

# WIZ WHISTLEBLOWING POLICY

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## 1. Purpose and Scope

The purpose of this Whistleblowing Policy (the “**Policy**”) is to:

- provide information to Covered Persons (as defined below) about how to report any suspected wrongdoing or behaviors that are illegal, unethical, amount to misconduct or may be harmful, without fear of reprisal, victimization or retaliation.
- confirm Wiz’s commitment to providing a safe and supportive environment to Covered Persons across our global operations.
- encourage and enable Covered Persons to raise serious concerns within Wiz.

The scope of this Policy applies to:

- all persons working for Wiz at all levels including but not limited to directors, officers, employees (part-time and full-time), individuals employed by an employer of record to perform services for Wiz (and, where required by law, former employees or individuals employed by an employer of record as well as former or current shareholders), agency workers, interns, volunteers and contractors (collectively, “**Wiz Personnel**”);
- where required by law, directors and secretaries of any entity in the Wiz group of companies (“**Wiz Associates**”);
- any person working under the supervision and direction of contractors, subcontractors, and suppliers contracted by Wiz to provide services to Wiz (“**Wiz Suppliers**”);
- any person who applies for a job opening at Wiz and does not receive an offer of employment but is aware of suspected wrongdoing during the recruitment process (“**Wiz Candidates**”);

- and, where required by law, any eligible relatives of any Wiz Personnel, Wiz Suppliers and Wiz Candidates ("**Relatives**").

Wiz Personnel, Wiz Associates, Wiz Suppliers, Wiz Candidates and Relatives are collectively referred to as "**Covered Persons**" under this Policy.

## 2. Protected Disclosures

As detailed in the [Wiz Code of Conduct](#), Wiz Personnel and Wiz Suppliers are expected to maintain high standards of behavior. Wiz is also committed to fostering an environment focused on high standards of integrity, transparency, and ethical conduct. We encourage Covered Persons to report concerns about activities that may compromise these standards or suspected violations of laws and regulations, which are referred to as "**Protected Disclosures**" under this Policy and which were obtained in connection with and/or prior to the Covered Persons' professional activity for Wiz.

Protected Disclosures encompass a wide range of misconduct or inappropriate activities, or an improper state of affairs or circumstances in relation to Wiz. These activities, affairs and circumstances are usually related to business, financial, legal, and ethical domains and generally involve (the risk of) harm to the public interest. Examples include:

- Criminal activity;
- Accounting irregularities, such as falsification of financial statements;
- Unauthorized disclosure of, or alterations to, company records or documents;
- Fraudulent activities, including any type of fraud around contracts with other parties (including government or public sector contracts);
- Financial malpractice, such as suspicious payments or unusual financial transactions;
- Tax evasion or improper tax reporting;
- Offering or accepting bribes or kickbacks;
- Money laundering and terrorist financing;
- Conflicts of interest not properly disclosed;
- Failure to comply with legal obligations or regulatory requirements (including health and safety requirements or violations of national and/or other applicable legislation);
- Actions that would endanger public health or the health of Covered Persons;
- Failure to protect privacy and personal data, and the security of network and information systems;
- Conduct that threatens Wiz's reputation or financial well-being;
- Conduct that represents a danger to the public or the financial system; or
- Violations of our internal policies and procedures including but not limited to the Wiz Code of Conduct.

Please note that the list above provides examples of what should be reported, but this list is not exhaustive and may not include all examples that could be considered a Protected Disclosure under applicable law. Any activity that you reasonably believe violates laws, regulations, or our ethical standards should be reported through one of the channels mentioned in this Policy.

### 3. Personal Work-Related Grievances

Disclosures that relate solely to personal work-related grievances are not covered by this Policy. Examples of personal work-related grievances may include:

- General interpersonal conflicts between you and any Wiz Personnel or Wiz Supplier;
- Decisions or conduct in relation to your employment or relationship with Wiz that do not involve a breach of internal policies and procedures or local law (other than decisions or conduct you consider were made or undertaken because you have made or may make a Protected Disclosure under this Policy);
- Disciplinary inquiries or decisions, or decisions about terms and conditions of your employment (including any decisions made with respect to a promotion, transfer, or salary changes) (other than decisions you consider were made because you have made or may make a Protected Disclosure under this Policy); or
- Individual or company-related complaints, improvements, or feedback.

This list is not exhaustive and may include other situations not specifically listed under this Policy. Wiz Personnel are encouraged to report other personal work-related grievances to their direct supervisor, department leader and/or their Human Resources Business Partner. Wiz Suppliers and Wiz Candidates are encouraged to report any other concerns to their Wiz contact or [privacy@wiz.io](mailto:privacy@wiz.io).

