



## **SUPPLIER CODE OF CONDUCT and BUSINESS ETHICS**

At Informatica, we conduct our business with the highest degree of honesty and ethical behavior, and we are committed to one another and to our customers, partners, vendors, and securityholders – all of whom are integral to our business. We operate with integrity, decency and fair play, and we are ethical in our communications and actions, speaking with openness, honesty and courage. We're accountable for our words and actions and strive to build a challenging work environment that rewards teamwork, innovation and success, while respecting individuality and recognizing diverse lifestyles and work styles.

Informatica's Supplier Code of Conduct and Business Ethics ("Supplier Code") provides an overview of our fundamental policies on business conduct and applies to you as an Informatica Supplier, and to all personnel employed by or engaged by you to provide services along with your agents, contractor's and representatives (collectively, either "Supplier" or "you"). Supplier is further defined as any individual, business, company or incorporated or unincorporated body which provides or seeks to provide any goods or performs any services for Informatica Inc. and its subsidiaries ("Informatica"). It is by no means exhaustive, but summarizes some of our most important policies, which are based on standards that underlie our business ethics, professional integrity, and our foundational values, standards that apply to all Informatica Suppliers, wherever you may be based throughout the world.

Additionally, please familiarize yourself with the specific regulatory requirements that apply to different countries or regions in which you do business.

As a representative of Informatica, you are expected to read this Supplier Code carefully and thoroughly, and to understand and comply with the standards and policies contained or described herein. After reading the Supplier Code, please ask your Informatica contact person any questions you may have.

In addition, should you become aware of violations of these policies, your responsibility is to communicate the information promptly as outlined in this document. Understanding, communicating, and working together to create a positive workplace environment are what make our policies effective, and make Informatica an outstanding partner.

Thank you,

Amit Walia  
Chief Executive Officer  
May 2024

## CONTENTS

COMPLIANCE IS SERIOUS BUSINESS .....	3
REPORTING POSSIBLE VIOLATIONS.....	3
YOUR RESPONSIBILITIES TO INFORMATICA AND ITS SECURITYHOLDERS.....	4
Honest and Ethical Conduct .....	4
Conflicts of Interest.....	4
Applicable Laws.....	5
General Contracting Issues .....	5
Equal Opportunity .....	6
Modern Slavery and Human Trafficking .....	6
Free and Fair Competition .....	6
Sustainable Procurement Practices .....	7
PROTECTING CONFIDENTIAL AND SENSITIVE INFORMATION .....	7
Intellectual Property and Trade Secrets .....	8
Disclosure of Confidential Information.....	8
Data Privacy and Security .....	8
USING TECHNOLOGY AND OTHER INFORMATICA ASSETS.....	8
Computers and Other Equipment.....	9
Software .....	10
Use of Email .....	10
Use of the Internet .....	10
MAINTAINING AND MANAGING RECORDS .....	10
Accounting Practices .....	10
Political Contributions .....	11
BUSINESS COURTESIES.....	11
Business Courtesies that May Be Extended.....	11
Business Courtesies that May Be Received .....	11
DEALING WITH THE GOVERNMENT.....	11
Lobbying of Government Officials .....	12
Export Controls .....	13
ENFORCEMENT AND DISCIPLINARY ACTIONS.....	13
RIGHT TO AUDIT.....	13
WAIVERS AND AMENDMENTS .....	13

## COMPLIANCE IS SERIOUS BUSINESS

Informatica's policies about business conduct reflect the kind of company we strive to be and are fully consistent with Informatica's values. The successes we've achieved are rooted in our values, and they serve as our north star to help keep us centered and focused on what matters most – our employees, customers and Suppliers! They reflect our shared purpose to achieve a higher standard of excellence for our company, our customers, and our Suppliers. These are our **DATA** values.

