

Wiz MVP Program - Code of Conduct

Welcome to the Wiz's Most Valuable Professional ("MVP") Program (the "**Program**")! This Program brings together individual experts and advocates from our customer and partner communities to foster innovation, share knowledge, and help shape the future of our products and services. This Code of Conduct outlines our expectations for all MVPs and the broader Wiz community to ensure a safe, respectful, inclusive, collaborative and professional environment for everyone involved. By participating in this Program, you agree to abide by this Code of Conduct.

As a Wiz MVP, you're not just sharing your expertise, you're shaping our community. We expect all participants to embody the following MVP Core Values in everything they do. These principles apply to all interactions in connection with the Wiz MVP Program, including events, community forums and external engagements where you represent your MVP status.

- **Be respectful and inclusive** – Treat others with kindness, fairness, and professionalism, regardless of background, identity, or perspective. Welcome different viewpoints, ask questions with curiosity, and be mindful of cultural and communication differences.
- **Build trust through integrity** – Engage transparently, avoid misrepresentation, and respect confidentiality, both for Wiz and fellow participants.
- **Drive innovation with purpose** – Bring a growth mindset. Share thoughtful feedback, offer new ideas, and contribute to improving the Wiz experience for everyone.
- **Support the community** – Promote a collaborative environment by encouraging knowledge-sharing over competition. Be open to learning from others, regardless of their experience or title.
- **Lead with Empathy** – Assume good intent. Listen to understand and be patient and constructive in your feedback. Offer support when others struggle and ask for help when you need it.
- **Communicate Thoughtfully** – Think before you speak or post, your words matter. Foster a safe, welcoming space for open discussion. If you make a mistake, take responsibility and make it right.

The following behaviors are strictly **prohibited** and may result in removal from the Program:

- **No Disrespect or Harmful Conduct** – This includes threats, harassment, stalking, abuse, slurs, profanity, personal attacks, sexual remarks or innuendos, physical violence, public speculation about others, and any other behavior that undermines safety or professionalism.
- **No Discrimination or Harassment** – We prohibit any form of discrimination or harassment based on age, race, ethnicity, national origin, gender identity or expression, sexual orientation, religion, disability, marital or veteran status, or any other characteristic. Harassment includes unwelcome verbal, physical, or virtual behavior targeting these characteristics.
- **No Sexual Harassment** – Unwelcome advances, suggestive comments, inappropriate jokes, or any

behavior of a sexual nature that creates a hostile or uncomfortable environment will not be tolerated.

- **No Misrepresentation** – Do not impersonate Wiz employees or other community members, or suggest you are speaking on behalf of Wiz unless expressly authorized to do so.
- **No Illegal or Offensive Activity** – Do not share or promote content that is defamatory, obscene, infringing, unlawful, or otherwise harmful. This includes, but is not limited to, hate speech, pirated content, discriminatory remarks, or discussions encouraging illegal activity.
- **Violation of Confidentiality** - As a Program participant, you may gain access to non-public information about Wiz. You should honor any confidentiality obligations to Wiz and any other parties and must not disclose or misuse such information.
- **Plagiarism and Misuse of Content** - Share only original work or content you have permission to use. Provide clear attribution when referencing the work of others.
- **Personal Accountability** - You are responsible for your words and actions, both online and offline. This includes how you present yourself in forums, at events, in feedback sessions, or when interacting with other MVPs, partners, or customers.

Wiz reserves the right to update this Code of Conduct at any time. We encourage all MVPs to review it periodically. Violations may result in removal from the Program at Wiz's sole discretion.

If you witness or experience behavior that violates this Code, please report it to the Program team directly at mvp@wiz.io All reports will be handled confidentially and with care.