### 4. Submitting a Report

Covered Persons may submit reports through the whistleblowing form (written or oral report) or through the automated hotline, if available in your country (oral report) at the individual's discretion. These reports are processed through a centralized platform fully managed by Wiz, where both authorized investigators and Covered Persons can communicate and track the status of cases.

When you submit a report, you can choose to submit the report anonymously or by using identifying information based on your preference and level of comfort. Please note that, if you choose to submit a report anonymously, that may impact Wiz's ability to conduct a comprehensive investigation and to effectively protect you against any retaliation (see Section 8). As covered in other areas of this Policy, Wiz is committed to protecting the confidentiality and integrity of this process. As such, we encourage all Covered Persons to include identifying information in the report where possible. The step-by-step instructions to submit a report are as follows:

- Form (All Regions)
  1. Go to <https://faceup.com/c/wizreporting>
  2. Enter Wiz's unique access code if necessary: **SpeakUpWiz**
  3. Click the *Create a case* button.
  4. Choose a *Category* to which your report belongs.
  5. Write or record your report and provide as many details as possible including identified individuals, facts, approximate dates, and other relevant details. The recording feature allows you to submit information in oral form.
  6. Upload any attachments to complete your report. **Please do not upload any Wiz customer information to your report. If that information is needed, the investigations team will work with you to appropriately address the collection of evidence.**
  7. Click the *Send* button to submit your report and receive your report key.
  8. Use your report key to:
    - a. Return to the platform at any time to track the progress of the report.

- b. Receive updates or follow-up questions on your report.
- Hotline (EU, UK)
  - 1. Dial Wiz's unique hotline number:
    - Germany: +49 30 5891 2658**
    - United Kingdom: +44 808 164 9210**
  - 2. Leave your message in the automated hotline (this is like a voicemail, you will not be speaking with a live agent)
  - 3. A copy of your voice note is sent to the designated investigator for processing.
  - 4. You will receive a report key to continue follow-up via the platform.
  - 5. Use your report key to:
    - a. Return to the platform at any time to track the progress of the report.
    - b. Receive updates or follow-up questions on your report.

Wiz Personnel may also speak with their Human Resources Business Partner if they feel comfortable doing so and there is not an actual, potential or perceived conflict of interest. A conflict of interest exists when a Covered Person's personal interests are inconsistent with those of Wiz. For example, a conflict may exist when personal interests or relationships could interfere with, or appear to interfere with, one's ability to act impartially. Human Resources Business Partners will follow internal procedures to address your concerns quickly and effectively.

## 5. Whistleblowing Unit

Reports made under this Policy are received and processed by authorized individuals at Wiz. Depending on the subject matter of the report, individuals from other internal departments that have subject matter expertise may also be asked to assist with the relevant portions of any investigation as appropriate. Questions concerning Wiz's whistleblowing program and procedures may be directed to Wiz's Data Protection Team via [whistleblowing@wiz.io](mailto:whistleblowing@wiz.io).

## 6. Investigation Process

Once you have reported a concern, we will carry out an initial assessment to determine appropriate next steps. We will acknowledge receipt of your report and update you on status through the centralized platform mentioned in Section 4 above or other contact method, as appropriate and in accordance with applicable law.

You may be asked to provide further information as necessary. Your participation in the investigation is voluntary, though non-cooperation could influence the investigation's outcomes.

In some cases we may appoint an investigator or team of investigators including staff with relevant experience of investigations or specialist knowledge of the subject matter.

We will aim to keep you informed of the progress of the investigation and its likely timescale in accordance with applicable law. However, sometimes the need for confidentiality may prevent us from giving you specific details of the investigation, an outcome or any disciplinary action taken as a result. You should treat any information about the investigation as confidential.

## 7. Confidentiality

We hope that Covered Persons will feel able to voice whistleblowing concerns under this Policy. While absolute confidentiality cannot be guaranteed, Wiz will handle investigations discreetly and endeavor to keep your identity (and any information from which it may be possible to identify you) confidential, disclosing on a need to know basis only, in accordance with applicable law (for example, if the disclosure is necessary for the purposes of investigating or taking corrective action with respect to the reported concern(s) as authorized by law, the disclosure is legally required or permitted, and/or you consent to the disclosure). If it is necessary for anyone involved in handling your concern to know your identity, we will discuss this with you where possible.

For clarity, this same commitment to confidentiality (including the noted exceptions) is maintained for the person against whom an allegation has been made as well as any third parties or witnesses that are a part of or mentioned in the investigation process. To protect the integrity of the investigation process and the privacy of persons involved, Wiz requests that any involved parties refrain from discussing the existence and the subject matter of the investigation. If it is determined by Wiz that such persons have disclosed details of any report made or an investigation for improper purposes (for example, to interfere with the outcome of the investigation or intimidate witnesses), disciplinary action (including termination of employment) may be taken, subject to applicable law.