**Do Good** – foster an inclusive culture where we treat each other with respect, fairness, and dignity.

**Act as One Team** – Connect, communicate, and collaborate as one diverse team.

**Think Customer-first** - Accelerate customer outcomes in everything we build and how we deliver.

**Aspire and Innovate** – Continuously and fearlessly innovate through curiosity and learning.

We expect all Suppliers to respect and adhere to Informatica's values while working on Informatica's behalf, and to agree to comply at all times with the requirements documented in this Supplier Code. The contents of this document may also reflect legal or regulatory requirements, and violations can create significant liability for Informatica and its Suppliers. Liabilities not only may result in monetary damages but may even threaten our ability to continue to do business, and in some cases, could result in personal liability or criminal charges for the individuals involved.

## REPORTING POSSIBLE VIOLATIONS

Ethical business conduct is at the core of Informatica's business practices. Part of your ethical responsibility is to help Informatica enforce this Supplier Code. You should be alert to possible violations and you are required to fully cooperate in any internal or external investigations into possible violations. Reprisal, retribution or retaliation by anyone within Informatica against any Supplier who has in good faith reported a violation or a suspected violation is strictly prohibited. In short, retaliation of this kind will not be tolerated at Informatica.

If you know of or suspect any conduct that you believe in good faith to be inconsistent with this Supplier Code or with the requirements of the law as it relates to Supplier or Informatica's business activities, you are obligated to report it to Informatica's General Counsel's office or other appropriate Informatica representatives. Suppliers may also report such matters to an independent third party, EthicsPoint, which allows Suppliers to make anonymous reports. To make a report, you may (a) call the Hotline at **1-877-295-7941**, or (b) submit a report to EthicsPoint's Informatica website at <http://informatica.ethicspoint.com>. If calling from outside the United States, consult <http://informatica.ethicspoint.com> for local dialing instructions and toll-free numbers, where available.



## **YOUR RESPONSIBILITIES TO INFORMATICA AND ITS SECURITYHOLDERS**

### **Honest and Ethical Conduct**

Informatica expects all Suppliers to act honestly and ethically and to exercise good judgment to uphold our standards of business conduct. We consider honest conduct to be conduct that is not merely free from fraud or deception but characterized by integrity. You must have a written Code of Business Conduct (“Code”) that at a minimum incorporates the core requirements of this Supplier Code and/or is at least as protective/restrictive as this Supplier Code, and the laws applicable to your business, including but not limited to laws applicable to business conduct with governmental entities and laws applicable to dealing with government officials. Furthermore, such Code should clearly provide for the procedures and policies that the Supplier must follow to comply with all laws for the ethical conduct of business.

You must make your Code available to your employees, (including but not limited to sub-suppliers, its personnel, and any other agents, contractors or representatives) conduct periodic training programs for your employees and conduct periodic reviews to ensure your employees are complying with your Code and this Supplier Code. You must keep a record of such periodic training programs and maintain a current listing of those employees who either have or have not successfully completed such training. Participation in and successful completion of such training must be a prerequisite for continued employment at your organization. Supplier’s written Code shall be made available to Informatica on request.

We consider ethical conduct to be conduct conforming to accepted professional standards of conduct. These standards apply while working on our premises, at offsite locations where our business is being conducted, at Informatica-sponsored business and social events, or at any other place where you are a representative of Informatica.

### **Dignity and Respect in the Workplace**

At Informatica we always treat people the way we want to be treated – with dignity and respect. We recognize that our coworkers, customers, vendors, Suppliers, and partners all have rights, opinions, wishes, and competence. They also make mistakes, which are simply lessons to be learned. They have similar concerns and insecurities as we do, and we all share the common goal of wanting to perform our jobs successfully. Respect in the workplace breeds a healthy work environment, and a professional, respectful work culture encourages productivity and growth.

### **Fair Dealing**

The Company does not seek competitive advantages through illegal or unethical business practices. Each employee should endeavor to deal fairly with the Company’s customers, service providers, Suppliers, competitors, business partners and employees. No employee should take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts or any unfair dealing practice.

### **Conflicts of Interest**

Ethical conduct includes the ethical handling of actual or potential conflicts of interest between personal and professional relationships. A conflict of interest exists where the interests or benefits of the Supplier conflict with the interests or benefits of Informatica. Such



a conflict may arise directly, or indirectly, as a result of the personal interests or activities of a family member or organization with which you or a family member are affiliated.

