

The logo consists of a stylized infinity symbol followed by the word "weave" in a lowercase, sans-serif font.

Global Code of Conduct

November 2021

Large, three-dimensional, metallic letters spelling "COO" are mounted on a wall covered in green moss. The letters are positioned in the upper right quadrant of the image.Large, three-dimensional, metallic letters spelling "weave" are mounted on a wall covered in green moss. The letters are positioned in the lower right quadrant of the image.

Global Code of Conduct

This Global Code of Conduct (the “Code”) summarizes the values, principles, and business practices that guide Weave Communications, Inc., and its affiliates and subsidiaries (“Weave” or the “Company”). Weave is committed to promoting high standards of honest and ethical business conduct and compliance with applicable laws, rules, and regulations. The Company has adopted this Code to set expectations and provide guidance applicable to all members of the Company’s Board of Directors (the “Board”) (in connection with their work for Weave) and to all officers, employees, independent contractors, consultants, and others working on Weave’s behalf (collectively referred to in this Code as “Weave Personnel”).

The Company expects all Weave Personnel to act with honesty and integrity, use due care and diligence in performing responsibilities for the Company, help foster a sense of commitment to this Code among Weave Personnel, and foster a culture of fairness, honesty, and accountability within the Company. Weave also expects Weave Personnel to ensure that Weave’s agents, suppliers, and vendors conform to the standards of this Code when working on Weave’s behalf. The Code applies to every business decision in every area of the Company. Weave Personnel should consider not only their own conduct, but also that of their family members. Throughout this Code, the term “family member” refers to any Weave Personnel’s spouse, parents, children and siblings, whether by blood, marriage or

adoption, or anyone residing in such Personnel’s home (other than a tenant or employee).

All Weave Personnel are responsible for complying with this Code, other Weave policies, and applicable laws and regulations. Weave Personnel are asked to certify annually that they have read this Code and agree to act in accordance with its principles of integrity and ethical behavior. Anyone who violates the standards in this Code will be subject to appropriate action, which, in certain circumstances, may include termination of employment or relationship with the Company (including removal from the Board, if applicable), legal action, or referral to appropriate authorities in accordance with applicable law.

If Weave Personnel have any questions or concerns regarding the specifics of the Code, any Weave policy, or their legal or ethical obligations, Weave Personnel should contact a Weave manager or other executive, a member of the HR Business Partner team (people@getweave.com), or a member of the Legal & Compliance team (legal@getweave.com).

This Code is subject to change and may be amended, supplemented, or superseded by one or more separate policies. If any part of this Code conflicts with local laws or regulations, only the sections of this Code permitted by applicable laws and regulations will apply.

1. Obligations and Responsibility to Take Action

The Code applies to all Weave Personnel regardless of their position. All Weave Personnel are expected to:

- ✓ **Respect and follow Weave's Code of Conduct:** Weave Personnel must comply with the letter and spirit of the Code, other Weave policies, and all applicable legal and regulatory requirements. Weave Personnel must not ask or use third parties to perform actions that would be prohibited under the Code. Weave is committed to working with third parties that share Weave's values and commitment to ethical conduct.
- ✓ **Use good judgment and ask questions:** Weave Personnel should spend time to review and understand the Code as well as other Weave policies. When in doubt on how to proceed in any given situation, Weave Personnel are expected to consult and raise questions with appropriate members of management.
- ✓ **Speak up:** Weave Personnel are required to speak up if they see or hear of any violation of the Code, other Weave policy, or any legal or regulatory requirement. Weave Personnel can reach out to a Weave manager or another executive, the HR Business Partner team, or the Legal & Compliance team. Weave Personnel can also call the [Ethics Hotline](#) or submit an online report, both of which allow for anonymous reporting.

Any failure to comply with the Code and other Weave policies – or failure to report a violation – may result in disciplinary action, which, in certain circumstances, may include termination of employment or relationship with the Company (including removal from the Board, if applicable), legal action, or referral to appropriate authorities in accordance with applicable law.



2. Build Trust in the Marketplace

Weave's reputation as a company that our customers, business partners, vendors, and regulators can trust is among its most valuable assets. It is up to all Weave Personnel to ensure that Weave continually earns that trust.

