Verint Third Party Code of Conduct

Introduction

Verint Parent, LP and its subsidiaries (collectively, "Verint") are committed to conducting business ethically, responsibly, and in compliance with all applicable laws. This policy ("Policy") sets forth the minimum standards of conduct expected of all third parties that do business with or on behalf of Verint, including suppliers, vendors, partners, contractors, consultants, agents, resellers, distributors, and service providers, along with their subsidiaries and subcontractors (collectively, "Third Parties").

This Policy reflects Verint's expectations that Third Parties act with integrity, professionalism, transparency, and accountability consistent with how Verint requires its own workforce to operate. Compliance with this Policy is a condition of doing business with Verint and is incorporated by reference into applicable agreements.

Verint Values

Third Parties are expected to conduct business in a manner consistent with Verint's core values:

- One Team: We are better together: aligned, accountable and committed to shared success.
- Continuous Innovation: We continuously reinvent ourselves continuously for the benefit of the business. Best idea wins.
- Zero Daylight: We are direct, honest and timely communications with each other and our customers.
- Bias to Action: We are proactive, take initiative and execute with purpose. We value urgency/speed.
- Customer Powered: We prioritize customers at the center of every decision.

Ethical Standards & Decision-Making

When acting on behalf of Verint, Third Parties must exercise sound judgment and consider whether conduct:

- Complies with applicable laws and regulations
- Aligns with this Policy and other Verint policies
- Reflects Verint's values
- Could create legal, ethical, commercial, or reputational risk for Verint

Third Parties must promptly raise questions or concerns when unsure about the appropriate course of action.

Legal & Regulatory Compliance

Third Parties must comply with all applicable local, national, and international laws and regulations, including those related to:

- Anti-corruption and bribery
- Competition and antitrust
- Trade compliance, exports, imports, and sanctions
- Data privacy and data protection

Unauthorized use, duplication, or modification of this document in whole or in part without the written consent of Verint Parent, LP is strictly prohibited. All marks referenced herein with the ® or TM symbol are registered trademarks or trademarks of Verint Parent, LP or its subsidiaries. All rights reserved. All other marks are trademarks of their respective owners. © 2026 Verint Parent, LP. All rights reserved worldwide.

- Employment, labor, wage, hour, and workplace safety requirements

Where this Policy establishes requirements stricter than applicable law, Third Parties must comply with this Policy. If a conflict exists, Third Parties must comply with the law and promptly notify Verint of the conflict.

Anti-Corruption & Anti-Bribery

Third Parties must not directly or indirectly engage in bribery, corruption, kickbacks, facilitation payments, extortion, or other improper payments in any form. This includes interactions with government officials and private-sector counterparties. Third Parties must comply with all applicable anti-corruption laws, including the U.S. Foreign Corrupt Practices Act, UK Bribery Act, and similar global regulations.Third Parties must not use intermediaries, subcontractors, or agents to engage in conduct that Verint personnel are prohibited from engaging in under the Verint Code of Conduct. Accurate and complete books and records must be maintained for all transactions related to Verint business.

Gifts, Entertainment, and Business Courtesies

Third Parties must not offer, give, or accept anything of value that could improperly influence business judgment or create the appearance of impropriety. Any permitted gifts or entertainment must:

- Be lawful and consistent with local customs
- Be modest, infrequent, and business-appropriate
- Never include cash or cash equivalents
- Never be offered to procurement personnel or government officials without proper authorization

Fair Competition & Antitrust

Third Parties must compete fairly and lawfully. Prohibited conduct includes price-fixing, bid-rigging, market allocation, misuse of competitively sensitive information, or improper coordination with competitors.

Trade Compliance & Sanctions

Third Parties must comply with all applicable export controls, sanctions, customs, and trade laws. Third Parties must not engage in conduct intended to circumvent licensing, classification, sanctions, or government procurement restrictions applicable to Verint.

Insider Trading

Third Parties must not misuse material, non-public information obtained through work with Verint. Buying, selling, or tipping others regarding securities while in possession of such information is prohibited and may result in severe penalties.

Conflicts of Interest

Third Parties must avoid actual, potential, or perceived conflicts of interest that could impair objectivity or create the appearance of impropriety. Any such conflicts—including personal, financial, or family relationships involving Verint personnel—must be promptly disclosed to Verint.

Respectful, Inclusive, and Safe Workplace

Third Parties must treat workers with dignity and respect and maintain a workplace free from discrimination, harassment, retaliation, intimidation, or violence. At a minimum, Third Parties must:

- Prohibit child, forced, bonded, or involuntary labor
- Ensure lawful employment authorization
- Comply with wage, hour, and benefits laws
- Respect freedom of association and lawful collective bargaining
- Provide reasonable accommodations as required by law
- Maintain a safe and healthy workplace and comply with environmental, health, and safety laws

Alcohol, Drugs, and Weapons

Third Parties must not be impaired by drugs or alcohol while conducting business with or for Verint and must not possess unauthorized weapons on Verint premises or customer sites.

Protection of Assets, Confidentiality & Intellectual Property

Third Parties must protect Verint's assets, confidential information, and intellectual property and use them only for authorized business purposes.

Confidential information must not be disclosed except as authorized and must remain protected even after the business relationship ends. Intellectual property rights of Verint and others must be respected at all times.

Data Privacy & Information Security

Third Parties must protect personal data and confidential information with the same care required of Verint personnel, complying with applicable privacy laws, contractual requirements, and Verint information security policies.

Third Parties must promptly report any actual or suspected data breach or security incident involving Verint information.

Ethical Use of Technology & Artificial Intelligence

Third Parties must use Verint systems, data, automation, and artificial intelligence responsibly and ethically. Misuse of technology or AI in ways that are deceptive, unlawful, discriminatory, or inconsistent with Verint's Responsible and Ethical AI principles is prohibited.

Financial Integrity & Recordkeeping

Third Parties must maintain complete, accurate, and timely records related to Verint business and cooperate fully with audits, investigations, or compliance reviews. False, misleading, or incomplete records are strictly prohibited.

Communications & Public Statements

Third Parties must not make public statements, press comments, or social media disclosures regarding Verint without prior authorization. Confidential or proprietary information must never be disclosed publicly.

Reporting Concerns & Non-Retaliation

Third Parties must encourage a speak-up culture and promptly report suspected misconduct, illegal activity, or violations of this Policy or other Verint policies. Reports may be made to Verint management or through Verint's ethics reporting channels.

Retaliation against anyone who raises a concern in good faith or cooperates in an investigation is strictly prohibited.

Monitoring, Audits & Enforcement

Third Parties must cooperate with Verint audits, investigations, and information requests and promptly remediate identified issues. Violations of this Policy may result in corrective action, termination of the business relationship, and potential legal consequences.

Acknowledgment

Third Parties shall provide certificates of compliance with this Policy at Verint's request, and shall ensure subcontractors and agents comply with equivalent standards required under this Policy.

Published: August 20, 2026