Your responsibilities to Informatica, our securityholders, and each other do not prevent you from engaging in personal transactions and investments; they do, however, demand that you avoid situations where a conflict of interest might occur or appear to occur. Informatica is subject to scrutiny from many different individuals and organizations. You should always strive to avoid even the appearance of impropriety.

It would be impractical to list all possible situations where conflicts of interest might arise. If you have any questions or doubts about a proposed transaction or situation, direct them to Informatica's [Corporate Compliance](#) team and get a definitive response before entering into the relationship or situation in question. You must also disclose to the Informatica's Corporate Compliance team any material transaction or relationship that reasonably could be expected to give rise to a conflict of interest or the appearance of such a conflict as soon as you become aware of any such issue.

### **Applicable Laws**

Informatica Suppliers must comply with all applicable laws, regulations, rules, and regulatory orders in countries where you conduct business. No matter where you are located, you must also comply with all laws, regulations, rules, and regulatory orders of the United States.

Supplier shall adhere to the US Foreign Corrupt Practices Act (FCPA), UK Bribery Act and any other applicable anti-corruption legislation. These regulations prohibit corporate bribery and any direct or indirect payment to any government official or private party to obtain or retain or secure any business or any improper advantage.

United States federal and state securities laws and regulations prohibit you from using material, nonpublic information (also called "inside information") for personal advantage and from disclosing this information to any other person before it is broadly available. You expose yourself and your Informatica contacts to civil and criminal liability if you or members of your immediate family trade in securities while you possess inside information or if you provide any person or entity with such information for their use in securities trading.

Supplier will conduct operations in full compliance with the letter and spirit of all applicable health and safety laws as well as applicable industry standards to provide a safe working environment to all your personnel working on your or your customer's premises. In case your personnel need to perform any services at Informatica premises, you shall take all possible care to ensure the health and safety of all your personnel and the Informatica personnel on such premises. You should have a program or mechanism(s) to enforce and monitor compliance with such health and safety legislations and requirements.

### **General Contracting Issues**

Informatica expects you and your employees to compete fairly and ethically for all business opportunities. Your employees who are involved in the sale or licensing of products/services, the negotiation of agreements, or the delivery of services to customers are expected to understand and honor the terms of contractual agreements. You must ensure that all statements,



communications, and representations made to Informatica are accurate and truthful. You may not under any circumstances misrepresent or exaggerate the features, functionality or effectiveness of any product or service provided or to be provided by you.

### **Equal Opportunity**

Informatica's values of ethics, integrity, honesty, decency and fair play require an environment that is open, supportive, and interdependent. No action could be more contrary to our values than discrimination of any kind. Informatica affirms the principle of equal employment and business opportunities without regard to any protected characteristic, including but not limited to: race, religion, national origin, color, creed, gender, gender identity, age, mental or physical disability, pregnancy, marital status, national origin/ancestry, military status, or sexual orientation. Informatica policy prohibits harassment in any form, and Informatica expects that you practice and promote a work environment free from harassment, as appropriate under local laws.

### **Insider Trading**

Under federal and state securities laws, it is illegal to trade in the securities of a company while in possession of material non-public information about that company. Because Supplier and their workers may have knowledge of specific confidential information that is not disclosed outside the Company which will constitute material nonpublic information, trading in the Company's securities or in the securities of those companies with which the Company does business by workers, or persons workers provide material nonpublic information to, could constitute insider trading, violating the law. It is the workers responsibility to comply with these laws and not to share material nonpublic information.

### **Modern Slavery and Human Trafficking**

Informatica has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery which could include slavery, servitude, human trafficking and forced labor taking place within the business and our supply chain and Supplier is expected to do the same.

Supplier must pay each employee at least the minimum wage as recognized under applicable law, or the prevailing industry wage, (whichever is the higher), and provide each employee with all legally mandated benefits; and you must comply with the laws on working hours and employment rights in the countries in which you operate.

