

## **SUPPLIER CODE OF CONDUCT**

International Data Group, Inc. on behalf of itself and its subsidiaries (the “**Company**”) is committed to upholding ethical and professional standards consistent with our core values. Our suppliers are an essential part of our business, and as such, they are expected to adhere to our core values and principles. The Company Suppliers and their employees, agents, and subcontractors (collectively referred to as “**Suppliers**”) must adhere to this Supplier Code of Conduct while conducting business with or on behalf of the Company or any of its subsidiaries or affiliates.

Suppliers are expected to enforce and demonstrate their compliance with this Supplier Code of Conduct. The Company may cease doing business and reserves the right to terminate any contract with any Supplier who behaves unlawfully or inconsistently with this Supplier Code of Conduct, or any applicable Company policies.

This Supplier Code of Conduct establishes the minimum requirements that Suppliers must meet in order to do business with The Company. Compliance with this Supplier Code of Conduct is required in addition to any other obligations in any agreement a Supplier has with the Company. In the event of any conflict or ambiguity between any provision of this Supplier Code of Conduct and the provisions of any relevant contract with the Supplier, the provisions of the contract will apply. The Company expects that its Suppliers will enforce the Company Supplier Code of Conduct in its own supply chain used to support the Company’s business.

By accepting to do business with the Company, Suppliers agree to comply with the following requirements:

1. Business License - Suppliers must have the required business license(s), as may be applicable, in any jurisdiction in which they operate.
2. Compliance with Laws and Regulations: Suppliers must comply with all applicable laws, regulations and codes in the jurisdiction in which they operate. This includes, but is not limited to, labor laws, health and safety regulations, environmental standards, and anti-corruption laws. Suppliers are also expected to adhere to applicable industry standards. Specifically, suppliers may not, directly, or indirectly through a third-party intermediary, accept or offer anything of value to obtain or retain business or influence governmental decisions or engage in any form of corrupt practices including, but not limited to, extortion, fraud, and bribery, including the bribery of government officials. Suppliers are

responsible for complying with all applicable anti-bribery laws and must take no action that would subject the Company to penalties under U.S. or non-U.S. laws, regulations, or administrative requirements including, but not limited to, the U.S. Foreign Corrupt Practices Act and U.K. Bribery Act of 2010. Suppliers should have appropriate measures for preventing and detecting bribery in place, with the authority to report matters directly to independent monitoring bodies. A clearly articulated and visible corporate policy on promoting ethical business and prohibiting bribery should be in place as well as an explicit commitment from senior management.

3. Business Ethics: Suppliers must conduct their business with honesty, integrity, transparency, and ethical practices. This includes avoiding conflicts of interest and refraining from offering or accepting bribes, kickbacks, or any other form of illegal payment or improper advantage.
4. Labor and Human Rights: Suppliers must respect the human rights of their employees and ensure that their operations do not support or contribute to any form of human rights abuses. The use of involuntary, forced, or child labor is absolutely prohibited. In addition, suppliers shall ensure fair wages and reasonable working hours; demonstrate respect for inclusion and freedom of association; and maintain a supply chain free from child or forced labor or discrimination.
5. Health and Safety: Suppliers must ensure the health and safety of their employees and anyone else affected by their operations. They must comply with all applicable health and safety regulations and take measures to prevent accidents and injuries.
6. Environmental Sustainability: Suppliers must minimize their environmental footprint by complying with all applicable environmental laws and regulations, promoting waste reduction, and implementing energy-efficient practices. We encourage our Suppliers to adopt sustainable sourcing practices and minimize their carbon footprint. Suppliers should continuously assess new ways to improve their environmental sustainability.
7. Supply Chain: Suppliers shall conduct reasonable due diligence on relevant materials in their supply chains to identify applicable risks and take efforts to mitigate them, including determining if materials are sourced from areas and/or industries associated with conflict, child or forced labor, severe health and safety risks, negative environmental impacts, any U.S. sanctions list, or other reasonably objective high-risk activities.
8. Customs: Suppliers must not engage in or have knowledge of any illegal transshipment or willful manipulation of country of origin in connection with any product made on behalf of the Company. To remain in compliance with U.S. Customs rules and regulations, Suppliers must ensure that all disclosures are honest and accurate.
9. Protection of Confidential Information and Intellectual Property: Suppliers must protect the confidentiality of any information that they receive from the Company or our clients. They must comply with all applicable data privacy and security laws. Suppliers must respect and protect all intellectual property of the Company and other third parties,

including patents, trademarks and copyrights.

10. Business Continuity: Suppliers must have business continuity plans in place to ensure that they can continue to provide goods and services to the Company in the event of a disruption.
11. Employee, Agent and Subcontractor Training and/or Certifications: Supplier shall ensure that its employees, agents and subcontractors complete all applicable trainings or certifications (whether required by law, the Company or provided by our clients), to enable compliance with this Supplier Code of Conduct (for example, when they interact with the Company clients or have access to data or facilities managed by the Company or the Company clients). On an annual basis, an authorized representative from Supplier will attest to completion of the Company training.
12. Reporting and Compliance: Suppliers must report any known or suspected violation of this Supplier Code of Conduct to the Company immediately. They must fully cooperate with any investigation of a suspected violation and take corrective action, if necessary.
13. Audit: Upon prior written notice, the Company, including its representatives, auditors, and regulators, as well as the Company clients, (collectively “the Company Auditors”) have the right to inspect and audit Supplier in relation their business with the Company to verify Supplier’s compliance with the Supplier Code of Conduct.