



Cohesity Supplier Code of Conduct (Global)

BACKGROUND

Cohesity, Inc. ("**Cohesity**", together with our affiliates (inclusive of all of the acquired Veritas entities) is committed to doing business honestly and ethically everywhere we operate. This commitment extends to our suppliers. Likewise, we expect our suppliers to act honestly, ethically, and legally in all dealings with Cohesity, and with our employees, customers, business partners, and government officials.

SCOPE

This Supplier Code of Conduct applies to Cohesity Suppliers, vendors, contractors, consultants, and third-parties, encompassing all entities and individuals directly or indirectly providing goods, services, or materials to Cohesity. All Cohesity Suppliers are required to read and comply with these standards and to ensure that the requirements are communicated, understood, and followed by their employees, agents, contractor(s) and any other parties involved in providing goods, services or materials to Cohesity. These standards are intended to supplement the requirements and terms outlined in your existing Cohesity supplier / vendor agreement(s). *A violation of this Supplier Code of Conduct could constitute a breach of your agreement(s) with Cohesity and may result in termination of your status as a Cohesity Supplier.*

ANTI-BRIBERY & ANTI-CORRUPTION

Cohesity has zero tolerance for bribery, kickbacks, and corruption. Suppliers must not offer, give, promise, or authorize the giving of anything of value, including but not limited to money, a favor, a fee, a job, entertainment, a gift, a loan, a rebate, a reward, a payoff, travel expenses, charitable donations, or products, to anyone to obtain any business, to improperly influence any act or decision, or to otherwise gain an improper advantage.

Suppliers must comply with all applicable anti-corruption laws and regulations, including but not limited to the U.S. Foreign Corrupt Practices Act, the U.K. Bribery Act, and all local anti-bribery laws (together, "Anti-corruption Laws"). Cohesity also prohibits Cohesity suppliers, or their representatives or employees, from offering or providing cash or noncash gifts, kickbacks, or entertainment to any Cohesity employee or contingent worker for any improper purpose, such as influencing him or her to take a course of action.

Third parties engaged by suppliers must not engage or contract with any third party regarding any Cohesity-related business that engages in, or is suspected of engaging in, bribes, kickbacks, improper payments or any other conduct that may violate Anti-corruption Laws. Suppliers, or their representatives or employees, must comply with this requirement by conducting appropriate risk-based diligence on any third party that the supplier may engage regarding Cohesity-related business to ensure that such third party complies with Anti-corruption Laws.

All employees, agents, representatives, subcontractors, or other parties who have been or will be engaged by a supplier in connection with Cohesity-related business must agree to comply with ethics and compliance standards that are no less stringent than those embodied in this Supplier Code of Conduct.

FINANCIAL INTEGRITY AND ACCOUNTING

Suppliers are required to uphold the highest standards of financial integrity and transparency in all business transactions. Suppliers must maintain accurate and complete financial records related to their agreements with Cohesity, all transactions related to sales of Cohesity products and services, and all transactions or other expenditures with respect to any Cohesity-related business. Suppliers are expressly prohibited from engaging in false and/or misleading accounting practices, including but not limited to creating "slush funds" or similar improper financial practices. Such practice may also violate applicable laws, including but not limited to Anti-corruption Laws. Cohesity employees and Suppliers must not engage in the creation or preparation of any misleading or inaccurate transactional documentation or the falsification of any type of transactional documentation relevant to Cohesity-related business. Suppliers shall refuse any request by any Cohesity employee or contingent worker to create misleading, inaccurate or false documentation, including to "park funds" or misrepresent the intended use for funds. Any requests by a Cohesity employee or contingent worker to engage in unethical conduct should be promptly reported to Cohesity through one of the methods specified at the end of this Supplier Code of Conduct. Business records must be maintained in accordance with record retention policies and all applicable laws and regulations, including where relevant, Sarbanes-Oxley and Internal Revenue Service requirements.

ANTI-MONEY LAUNDERING LAWS

Suppliers must become familiar with and comply with all relevant laws and regulations in the United States and in applicable local foreign jurisdictions, including but not limited to United States anti-money laundering laws, import and export laws and regulations, and laws and regulations involving customs and taxation.