### **Free and Fair Competition**

Most countries have well-developed bodies of law designed to encourage and protect free and fair competition. Informatica is committed to obeying these laws and Supplier is expected to do the same. The consequences of not doing so can be severe for all of us. Although these laws vary from country to country, they generally prohibit agreements or actions that reduce competition without benefiting consumers. They seek to protect the competitive process so that consumers receive the benefits of vigorous competition. Violations of antitrust or competition laws may result in severe penalties, including large fines and jail terms.

You must not agree with any competitors to fix, set, limit, increase, decrease or control prices or supply of goods or services; structure or orchestrate bids to direct a contract to a certain competitor (bid rigging); boycott Suppliers or customers; divide or allocate territories, markets or customers or limit the production or sale of products or product lines. Such agreements are against public policy, the laws of many countries worldwide and are against Informatica policy. You must not engage in discussions of such matters with competitors. In addition, you must refrain from discussions with competitors about (i) prices, (ii) costs, (iii) profits or profit margins, (iv) production volumes, or (v) bids or quotes for a specific customers business.

You should be aware that, despite your location, the antitrust laws of the United States may be applicable to you because these laws apply to business operations and transactions related to imports to, or exports from, the United States. Unfair methods of competition and deceptive practices are also prohibited. Examples of these include making false, exaggerated, or misleading statements about your products or services, falsely disparaging a competitor or its products or services, making product or service claims without facts to substantiate them, or using the trademarks of any person or entity in a way that confuses Informatica or your other customers as to the source of the product or service.

Although the spirit of these laws, known as “antitrust,” “competition,” or “consumer protection” laws, is straightforward, their application to particular situations can be quite complex. To ensure that you fully comply with these laws, you should have a basic knowledge of them and should involve your Legal Department early on when questionable situations arise.

### **Sustainable Procurement Practices**

Suppliers will conduct their operations in full compliance with the letter and spirit of applicable environmental laws, and will provide the training, oversight and resources necessary to do so. Informatica expects Suppliers to seek, whenever feasible, to recover, recycle, reclaim and reuse resources, minimize waste discharge and strive to minimize or eliminate any detrimental effects from the waste you do discharge. Further, Suppliers will seek to minimize waste of resources and energy wherever possible and reduce their carbon footprint accordingly.

### **PROTECTING CONFIDENTIAL AND SENSITIVE INFORMATION**

Informatica’s confidential and proprietary information is its most valuable asset and includes, among other things: product architectures, source codes, and programming techniques; product and marketing plans and road maps; names and lists of customers, resellers, and employees; financial information; internal email communications; software, and other inventions or developments (regardless of the stage of development) developed or licensed by or for Informatica; marketing and sales plans; product development ideas; concepts and plans; competitive analyses; nonpublic pricing and other non-public financial information; data or materials; potential contracts or acquisitions; business and financial plans or forecasts; internal business processes and practices; human resources and prospect, customer, and employee information.

This information is company property and is protected under the law. In addition, our customers, other Suppliers, securityholders, and others trust us to protect their sensitive information. If you receive such sensitive information from Informatica it is your obligation to protect it in the same fashion as you do with your own confidential information. Supplier has the responsibility to



safeguard all Informatica confidential and proprietary information and to never disclose it without proper authorization.

### **Intellectual Property and Trade Secrets**

You are responsible for protecting Informatica's intellectual property rights. An important element of such protection is maintaining the confidentiality of Informatica's trade secrets and proprietary information. While working with or for Informatica, you may not use proprietary information, patented technology or copyrighted software, documentation, or other materials of third parties without authorization. You may not transfer, publish, use or disclose Informatica's proprietary information other than as necessary in performing your obligations to Informatica and as expressly directed or authorized by Informatica.

### **Disclosure of Confidential Information**

To further Informatica's business, we may sometimes need to disclose Informatica's proprietary information or a third party's sensitive information to you. If you determine that subsequent disclosure of Informatica's or a third party's sensitive information is necessary, contact your Legal Department to ensure that an appropriate written nondisclosure agreement has been signed by all parties before any disclosure takes place. However, such disclosure should never be made without advance written approval from Informatica and carefully considering its potential benefits and risks. Additionally, no Informatica financial information may be disclosed without the prior approval of the Informatica Chief Financial Officer or other appropriate Informatica Finance management.