- ✓ **Privacy and Information Protection:** Weave's customers, other Weave Personnel, vendors, business partners, and other third parties may disclose confidential information to Weave during the course of business. Weave Personnel are responsible for protecting and maintaining the confidentiality, security, and privacy of all information entrusted to Weave, including information provided by Weave's customers when using Weave's services. Compromising that trust may damage relations with Weave's customers and other partners and can also result in significant damage to Weave and its reputation.

Weave Personnel are only authorized to access data to the extent it is required to do their job and must always keep such information in confidence and not share it with anyone who has not been authorized to receive it, in accordance with Weave's agreements and applicable laws. Weave Personnel must treat access to confidential data with care and sensitivity. Weave Personnel are required to report any instances of inappropriate handling of information or data or any security breach immediately.



- ✓ **Dealings with Customers:** Weave's partnerships with its customers are essential. Weave Personnel are expected to offer Weave's products and services based on accurate and truthful representations. Weave Personnel may not misstate facts, provide misleading impressions, or make false claims about Weave's capabilities or our competitors to gain an advantage. Weave does not take unfair advantage of anyone through manipulation, concealment, abuse of confidential information, misrepresentation or any other unfair practices. Weave Personnel must treat all customers with respect and take the initiative to ensure Weave's customers are being well-served.

3. Respect and Support Each Other

- ✓ **Diversity and Inclusion:** Weave is committed to a diverse and inclusive workplace where everyone is treated with kindness, dignity, and respect. Weave believes that the diverse backgrounds of its workforce contribute to the richness of its community, and Weave relies on diversity to inspire creativity and innovation to help serve our customers.

Employees, applicants for employment, consultants, customers, business partners, and vendors of all different backgrounds are welcomed, respected, and valued. Weave Personnel are expected to work together to promote a culture that respects each other's diverse backgrounds, experiences, and opinions and to enable everyone to do their best work.

- ✓ **Equal Opportunity:** In keeping with the Company's commitment to the communities in which the Company does business, Weave endeavors to provide fair treatment of all employees and applicants for employment. All employment decisions are to be based on merit, demonstrated skills, and business needs, and may not be based upon race, color, citizenship status, religious creed, national origin, ancestry, gender, sexual orientation, gender identity or gender expression, age, marital status, veteran status, pregnancy, physical or mental disability, medical condition, family and medical care leave status, or any other condition prohibited by law.

Weave strives to comply with employment laws in every country where Weave operates.





- ✓ **Discrimination and Harassment:** Weave prohibits discrimination or harassment against any individual on the basis of any non-performance-related characteristics. Any verbal or physical conduct by Weave Personnel that harasses another or creates an intimidating, offensive, or hostile work environment is strictly prohibited at the workplace, at work-related functions, or in any other setting where the behavior could affect someone's comfort or relationships at work. Weave's policy against discrimination and harassment is not limited to employees and potential employees, but extends to how Weave treats its customers, vendors, business partners, investors, and other constituencies.

Weave Personnel are expected to help each other by speaking out when a co-worker's conduct makes them uncomfortable.

All Weave Personnel have a duty to report discriminatory or harassing behavior promptly to any Weave manager, the HR Business Partner team, the Legal & Compliance team, or to Weave's [Ethics Hotline](#).

- ✓ **Healthy and Safe Workplace:** Weave is committed to creating a healthy and safe workplace. Weave Personnel are expected to follow all safety laws and procedures and report any unsafe conditions immediately. Weave prohibits all actions that constitute a threat or an intent to commit a violent act that jeopardizes, or appears to jeopardize, the safety of employees, consultants, workers, visiting guests, or any third parties.

All Weave Personnel should immediately report unsafe working conditions, any injury or threat of injury, or any unusual or concerning behavior, threats, or potential violence to any Weave manager, the HR Business Partner team, the Legal & Compliance team, or to Weave's [Ethics Hotline](#).

4. Avoid Conflicts of Interest

Weave Personnel are expected to use their judgment to act, at all times, in the best interests of Weave while performing their job duties. As such, Weave Personnel must attempt to avoid actual or potential conflicts of interest between their personal and professional relationships. A conflict of interest exists when personal interests interfere with the best interests of Weave or give the appearance of impropriety or divided loyalty. For members of the Board (“Directors”) and Weave Personnel, an actual or apparent conflict of interest may require recusal from discussions or in making decisions on Weave’s behalf.

