

1Password Vendor Code of Conduct

At 1Password, we promote high standards of integrity by conducting our business and duties, honestly, ethically, and in keeping with our core values:

- Put people first.
- Lead with honesty.
- Keep it simple.

This Vendor Code of Conduct ("**Code**") outlines what matters most to us - things like acting ethically, treating people with respect, supporting sustainability, and working responsibly. It's here to guide the vendors, suppliers, contractors, consultants, and other third-party service providers ("**Vendors**") we work with, so that we can grow and succeed together.

1.0 Compliance with Applicable Laws

It's crucial that we follow all applicable laws, rules, and regulations wherever we operate, both in letter and spirit. We expect our Vendors to follow applicable laws and regulations, including those that help create fair and transparent business environments. This means operating with financial integrity, avoiding bribery and corruption, honouring trade and export rules, and promoting healthy competition and consumer safety.

2.0 Put People First

We're committed to dignity and fairness for everyone, and we expect that our Vendors are too. That includes supporting fair and freely chosen work and avoiding child labour in line with global standards. We encourage Vendors to know who they work with throughout their supply chains, avoid doing business with those who cause harm, promote responsible practices within their networks, and be transparent about subcontracting and sourcing.

3.0 Lead with Honesty

We value straightforward, respectful business relationships built on trust. We expect our Vendors to be transparent about potential conflicts of interest, act honestly and fairly, maintain clear and truthful records, and respect the creative and intellectual work of others.

When it comes to data, trust matters. Vendors who handle 1Password information are encouraged to follow strong privacy and data protection practices, use secure processes, communicate promptly about any incidents, and manage data access carefully.

We believe in workplaces where everyone feels they belong. 1Password is committed to providing an inclusive, equitable, and respectful work environment that is free of discrimination or harassment in any form, including inappropriate and disrespectful behavior, intimidation, and other unwelcome conduct directed at an individual because of their inclusion in a protected class (such as race, colour, age, sex, sexual orientation, gender identity and expression, religion, disability, genetic information, family status, and any other protected classifications, in accordance with local laws). We expect Vendors to build safe and respectful workplaces and we do not tolerate bullying, harassment, violence or



discrimination. We encourage Vendors to meet or exceed environmental regulations, reduce emissions and waste, manage materials and pollution responsibly, design with sustainability in mind, and be mindful of their impact on ecosystems.

4.0 Keep it simple

At 1Password, we keep it simple by focusing on what's most important. We welcome Vendors to regularly reflect on how they align with this Code, share ideas for improvement, offer and receive feedback openly, and support learning and communication within their teams.

If something doesn't seem right, we want to know. Vendors can reach us at legal@agilebits.com or through our hotline at 1password.ethicspoint.com or 844-787-0281 (toll-free). Any concerns raised in good faith will be treated with care and respect.

We hope Vendors will take a moment to understand the spirit of this Code, and stay in touch with their 1Password contact as we continue to work together.

Let's work together to build successful and meaningful partnerships.