You must take special care to handle the confidential information of others responsibly, as it may be a trade secret or protected intellectual property. At no time should you accept confidential or proprietary information that belongs to a competitor – regardless of its source. Also, at no time should you use any confidential or proprietary information that you may have received from a previous employer in support of an Informatica engagement. If you have any question as to how to handle any matter related to confidential information of third parties, please contact your Legal department.

### **Data Privacy and Security**

Suppliers are responsible for protecting personal data which has been made available to you by Informatica. You must observe all applicable data privacy and security standards, laws, rules, regulations and statutes. Materials that contain confidential information or that are protected by security or privacy regulations should be stored securely, shared only internally and only with those employees with a business need to know, and securely deleted or destroyed when the Informatica contract is terminated or there is no longer business value.

### **USING TECHNOLOGY AND OTHER INFORMATICA ASSETS**

Protecting and using Informatica's assets is a key responsibility of every Supplier. Care should be taken to ensure that assets, including Informatica property or systems and customer data or sensitive information, are not misused, misappropriated, loaned to others, or sold or donated without appropriate authorization. Any computers, mobile phones, and other devices Informatica may provide to Suppliers are Informatica company property, as is the email system and Internet access. Informatica systems and equipment (including printers, phones and



computers) may be used by you only when required to work on authorized Informatica projects. Personal use of Informatica property may be grounds for immediate termination of your contract with Informatica. Some guidelines for use include:

- Telephone calls must be strictly related to the reason you are on premises, and not for nonbusiness related communications. Personal phone calls and calls to other customers using Informatica property are strictly forbidden.
- Computer use is strictly restricted to the computer assigned. You must not use or try to use other individual's passwords, or any files and systems not required for your engagement with Informatica.

Suppliers may access the information systems or applications of Informatica, or any Informatica customer, only upon express authorization of Informatica in writing. Suppliers, if provided such access, must:

- Protect and not disclose passwords, user IDs, PINs or other access credentials.
- Use only approved, authorized and properly licensed software and access methods when interfacing with the information systems.
- Ensure that all appropriate environmental, logical and physical security controls are in place prior to any system access, and never attempt to circumvent security controls used in connection with the information systems.
- Immediately terminate system access for any Supplier personnel whose position is discontinued.
- Ensure the security and confidentiality of all information obtained through such access.

Non-employee identification cards shall be issued to Supplier personnel who have a recurring business need to enter Informatica facilities without escort, or a need to identify themselves to third parties as performing work for Informatica. Supplier personnel must wear such identification in a visible manner whenever they are at an Informatica office or Informatica customer premises. Non-employee identification must be returned to Informatica immediately: (i) when the employment of its holder is terminated; (ii) when its holder no longer requires such identification for Informatica work; or (iii) at the request of Informatica. Non-employee identification must be used strictly in accordance with all requirements and limitations on its use.

Since all these assets and technology belong to Informatica, Suppliers should understand that they have no expectation of privacy in their use. Informatica may monitor anything created, stored, set or received on Informatica assets or technology, to the extent allowed by law. Do not use Informatica assets or technology to violate the law or this Supplier Code, or to create, store or send content that others might find offensive. It is also important to avoid any usage that might lead to loss or damage, such as a breach of Informatica's IT security protocols.

### **Computers and Other Equipment**

Care for Informatica equipment and use it responsibly. If you use Informatica equipment at your home or off site, take precautions to protect it from theft or damage, just as if it were your own. If your contract or engagement with Informatica is terminated, you must immediately return all Informatica-owned equipment.



## **Software**

All software used by Suppliers to conduct Informatica business must be authorized and licensed copies. Making or using unauthorized copies constitutes copyright infringement and may expose you and Informatica to civil and criminal liability.

## **Use of Email**

Informatica's email system must be used appropriately. Irresponsible, careless, or insensitive statements in an email can be taken out of context and used against you and Informatica. Similarly, disparaging comments made against others could, under certain circumstances, constitute libel or a form of harassment. Follow simple rules of etiquette and common sense when preparing and sending emails.

