

Wiz Vendor Code of Conduct

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At Wiz, we consider our vendors an essential part of what makes up the Wiz magic. We set a high standard for our vendors and expect them to uphold our values and ethical principles. This Vendor Code of Conduct outlines the standards and expectations that Wiz requires from all its vendors, reflecting our commitment to ethical and integrity-driven business practices across all areas, including our vendor relationships. Compliance with this Code is mandatory for all vendors.

1. Compliance with Laws

Vendors must comply with all applicable local, national, and international laws governing their business operations, including, but not limited to, those related to labor, immigration, health and safety, corporate governance, and data privacy.

2. Anti-Corruption

Vendors must comply with all applicable anti-corruption laws, regardless of their location or place of business. This includes, but is not limited to, the U.S. Foreign Corrupt Practices Act (FCPA), the UK Bribery Act, and the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions. These laws prohibit bribing government officials or offering kickbacks and bribes to private parties (also known as commercial bribery). Wiz strictly prohibits all forms of bribery and kickbacks and does not tolerate any violations of these laws.

Vendors must not, directly or indirectly, offer any gift, entertainment, or anything of value to a government official or their representatives to: (a) obtain or retain business; (b) influence business decisions; (c) expedite processes; or (d) secure an unfair advantage. Wiz also prohibits any payments to government officials intended to expedite or ensure routine actions, such as issuing licenses, permits, or visas.

For the purposes of anti-bribery laws, government officials include elected or appointed officers or employees of national, municipal, or local governments (including individuals in legislative, administrative, and judicial roles), officials of political parties, political candidates, and employees of government-owned or state-controlled enterprises.

Wiz recognizes that practices vary across countries and regions; what may be customary and acceptable in one area may not be in another. However, the standard applied should always be whether the gift, hospitality, or payment is reasonable and justifiable under all circumstances. Intention and context must always be considered.

3. Conflicts of Interest

Wiz requires vendors to avoid any activities that create, or appear to create, conflicts of interest with Wiz. Vendors must disclose actual or potential conflicts, including receiving loans, favors, or improper advantages through their relationship with Wiz; acting on confidential information for personal gain; pursuing business opportunities that belong to Wiz; or employing or being controlled by Wiz employees or their family members. Vendors must refrain from offering gifts (of other than a nominal value), excessive hospitality, or entertainment to Wiz employees or their families to influence business decisions. Vendors are expected to promptly report any conflicts of interest to Wiz so they can be appropriately managed.

4. Human Rights

Wiz is committed to supporting and respecting the fundamental human rights of all individuals. We expect our vendors to uphold these same standards. Vendors must respect the rights of their employees to decide freely whether to lawfully associate with groups of their choice, including the right to form or join trade unions and to engage in collective bargaining.

Wiz aims to embed human rights within its operations through various measures: assessing potential risks, raising awareness, fostering due diligence, strengthening legal frameworks, participating in collective actions, engaging in open dialogue, and ensuring

transparent reporting. If human rights violations are identified within their operations, Vendors are expected to implement appropriate remediation measures.

5. Equal Opportunities, Inclusion, and Diversity

Wiz is committed to diversity and equal opportunities for everyone. For that reason, Wiz expects vendors to respect the unique attributes and perspectives of all individuals. Wiz vendors must make all employment-related decisions based on skills and aptitude, never on legally protected personal characteristics. While these characteristics may vary by local law, they generally include, but are not limited to race, ethnicity, color, religion, gender, age, national origin or ancestry, physical or mental disability, sexual orientation, or military status.

6. Employment

Wiz vendors and their subcontractors must adhere to lawful labor practices, including compliance with all applicable anti-human trafficking laws.

Additionally, vendors and their subcontractors must:

- Not use forced, bonded, or involuntary labor. Employment must be freely chosen, free from slavery or trafficking
- Not transport, harbor, or recruit vulnerable persons through threat, coercion, or fraud
- Prohibit child labor (any person below the minimum legal age for employment)
- Pay fair wages and maintain lawful working hours, including adequate rest periods and leave
- Comply with all applicable health and safety laws, providing safe working conditions
- Prevent unlawful harassment, bullying, or physical punishment. This includes prohibiting any conduct that creates a hostile work environment, such as unwelcome sexual advances, threats, violence, discriminatory slurs, or inappropriate jokes.

7. Confidential Information

Wiz values confidentiality as critical to its competitiveness and success. Vendors may, in the course of their work with Wiz, have access to Wiz's confidential business information. This information must be safeguarded to prevent unauthorized disclosure. Examples of confidential information include, but are not limited to, unpublished sales and financial data, internal operations, product formulas and methods, information related to Wiz's platform and roadmap, marketing strategies, research results, employee data, and other proprietary details regarding Wiz and its representatives.