For example, a conflict of interest can arise when an employee takes actions or has interests that may make it difficult to perform the employee’s duties objectively and effectively. Conflicts of interest can also arise when an employee or a relative of an employee receives improper personal benefits as a result of the employee’s position at the Company. A conflict of interest may also result from an employee’s personal relationship with another Weave employee, customer, supplier, vendor, competitor, business partner, or other contractor, if that relationship impairs or may be perceived to impair the employee’s objective business judgment.

Weave Personnel must avoid any situation that creates a real or perceived conflict of interest. Weave encourages employees to seek guidance from any Weave manager or executive, the HR Business Partner team, the Legal & Compliance team, or, in the case of Directors, the chair of the Board’s Audit Committee. Any transaction that may implicate a conflict of interest needs to be approved in advance by the Chief Legal Officer or, in the case of Directors, the Audit Committee.



Some specific potential conflicts of interest to be mindful of are as follows:

- ✓ **Significant Personal Relationships:** Personal relationships in the workplace can present a real or perceived conflict of interest when one individual in the relationship makes or influences decisions regarding the other, including performance or compensation.

Significant personal relationships include, but are not limited to, spouses, domestic partners, family members, dating or physical relationships, close friends, and business relationships outside of Weave. Weave business relationships include, but are not limited to, customers, vendors, business partners, contractors, temporary agency workers, or other similar relationships.

Weave Personnel may not conduct Weave business with family members or others with whom they have a significant personal relationship. Weave Personnel must also not use their positions at Weave to obtain favored treatment for themselves, family members, or others with whom they have a significant personal relationship. This applies to product purchases or sales, investment opportunities, hiring, promoting, selecting contractors or suppliers, and any other business matter.

If a potential conflicting relationship, romantic or otherwise, involves two employees in a direct reporting relationship or in the same chain of command, or otherwise creates an actual or apparent conflict of interest, the employees must disclose the relationship to the HR Business Partner team. In addition, where an employee's significant other, relative, or any other potentially conflicted person is within their chain of command, the employee must recuse themselves from any decision-making concerning the person's compensation, promotion, discipline, or termination and must refrain from participating, directly or indirectly, in the person's performance review.

If Weave Personnel have a personal or financial relationship with any service providers to Weave, such as vendors, suppliers, business partners, or contingent workers, for which the employee has work-related responsibilities (e.g., where the employee is the internal business owner, participating in vendor selection, determining the terms of a contract, etc.), Weave Personnel are required to disclose that relationship to the Legal & Compliance team and recuse themselves from any decision-making regarding that service provider.

- ✓ **Outside Business and Consulting Activities:** Weave Personnel may participate in outside activities, including secondary employment and consulting, only if they do not present a conflict of interest and Weave Personnel adhere to the rules set out below.

Weave generally considers an outside activity to be a conflict of interest if it involves any of the following:

- The activity is for a company or organization that is a current competitor to Weave or that plans to provide products or services that are similar to Weave's present or reasonably anticipated products or services.
- The activity generates or exposes Weave Personnel to intellectual property that competes with or relates to Weave's present or reasonably anticipated business, products, or services.
- The activity would require Weave Personnel to disclose or use confidential information belonging to Weave or its customers, business partners, or other Weave Personnel.
- The activity is the same as the work the Weave Personnel perform for Weave.
- The activity arises from Weave's business relationship with the organization.

Weave Personnel should work with their managers to discuss any outside activities in order to evaluate any potential conflict of interest. If an outside activity presents a conflict of interest, Weave Personnel are required to disclose the activity to the Legal & Compliance team and obtain written approval.

Weave Personnel who are participating in an outside activity must comply with the following rules::

- Do not use any time at work or any Weave assets for your outside activity. This includes Weave's offices, telephones, computers, photocopiers, and any other assets or services of Weave.
- Do not use your position at Weave to solicit resources or any other benefit for your outside activity, obtain favored treatment, or pressure others to assist you.
- Do not participate in an activity that could have an adverse effect on your ability to perform your duties at Weave.
- Do not use or disclose Weave's confidential information.