## **Use of the Internet**

Internet access is provided for business purposes. Use of Informatica's equipment or networks to view, access, store, share, copy, upload or download any of the following will not be tolerated:

- Images, data or other information of an obscene, racial or sexually explicit nature; and
- Unauthorized copies of any work protected by copyright, including films, music, software, computer games and publications.

Failure to comply with this rule may result in disciplinary action, up to and including termination of your contract or engagement.

## **MAINTAINING AND MANAGING RECORDS**

You must accurately document all transactions related to your contract with Informatica in your financial books, records, statements, and in reports and other documents provided to Informatica. Side agreements, i.e. those agreements/obligations outside of recorded/reported contracts, whether oral or written, are strictly prohibited.

The handling and disbursement of funds related to Informatica business transactions must be pursuant to a duly authorized written Informatica contract. Documents may not be altered or signed by those lacking authorized signatory authority. No contractual document may be altered post signature without express written agreement of Informatica. No undisclosed or unrecorded fund or asset related to the facilitation of any Informatica transaction may be established or maintained for any purpose.

## **Accounting Practices**

Suppliers' responsibilities to Informatica as well as its obligations under applicable law, require that all transactions be fully and accurately recorded in Informatica's books and records. False or misleading entries, unrecorded funds or assets, unapproved purchases, or commitments or payments without appropriate supporting documentation and approval are strictly prohibited. Additionally, all documentation supporting a transaction should fully and accurately describe the nature of the transaction and be processed in a timely fashion.



Your financial books, records, and statements shall properly document all assets and liabilities and accurately reflect all transactions with Informatica relating to the supply of products and services, and your business records must be retained in accordance with appropriate record retention policies and all applicable laws and regulations. All such records must be in auditable form and shall conform to any/all applicable laws, statutes, rules and regulations including but not limited to US Generally Accepted Accounting Principles and US Securities and Exchange Commission requirements and any other similar laws or regulations applicable within your jurisdiction. Suppliers must report its financial results and other significant developments fully, fairly, accurately, timely, and understandably when required.

### **Political Contributions**

You must not make or promise to make payments of money or give any gift, gratuity, contribution or anything of value, directly or indirectly, to any governmental or public organization or official, political party, or candidate for political office, or any Informatica director, officer, employee, customer, Supplier or agent of a customer or Supplier, or any employee of commercial enterprise for the purpose of obtaining or retaining business or securing any improper advantage. Even a charitable contribution to a third party unrelated to any contemplated transaction or business relationship that is intended to or has the effect of influencing any such person(s) is deemed to be a violation of this Supplier Code.

### **BUSINESS COURTESIES**

#### **Business Courtesies that May Be Extended**

You must use discretion and care to ensure that expenditures on Informatica personnel or representatives are reasonable and in the ordinary and proper course of business and could not reasonably be construed as bribes or improper inducement, or otherwise violate applicable laws and/or regulations. In no event should you offer or accept business meals or attend business functions about Informatica business at establishments featuring "adult" entertainment, i.e. any establishment wherein entertainers perform in the nude or are otherwise subject to exploitation. In any case, business courtesies offered cannot be intended to influence the judgment of the recipient to secure unfair preferential treatment or gain improper advantage. Informatica's guidance is that it is permissible to provide inexpensive gifts, having a maximum value of US\$100, to private parties.

#### **Business Courtesies that May Be Received**

You are responsible for ensuring that acceptance of any business courtesies, gifts, or entertainment is proper and could not reasonably be construed as an attempt by the offering party to secure favorable treatment or otherwise violate applicable laws and/or regulations.