All information, documents, records, and reports relating to the investigation are stored and retained appropriately and securely and in accordance with applicable laws. Access to information is limited to those members of the team involved in managing and investigating the disclosure and other authorized persons on a need to know basis.

## 8. No Retaliation

Reprisal, victimization or retaliation against a Covered Person who makes a Protected Disclosure in accordance with Section 9 below is strictly prohibited. Wiz employees that conduct any form of reprisal, victimization or retaliation to a Covered Person in relation to a Protected Disclosure may be subject to disciplinary action including termination of their employment. Reprisal, victimization, or retaliation occurs when a Covered Person faces unfair threats or adverse actions due to their report or cooperation, or because it is suspected they have made a report or are cooperating.

Retaliation may include but is not limited to actions such as:

- Termination of employment or demotion from their current role
- Exclusion from projects
- Isolation, harassment or mistreatment by colleagues
- Denial of promotions or biased performance reviews
- Negative performance reviews within or outside the organization
- Contract terminations and negative reviews of suppliers
- Damaging their reputation
- Damaging their business or financial position

If you believe you may have experienced reprisal, victimization or retaliation in violation of this Policy, you are responsible for immediately reporting the violation through one of the reporting channels covered in Section 4.

This Policy is intended to encourage and enable Covered Persons to raise serious concerns within Wiz prior to seeking resolution outside the organization. Please note that nothing contained in the Confidentiality section above or these protections against retaliation impact your right to communicate directly with a regulatory authority or legal counsel, or make a statutory complaint with respect to your reported concerns or a reprisal for the same matter, if and as applicable. If a Covered Person chooses to make a

Protected Disclosure, they should ensure that any such disclosure is limited to information relevant to the Protected Disclosure only and should not disclose confidential business information unrelated to the alleged wrongdoing.

## **9. Good Faith Reporting**

Wiz encourages Covered Persons to report any Protected Disclosures in good faith or based on reasonable grounds. Good faith means that the individual genuinely believes their report reveals professional misconduct, an irregularity, or a violation of policy or law. The integrity of this process relies on honest and sincere reporting.

Deliberate misuse of this Policy (such as knowingly making false, misleading, or malicious reports) is strictly prohibited and considered a serious offense. Wiz Personnel found to have intentionally filed false or malicious reports may be subject to disciplinary action, up to and including dismissal, subject to applicable law.

## **10. Privacy and Data Protection**

Wiz processes all personal data disclosed in the processes described in this Policy, including personal data that is considered sensitive or requiring additional protections under law, in accordance with privacy and data protection laws and our privacy notices. Please also review the privacy notice or policy applicable to you alongside this Policy.

Personal data collected through reports and subsequent investigations is processed solely to address the reported concerns, manage the reporting and investigations process, and meet our legal obligations. Wiz aims to only collect personal data that is adequate, relevant, and necessary for these activities. Please be mindful of the information you submit with your report and consider if that information is adequate, relevant, and necessary for the disclosure.

Wiz retains personal data related to reports only for the period necessary to investigate reports, address issues identified, meet legal requirements, and/or to exercise or defend legal claims. Upon the applicable retention period's expiration, such data is securely deleted or anonymized in accordance with applicable law.

Individuals whose personal data is processed in connection with reports and investigations also retain their rights, if any, under applicable privacy laws, including the right to access their personal data and request rectification of inaccurate information. However, these rights may be limited in certain circumstances as permitted by law to protect the rights of others, maintain the integrity of investigations, or comply with legal obligations.

Where applicable, Wiz may transfer personal data across borders to other Wiz affiliates and third parties (such as external legal counsel or finance experts) that are assisting the investigation. Such transfers take place only when necessary and subject to appropriate safeguards where legally required, including standard contractual clauses or other approved transfer mechanisms, in compliance with applicable privacy and data protection laws.

## **11. Local Law Considerations**

Wiz is a global company with Covered Persons located in different countries. Please note that different jurisdictions may have additional requirements or considerations. Investigators adhere to these additional requirements or considerations, as applicable, in the investigation process.

For individuals located in countries in the European Union (EU), the following rights may apply, at your discretion:

- To submit your report in person if you choose and are located in any country in the EU. If you choose to submit your report in person, please email [whistleblowing@wiz.io](mailto:whistleblowing@wiz.io) to arrange a date and time, which will be scheduled within a

reasonable timeframe.

- To consult an advisor in confidence if you choose and are located in the Netherlands. Please email [whistleblowing@wiz.io](mailto:whistleblowing@wiz.io) to initiate this process.

If you have any questions about the process for your country of residence or would like to get more information from the investigations team regarding this Policy, please email [whistleblowing@wiz.io](mailto:whistleblowing@wiz.io).

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