CONFLICTS OF INTEREST

The selection of Cohesity Suppliers is based on the quality of their services and their business integrity. Cohesity holds its employees and contingent workers to high ethical standards and requires them to avoid engaging in any activity that involves even the appearance of impropriety or conflict of interest. Suppliers must not ask or encourage Cohesity employees or contingent workers to violate the provisions of integrity at Cohesity. Suppliers must avoid situations, activities, and relationships that may result in an inappropriate conflict or the appearance of a conflict with Cohesity's interests. Suppliers must immediately, upon becoming aware, notify Cohesity if there is an actual or potential conflict of interest with Cohesity or any of its employees or contingent workers. While it is not possible to list every conceivable conflict of interest, a Supplier must immediately, upon becoming aware, disclose to Cohesity if the Supplier (or someone employed by the Supplier) is employed by or has a significant financial interest in Cohesity, or if the Supplier (or someone employed by the Supplier) has a family member who is employed by or has a significant financial interest in Cohesity.

GIFTS AND BUSINESS COURTESIES

At Cohesity, we build and strengthen our business relationships with transparency and integrity. Cohesity policies — specifically our Gifts Entertainment and Business Courtesies Policy — prohibit employees or contingent workers from asking for, requesting, or expecting gifts or hospitality in exchange for business favors. Additionally, we avoid giving lavish or frequent gifts or entertainment that could compromise objectivity or create an appearance of impropriety. All business gifts and entertainment must be infrequent and appropriate for the business relationship and culturally appropriate and may not violate laws or regulations. No gift or entertainment should be offered, given, provided, or accepted unless it:

- Is not a cash gift (including gift cards in most cases);
- Is consistent with customary business practices;
- Is not “excessive in value”;
- Cannot be construed as a bribe or payoff;
- Does not involve any quid pro quo; and/or
- Does not violate any laws or regulations.

Suppliers are also expected to conduct business with integrity and avoid any actions that could compromise objectivity, fairness, or impartiality. While recognizing the customary exchange of business courtesies, suppliers should exercise prudence in offering or accepting gifts, hospitality or favors. Suppliers are prohibited from offering or accepting gifts that could influence, or be perceived to influence, business decisions. Transparency and disclosure of any significant gifts or business courtesies must be made to Cohesity in a prompt, and timely manner.

BUSINESS CONDUCT STANDARD

Cohesity is committed to working with Suppliers who demonstrate the highest ethical standards and operate according to legal requirements and accepted economic principles as well as human rights and environmental guidelines. Cohesity prioritizes sourcing from vendors that reflect the values of both Cohesity and our customers.

As Cohesity continues to enhance its Sustainability initiative, our values-based procurement strategy will focus on climate and environmental protection, fostering a culture of belonging, and corporate due diligence on human rights in global supply chains.

FOSTERING A CULTURE OF BELONGING

Cohesity is committed to harnessing a culture of belonging where diversity is recognized and celebrated to inspire the best in ourselves and our collective. Cohesity thrives through inclusive collaboration, mutual respect, and recognition of team success. Cohesity believes that there is strength in our differences and are committed to enabling a culture where everyone can do the best work of their careers.

Consistent with our corporate values, Cohesity encourages our Suppliers to consider reasonable ways to promote a culture of belonging in its hiring, business, and supply chains in compliance with government, non-government and private industry requirements.

ENVIRONMENT LAWS

Cohesity is committed to conserving, protecting, and respecting the environment. We conduct our operations in compliance with all applicable environmental laws, regulations, and standards and expect our Suppliers to do the same. We encourage our Suppliers to have their own environmental management plan and create internal goals to reduce environmental impact.

Suppliers recognize that environmental responsibility is integral to producing high quality products. Suppliers shall comply with all applicable environmental laws, regulations, and industry standards, such as requirements regarding industrial wastewater treatment and disposal, environmental permits, and environmental reporting. Further, Suppliers shall comply with any additional environmental requirements specific to the products or service being provided to Cohesity as called for in the design and product specifications and contract documents. Suppliers must implement and maintain effective environmental policies to meet these requirements.

Suppliers agree not to conduct, commission, or pay for animal testing for the purposes of generating data specifically to support the safe use of a component by Cohesity. Any breach or potential breach of these terms must be communicated to Cohesity. In addition, Suppliers must ensure that any animal derived products supplied to Cohesity are from animals that have been treated ethically in the production process.

