FADP, e.g. Binding Corporate Rules. Where the GDPR, UK GDPR or Swiss FADP applies, Wiz also monitors the circumstances surrounding such transfers to ensure that personal data continues to be afforded a level of protection that is essentially equivalent to the one guaranteed by the GDPR / UK GDPR / Swiss FADP.

## How We Protect and Store Your Information

- Security. We have implemented appropriate technical, organizational and security measures designed to protect your Personal Information. However, please note that we cannot guarantee that the information will not be compromised as a result of unauthorized penetration to our servers. As the security of information depends in part on the security of the computer, device or network you use to communicate with us and the security you use to protect your user IDs and passwords. All employees must adhere to Wiz's policies and procedures including the Wiz Information Security Policy and Acceptable Use Policy which are made available to all employees on Wiz's internal site and take appropriate measures to protect this information.
- Retention of your Personal Information. We will only retain your Personal Information for as long as is necessary to fulfil the purposes we collected it for or for the purposes of satisfying any legal, accounting, or reporting requirements or for business continuity purposes. In most cases Wiz will hold your personal data at least for the duration of your employment, however, to determine the specific appropriate retention period for personal data, we will consider the amount, nature and sensitivity of the personal data, the potential risk of harm from unauthorised use or disclosure of your personal data, the purpose for which we process your personal data and whether we can achieve those purposes through other means and the applicable legal requirements. In some circumstances we may anonymize your personal information so that it can no longer be associated with you, in which case we may use such information without further notice to you. Once you are no longer an employee, worker or contractor of the company we reserve the right to retain data as reasonably required (e.g. for business continuity purposes) in accordance with our data retention policy and/or applicable laws and regulations.

## Your privacy rights

The following rights (which may be subject to certain exemptions or derogations) may apply to certain individuals depending on location (some of which only apply to individuals protected by the GDPR / UK GDPR / Swiss FADP):

- You have a right to access personal data held about you. Your right of access may normally be exercised free of charge, however we reserve the right to charge an appropriate administrative fee where permitted by applicable law;
- You have the right to request that we rectify any personal data we hold that is inaccurate or misleading;
- You have the right to request the erasure/deletion of some personal data (e.g. from our records). Please note that there may be circumstances in which we are required to retain your personal data, for example for the establishment, exercise or defense of legal claims;
- You have the right to object to or to request restriction, of the processing;
- You have the right to data portability. This means that you may have the right to receive your personal data in a structured, commonly used and machine-readable format, and that you have the right to transmit that data to another controller;
- You have the right to object to profiling;
- You have the right to withdraw your consent at any time. Please note that there may be circumstances in which we are entitled to continue processing your data, in particular if the processing is required to meet our legal and regulatory obligations. Also, please note that the withdrawal of consent shall not affect the lawfulness of processing based on consent before its withdrawal;
- You also have a right to request certain details of the basis on which your personal data is transferred outside the European Economic Area, Switzerland or the UK, but data transfer agreements and/or other details may need to be partially redacted for reasons of commercial confidentiality;
- You have a right to lodge a complaint with your local data protection supervisory authority (i.e., your place of habitual residence, place of work or place of alleged infringement) at any time or before the relevant institutions in your place of residence. We ask that you please attempt to resolve any issues with us before you contact your local supervisory authority and/or relevant institution.



California residents have certain rights regarding their Personal Information. Please see **Annex 1** below for more information.

## How to exercise your rights:

You can exercise your rights under the applicable law where you are based by contacting us through the following [link](#).

Subject to legal and other permissible considerations, we will make reasonable efforts to honor your request promptly in accordance with applicable law or inform you if we require further information in order to fulfil your request. When processing your request, we may ask you for additional information to confirm or verify your identity and for security purposes before processing and/or honoring your request. We also take steps to ensure that only you or your authorized representative can exercise rights with respect to your information. If you are an authorized agent making a request, we may require and request additional information to protect the Personal Data entrusted to Wiz, including information to verify that you are authorized to make that request. In the event that your request would adversely affect the rights and freedoms of others (for example, would impact the duty of confidentiality we owe to others) or if we are legally entitled to deal with your request in a different way than initially requested, we will address your request to the maximum extent possible, all in accordance with applicable law.

## What if you do not provide personal data?

You have some obligations under your employment contract to provide Wiz with data. In particular, you are required to report absences from work and may be required to provide information about disciplinary or other matters under the implied duty of good faith. You may also have to provide Wiz with data in order to exercise your statutory rights, such as in relation to statutory leave entitlements. Failing to provide the data may mean that you are unable to exercise your statutory rights.

Certain information, such as contact details, your right to work and payment details, have to be provided to enable Wiz to enter a contract of employment with you. If you do not provide other information, this will hinder Wiz's ability to execute the employment contract or administer the rights and obligations arising as a result of the employment relationship efficiently.

If we do not require personal data for such purposes, you are free to decide whether or not you wish to provide it.

## Automated decision-making

Automated decision-making takes place when an electronic system uses personal information to make a decision without human intervention. Under certain laws, this type of processing is only permissible in specified circumstances. Within Wiz, employment decisions are not based solely on automated decision-making – we will notify you if this changes.

## Changes to this Notice

We reserve the right to amend this notice from time to time and encourage you to periodically review it.

## Contact details

If you have any questions regarding this notice, or if you wish to exercise your rights, please contact the legal team at [privacy@wiz.io](mailto:privacy@wiz.io).

## Annex I

### California Personal Information Rights:

California residents have certain rights regarding their Personal Information. Subject to certain exceptions, you may request:

- access to your Personal Information including the right to know the categories of Personal Information we have or will collect about you and the reason we will or have collected such information;
- correction of the Personal Information that we have or will hold about you that is inaccurate;



- deletion or removal of your Personal Information.

You also have the right not to be discriminated against (as provided for in California law) for exercising your rights.

## Exceptions to Your Rights:

There are certain exceptions to these above rights. For instance, we may retain your Personal Information if it is reasonably necessary for us or our service providers to provide a service that you have requested or to comply with law or to detect security incidents, protect against malicious, deceptive, fraudulent, or illegal activity or prosecute those responsible for that activity.

## Notice of Right to Opt Out of Sales of Personal Information for California Residents:

California employees have the right to opt out of “sales” of their Personal Information or “sharing” of their Personal Information for cross-context behavioral advertising purposes under the California Consumer Privacy Act (“CCPA”). We disclose certain California employee employment-related and other personal information to third party vendors that assist us in analyzing and benchmarking our compensation and benefits. This type of information disclosure can be considered to be a “sale” under the CCPA.

## Exercising Your Rights:

To exercise one of the rights above, you may contact us as provided below.

We also will take reasonable steps to verify your identity before responding to a request. In doing so, we will ask you for relevant verification information. If we are unable to verify you, we shall have the right, but not the obligation, to request additional information from you.

Please see the “What personal information do we process”, the “For what purposes do we process your Personal Information”, and the “Sensitive / special categories of data” sections above in our Privacy Policy for detailed information about our data collection and use practices.

## Contact Us

If you have questions about our collection, use, or disclosure of personal information, or to exercise one of the rights above, please contact us in one of the following ways:

- By email: [privacy@wiz.io](mailto:privacy@wiz.io)
- Via our Privacy Center: [here](#)
- By mail: One Manhattan West, 52th floor, New York, New York, 10001