- ✓ **Gifts and Entertainment:** Giving or accepting gifts or entertainment to or from a current or future customer, business partner, or vendor can create a real or perceived conflict of interest, especially if the value of the item is significant. This practice can also lead to a perception of favoritism and an expectation of reciprocity that could compromise objective business judgment, even inadvertently.

All Weave Personnel must be careful to avoid even the appearance of impropriety in giving or receiving gifts and entertainment.

Remember that paying for a gift without getting reimbursement from Weave does not remove the requirement to comply with the Code. Gifts between employees are not considered business gifts.

- ✓ **Corporate Opportunities:** Weave Personnel may not compete with the Company or take personal advantage of business opportunities that the Company may want to pursue. Weave Personnel are prohibited from taking for themselves personally (or for the benefit of friends or family members) opportunities that are discovered through the use of Company information or position. Even opportunities that are acquired through independent sources may be questionable if they are related to the Company's existing or proposed lines of business. Signifi-

cant participation in investments or outside business opportunities that is directly related to the Company's existing or proposed lines of business must be pre-approved by the Legal & Compliance team.

Weave Personnel (other than Directors) should consult with the Legal & Compliance team to determine an appropriate course of action if interested in pursuing an opportunity that they discovered through their Company position or use of Company property or information. Directors should consult with the chair of the Audit Committee or the Chief Legal Officer if interested in pursuing such opportunities.

For the purpose of clarifying above, if any Director who is also a partner or employee of an entity that is a holder of our capital stock, or an employee of an entity that manages such an entity (each, a "Fund"), acquires knowledge of a potential transaction (investment transaction or otherwise) or other matter other than in connection with such individual's service as a Director (including, if applicable, in such individual's capacity as a partner or employee of the Fund or the manager or general partner of a Fund) that may be an opportunity of interest for both the Company and such Fund, then, provided that such Director has acted reasonably and in good faith with respect to the best interests of the Company, such an event shall be deemed not to be a violation of this Code.



✓ **Serving on Boards of Other Companies:**

Weave encourages Weave Personnel to be active in industry and civic associations. However, Weave Personnel who serve on boards of directors or advisory boards of any for-profit entity or organization are required, prior to acceptance, to obtain approval from the Chief Legal Officer, or in the case of Directors or executive officers, from the chair of the Audit Committee.

Weave may periodically conduct an inquiry of Weave Personnel in order to determine the status and circumstances of board memberships, and Weave Personnel are responsible for continually monitoring and reporting any change in circumstances that might give rise to an actual or apparent conflict of interest.

5. Act with Integrity and Comply with All Applicable Laws

Weave expects all Weave Personnel to act, at all times, within the bounds of applicable laws, rules, and regulations of the countries where we do business. Weave Personnel must each be familiar with and act in compliance with the laws that affect their jobs. The application of these and other laws can be complex and are often dependent on specific facts and circumstances. Weave Personnel are encouraged to consult with the Legal & Compliance team for any questions or concerns.

Here are some of the legal areas to be aware of:

- ✓ **Insider Trading:** All Weave Personnel are prohibited from using “inside” or material non-public information about Weave, or about companies with which Weave does business, in connection with buying or selling Weave’s or such other companies’ securities, including “tipping” others who might make an investment decision on the basis of this information. Weave Personnel must exercise the utmost care when in possession of material non-public information.

For further information, please review Weave’s Insider Trading Policy and any other related policies that Weave may adopt from time to time.



- ✓ **Anti-Corruption:** Weave complies with all applicable anti-corruption laws, including the U.S. Foreign Corrupt Practices Act, India's Prevention of Corruption Act, and the United Kingdom's Bribery Act.

Weave prohibits all corruption in connection with any of Weave's business dealings. Corruption can take many forms, but most often it occurs through a bribe, kickback, or other facilitating payments. Weave Personnel are prohibited from offering or giving anything of value, including cash, cash equivalents (such as gift card), gifts, meals, travel, and entertainment, to any person for the purpose of obtaining or retaining business, or securing an improper advantage. Weave Personnel cannot offer or receive bribes or other inappropriate payments to or from any individual, regardless of whether that individual is a public official or a private party.