Suppliers are encouraged to establish science-based targets for reducing greenhouse gas emissions and should aim to track, document, and publicly report energy consumption as well as relevant Scope 1 and 2 emissions in alignment with these targets. Suppliers are also encouraged to explore opportunities to improve energy efficiency and reduce both energy use and greenhouse gas emissions. Additionally, compliance with all applicable local environmental laws is expected.

HUMAN RIGHTS, LABOR STANDARDS, AND FAIR LABOR PRACTICES

Cohesity is committed to protecting and promoting human rights wherever we do business. Cohesity expects Suppliers to:

- Support internationally recognized human rights and treat employees fairly, with dignity and respect;
- Comply with all applicable laws and regulations regarding health and safety in the workplace, wages, and benefits; and
- Work towards the eradication of human trafficking and slavery and the elimination of child labour in their operations and supply chains, and to comply with all applicable laws in this regard.

Additionally, Cohesity expects our Suppliers to support fair labor practices and to create a safe work environment that is also free from harassment and discrimination.

HUMANE TREATMENT OF SUPPLIER EMPLOYEES

Suppliers must prohibit harsh or inhumane treatment of their employees or contingent workers and prohibit the threat of any such treatment. This includes violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public shaming, or verbal abuse of workers. Policies and procedures in support of these requirements (for example disciplinary, anti-harassment and non-discrimination policies) shall be clearly defined and communicated to supplier's employees and contingent workers.

Harassment of any employee or contingent worker is prohibited.

Non-Discrimination: Suppliers shall strictly adhere to all applicable laws and regulations prohibiting discrimination in hiring and employment on the grounds of race, religion, age, nationality, color, gender, gender identity, sexual orientation, physical ability, health condition, political opinion, creed, or other basis prohibited by law.

Working hours: Suppliers shall comply with all applicable laws, regulations, and industry standards on working hours and breaks.

Compensation: Suppliers must comply with all applicable laws, regulations, and industry standards concerning wages and benefits. Wages and benefits paid for a standard working week shall meet at least legal or industry minimum standards. Deductions from wages as a disciplinary measure shall not be permitted; unless authorized by applicable law, deductions from wages shall not be permitted unless authorized by applicable law.

Freedom of Association and Collective Bargaining: Suppliers must respect the rights of employees to form and join trade unions and bargain collectively in accordance with applicable law.

Freely Chosen Employment: The use of forced, bonded, or indentured labor or involuntary prison labor is strictly prohibited.

Child Labor Prohibition: Suppliers must not, under any circumstances, use child labor as defined by ILO and United Nations Convention and/or national law, whichever is more stringent.

Anti-human trafficking

Cohesity has a zero-tolerance policy prohibiting human trafficking-related activities. Forced, bonded (including debt bondage), or indentured labor, commercial sex work, involuntary prison labor, slavery, or trafficking of persons is strictly prohibited. This includes transporting, harboring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction, or fraud for labor or services.

Furthermore, Suppliers shall not:

- Destroy, conceal, confiscate, or otherwise deny access by an employee or contingent worker to that person's identity or immigration documents, such as passports or drivers licenses;
- Use misleading or fraudulent practices during the recruitment of employees or offering of employment or other work, such as failing to disclose, in a format and language accessible to the worker, basic information or making material misrepresentations during the recruitment of employees regarding the key terms and conditions of employment, including wages and fringe benefits, the location of work, the living conditions, housing and associated costs (if employer or agent provided or arranged), any significant cost to be charged to the employee, and, if applicable, the hazardous nature of the work;
- Use recruiters that do not comply with local labor laws of the country in which the recruiting takes place;
- Charge employees or contingent workers recruitment fees where prohibited by local law;
- Where required by local law and where employees or contingent workers are recruited from another country, fail to provide return transportation, or pay for the cost of return transportation upon the end of employment or assignment;
- Provide or arrange housing that fails to meet the host country housing and safety standards; and/or
- If required by law, fail to provide an employment contract, recruitment agreement, or other required work document in writing.