### **DEALING WITH THE GOVERNMENT**

You must strictly observe the laws, rules, and regulations that govern the acquisition of goods and services by any governmental entity of any country and the performance of government contracts. Activities that may be appropriate when dealing with non-government customers may be improper and even illegal when dealing with the government. If you deal with any governmental entity on Informatica's behalf, including public international organizations, you are responsible for

learning, understanding, and complying with all rules that apply to government contracting and interactions with government officials and employees, including but not limited to the following requirements:

- You must not attempt to obtain, directly or indirectly, from any source, procurement-sensitive government information that is not publicly available or otherwise authorized for disclosure by the government, confidential internal government information, such as pre-award source selection information, or any proprietary information of a competitor, including, for example, bid or proposal information, during the course of a procurement or in any other circumstances where there is reason to believe the release of such information is unauthorized.
- You must ensure the submission of accurate invoices to the government and comply with all laws regarding invoicing and payments.
- In dealing with government employees and officials, you shall not give or offer, either directly or indirectly, any gratuity, gift, favor, entertainment, loan, or anything of value to any government official or employee or relations thereof. You shall establish appropriate internal controls and advance approval mechanisms over any payments or gifts to or on behalf of government officials to ensure compliance with local country and U.S. laws.
- You shall not provide, attempt to provide, offer, or solicit an illicit payment or reward (often known as a “kickback”), directly or indirectly, to obtain or reward favorable treatment in connection with any transaction.
- You shall not pay or enter any agreement to pay, directly or indirectly, a contingent fee to any party for the purposes of obtaining a government contract or influencing government action.
- If you are selling or offering to sell commercial products to the United States Government on Informatica’s behalf, you should be familiar with and ensure compliance with the laws and regulations concerning the sales of commercial products and sales to government, and, if applicable to you, the Multiple Award Schedule (MAS) contracting regulations of the General Services Administration (GSA).

### **Lobbying of Government Officials**

Lobbying is generally any activity that attempts to influence laws, regulations, policies, and rules. In certain jurisdictions, however, the legal definition of “lobbying” can also cover procurement and business development activity. Lobbying activities are highly regulated. As such, you may not lobby a government representative on behalf of Informatica without our express written authorization. Government relations consultants or lobbyists retained by you may not be used by, for or on behalf of Informatica without Informatica’s prior written approval. You may not be paid contingent fees or participate in the influence/referral fee program on any transaction involving a public sector end user (including public higher education, healthcare, tax, and/or utilities). You must strictly adhere to all applicable lobbyist registration requirements and update all such registrations as required by applicable law. You are responsible for understanding when your activities may legally be considered lobbying in a particular jurisdiction and complying with the applicable laws.

## **Export Controls**

Many countries, including the United States, maintain controls on the destinations to which technology and products, including software, may be exported. Relevant laws also may restrict disclosures to foreign nationals and financial transactions with certain countries and individuals, regardless of location. Supplier must comply with all such controls and regulations. Supplier is further prohibited from taking any action in support of a boycott not sanctioned by the United States government.

## **ENFORCEMENT AND DISCIPLINARY ACTIONS**

The matters and policies covered in this Supplier Code are of the utmost importance to Informatica, its shareholders, and its business partners. We expect all Informatica Suppliers to adhere to these rules in carrying out their duties for Informatica. Informatica will take appropriate action against those persons whose actions violate this Supplier Code. Disciplinary actions may include immediate termination of business relationship, and the cancellation of any pending fees payable to you, pursuant to applicable laws and without any liability to Informatica, at Informatica's discretion. Where Informatica has suffered a loss, it will pursue its remedies against the individuals or entities responsible. Where laws have been violated, Informatica will cooperate fully with the appropriate authorities.

## **RIGHT TO AUDIT**

Informatica reserves the right to review or audit your compliance with this Supplier Code. You are to promptly respond to requests for information from Informatica, or a third party working on our behalf, regarding matters covered by this Supplier Code. These may include surveys, questionnaires, requests for supporting documentation and other measures intended to increase visibility into our supply chain. If any such audit reveals any violations of this Supplier Code, you will be required to promptly establish appropriate corrective action plans or training as recommended by Informatica.

## **WAIVERS AND AMENDMENTS**

You hereby agree to fully indemnify and defend Informatica, its agents, officers, employees and directors against any and all losses, liabilities, fees, fines, costs, liens, judgments or expenses incurred by any such person(s) as a result of a violation of these provisions. Any waiver of any provision of this Supplier Code for a Supplier must be approved in writing by Informatica and promptly disclosed pursuant to applicable laws and regulations.

Informatica is committed to continuously reviewing and updating our policies and procedures. Therefore, this Supplier Code is subject to modification from time to time.