Vendors are responsible for ensuring that Wiz's confidential information remains secure and is not disclosed without authorization. Vendors must only allow access to those who need it for legitimate purposes related to their work with Wiz and must use it solely for authorized purposes.

Vendors must adhere to all applicable data privacy and information security laws, responsibly manage access to confidential information, and dispose of sensitive materials securely. If a vendor becomes aware of an actual or potential breach involving Wiz's confidential information, it must notify Wiz immediately.

8. Data Privacy

Wiz prioritizes the protection and responsible use of personal data and expects the same commitment from its vendors. Vendors must collect, use, and process personal data in a lawful, fair, legitimate, and ethical manner, respecting individuals' privacy and maintaining their trust. Vendors are required to comply with all applicable data protection laws and to adhere to the principles of lawful, fair, and transparent data processing. This includes respecting purpose limitations, ensuring data minimization, maintaining data accuracy, observing storage limitations, and upholding data integrity and confidentiality.

Vendors must implement and continuously monitor security measures to protect the privacy rights of individuals. Any vendor with access to personal data is expected to handle it responsibly, safeguarding it from unauthorized access, loss, or misuse.

9. International Trade Compliance

Wiz requires all vendors to comply with applicable international trade laws and regulations, including import and export controls. These laws govern not only goods but also technology, software, intellectual property, and technical information. Vendors must ensure compliance with restrictions on where products and services can be sent or received and to whom they can be sold. Strict adherence to these laws is essential to maintain Wiz's commitment to lawful and responsible business practices.

10. Fair Dealing

Wiz is committed to free, fair, and open competition in all business activities, and we expect the same from our vendors. Vendors must comply with all applicable competition (antitrust) laws and refrain from engaging in practices that unfairly restrict competition. Vendors must not discuss or agree upon pricing, profit margins, customer or market allocation, production limits, or any other anti-competitive tactics with competitors. Additionally, vendors must conduct all marketing and sales activities ethically, ensuring transparency in agreements with Wiz.

11. Honest Dealing

Wiz vendors must not make any false representations in connection with any Wiz transaction. This includes, but is not limited to, misrepresenting facts verbally, promoting or using false documentation, fraudulent or forged contracts, falsified letters of destruction, or any other inaccurate or misleading records.

12. Community Involvement

Wiz seeks to work with vendors who share our commitment to social and economic development and the sustainability of the communities we serve. We encourage our vendors to engage positively and proactively with their communities, contributing to their well-being and resilience. Wiz believes that building strong community relationships is essential to long-term success, and we support vendors who participate in activities that strengthen and uplift their local communities.

13. Environment and 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. Wiz expects its vendors to adopt a systematic approach to environmental risk management, including compliance with all applicable environmental laws, regulations, and standards. Vendors must obtain necessary environmental permits, registrations, and approvals, and fulfill all related reporting obligations. Wiz encourages vendors to minimize waste, increase recycling, conserve resources, and avoid unnecessary packaging. Vendors should implement an environmental management system with goals, controls, audits, reporting, and training to reduce environmental impact. Vendors are also required to comply with conflict mineral regulations, perform due diligence, and provide evidence of compliance when requested.

14. Whistleblowing Reporting and Non-Retaliation

Wiz is committed to fostering a culture of transparency, integrity, and accountability. We expect our vendors to uphold these same values and to maintain internal processes that encourage lawful and ethical conduct. Vendors and their personnel are encouraged to report any concerns related to unethical behavior, suspected violations of law, or breaches of this Code of Conduct. Reports may be made in accordance with Wiz's Whistleblowing Policy, available at: <https://legal.wiz.io/legal#whistleblowing-policy>. Wiz strictly prohibits retaliation against anyone who raises a concern in good faith.

15. Compliance, Accountability, and Reporting

Wiz expects our vendors to implement policies and procedures that ensure compliance with this Code and all relevant laws. Vendors must ensure their teams understand and adhere to these standards.

Vendors are responsible for:

- Communicating the principles of this Code to employees and third-party partners
- Overseeing compliance by employees and third-party partners
- Promptly reporting any violations or concerns

- Maintaining confidentiality of reports, as permitted by law
- Protecting employees from retaliation for good-faith reporting or assisting in an investigation

Wiz expects our vendors to promptly report any violations of laws, regulations, or this Code related to a Wiz transaction or engagement to Wiz's Legal Department at legalnotices@wiz.io or <https://www.app.faceup.com/en-us/c/wizreporting>.