HEALTH AND SAFETY

At Cohesity, we prioritize the health and safety of all individuals throughout our supply chain. Suppliers are expected to establish and maintain a work environment that ensures the well-being of their employees and contingent workers and aligns with internationally declared human rights. This includes providing adequate training, protective equipment, and measures to prevent accidents and occupational hazards. Suppliers must regularly assess and mitigate risks associated with their operations, fostering a culture of safety awareness. Suppliers must comply with all relevant health and safety regulations, promptly record any incidents, and actively engage in continuous improvement initiatives to enhance workplace safety.

- Suppliers shall provide their employees and contingent workers with a safe and healthy workplace in compliance with all applicable laws, regulations, and industry standards.
- Suppliers shall provide their employees and contingent workers with adequate working facilities; fire safety, personal protection equipment, access to emergency medical care, and adequate lighting and ventilation.

INTELLECTUAL PROPERTY

Suppliers must respect Cohesity's intellectual property rights and the intellectual property rights of others. Suppliers must comply with all applicable agreements and U.S., local, and all other applicable laws relating to Cohesity's intellectual property rights. Suppliers may not misuse any Cohesity trademarks or copyrighted materials or improperly disclose Cohesity's confidential information or trade secrets. Suppliers also are prohibited from infringing on the intellectual property rights of any third party in the course of providing goods or services. Suppliers must notify Cohesity of any unauthorized use of Cohesity's copyrights, trademarks, trade secrets, proprietary, or confidential information by itself or a third party.

CONFIDENTIALITY

Suppliers are required to implement robust safeguards to protect Cohesity's confidential information, assets and trade secrets. Furthermore, suppliers are prohibited from engaging in any activities that could compromise the confidentiality of Cohesity's proprietary information or the proprietary information of any third party while delivering goods or services to Cohesity.

DATA PROTECTION

Suppliers must handle and disclose personal data and confidential information that they obtain in the course of their business with Cohesity, only as authorized and directed by Cohesity and as required by applicable laws and regulations. Suppliers must protect personal data and confidential information against unauthorized or unlawful use, disclosure, access, loss, alteration, damage, and destruction. Suppliers must, consistent with applicable laws and contractual obligations, promptly in accordance with the applicable prescribed timeframes notify Cohesity of any unauthorized or unlawful use, disclosure, access, loss, alteration, damage, or destruction of personal data or confidential information obtained in the course of delivering goods or services to Cohesity.

INVESTIGATIONS AND ONGOING MONITORING OF SUPPLIER'S COMPLIANCE

Suppliers must, consistent with applicable laws and contractual obligations, provide reasonable assistance to any investigation by Cohesity of a violation of this Supplier Code of Conduct or of an integrity violation by a Cohesity employee if related to the Supplier's business or applicable laws relevant to their Supplier status. Suppliers must allow Cohesity reasonable access to all documentation concerning the Supplier's compliance with this Supplier Code of Conduct.

APPROPRIATE ACTION

Where Suppliers are found to have violated the requirements set out in this Supplier Code of Conduct, Cohesity reserves the right to terminate any associated agreement or relationship.

NON-RETALIATION FOR REPORTS OF CONCERN

Cohesity expects Suppliers to have a policy and process in place for reporting of workplace concerns that comply with any local and country regulations. All grievances should be investigated in a fair and timely manner. The policy and process should be understandable and transparent and must provide protection from retaliation - for both reporters and for those participating in any related investigations.

REPORTING CONCERNS

Concerns related to potential violations of Cohesity's Supplier Code of Conduct should be reported via the Cohesity EthicsLine at 1-844-989-1481 in the U.S., or via the corresponding web portal at <https://www.cohesity.ethicspoint.com>. Where permitted by law, reports through the Cohesity Ethics and Compliance Hotline or web portal can be made anonymously.

SUPPLIER'S CERTIFICATION OF COMPLIANCE

By its acceptance of any purchase order from Cohesity, the Supplier thereby acknowledges and certifies its compliance with the principles and requirements of Cohesity's Supplier Code of Conduct.

UPDATES TO COHESITY'S SUPPLIER CODE OF CONDUCT

Cohesity will review this Supplier Code of Conduct on a regular basis and will introduce revisions where necessary or appropriate.

Suppliers may access the most current version of the Supplier Code of Conduct at <https://www.cohesity.com/resource-assets/legal/supplier-code-of-conduct-en.pdf>