Gifts and entertainment must not be excessive in value, susceptible of being construed as a bribe or kickback, or in violation of any laws. Weave Personnel should never give or receive cash or cash equivalents (such as gift cards) without prior approval from the Legal & Compliance team. Weave Personnel should also never give or receive loans or any item that obligates them to provide something in return and should not actively solicit gifts or entertainment from a current or potential customer or business partner.

Under some statutes, such as the U.S. Foreign Corrupt Practices Act, giving anything of value to a government official to obtain or retain business or favorable treatment is a criminal act subject to prosecution and conviction.

For further information, please review Weave's Anti-Corruption Policy and any other related policies that Weave may adopt from time to time.

- ✓ **Data Privacy:** Weave complies with all applicable data privacy laws and legal requirements. These include laws governing the collection, storage, use, disclosure, and disposal of personal information, such as the US Health Insurance Portability and Accountability Act (HIPAA), the California Consumer Privacy Act (CCPA), and Canada's Personal Information Protection and Electronic Documents Act (PIPEDA). We require that Weave Personnel gather, use, and keep personal information only if we have a legitimate reason to do so, and we only provide access to this information as necessary.

✓ **Antitrust:** Weave Personnel are expected to comply with all applicable antitrust laws, which are designed to protect customers and the competitive process. These laws generally prohibit Weave from establishing:

- Price-fixing arrangements with competitors or resellers;
- Arrangements with competitors to share pricing information or other competitive marketing information, or to allocate markets or customers;
- Agreements with competitors or customers to boycott particular business partners, customers, or competitors;
- A monopoly or attempted monopoly through anticompetitive conduct.

Some kinds of information, such as pricing, production, and inventory, should never be exchanged with competitors, regardless of how innocent or casual the exchange may be, because even where no formal arrangement exists, merely exchanging information can create the appearance of an improper arrangement.

Noncompliance with the antitrust laws can have extremely negative consequences for Weave, including negative publicity, long and costly investigations and lawsuits, and substantial fines or damages. Understanding the requirements of antitrust and unfair competition laws of the jurisdictions where Weave

does business can be difficult, and Weave Personnel are urged to seek assistance from the Legal & Compliance team whenever they have questions relating to these laws.

✓ **Competition and Fair Dealing:** Weave is committed to competing in a fair and vigorous manner and to gain advantages over its competitors through superior business performance, not through unethical or illegal business practices. No Weave Personnel may through improper means acquire proprietary information from others, possess trade secret information, or induce disclosure of confidential information from past or present employees of other companies. If any Weave Personnel become aware of the improper acquisition of this type of information, Weave Personnel should report it immediately.

Weave Personnel are also expected to deal fairly and honestly with anyone with whom they have contact in the course of performing their duties and not to engage in unfair business practices. Weave Personnel involved in procurement have a special responsibility to adhere to principles of fair competition in the purchase of products and services by selecting suppliers based exclusively on typical commercial considerations, such as quality, cost, availability, service, and reputation, and not on the receipt of special favors. Weave Personnel involved in sales have a special responsibility to abide by all Company policies regarding selling activities.

✓ **Financial Integrity and Public Reporting:** Weave strives to maintain integrity of the Company's records and public disclosure. Weave's corporate and business records, including all supporting entries to the Company's books of account, must be completed honestly, accurately and understandably. Weave's records are important to investors and creditors. They serve as a basis for managing Weave's business and are important in meeting the Company's obligations to business partners, suppliers, vendors, creditors, employees and others with whom Weave does business. Weave depends on the books, records and accounts accurately and fairly reflecting, in reasonable detail, the Company's assets, liabilities, revenues, costs and expenses, as well as all transactions and changes in assets and liabilities.

To help ensure the integrity of Weave's records and public disclosure, Weave requires that:

- No entry be made in the Company's books and records that is intentionally false or misleading;
- Transactions be supported by appropriate documentation;
- The terms of sales and other commercial transactions be reflected accurately in the documentation for those transactions and all such documentation be reflected accurately in the Company's books and records;
- Weave Personnel comply with the Company's system of internal controls and be held accountable for their entries;

- Any off-balance sheet arrangements of the Company are clearly and appropriately disclosed;
- Weave Personnel work cooperatively with the Company's independent auditors in their review of the Company's financial statements and disclosure documents;
- No cash or other assets be maintained for any purpose in any unrecorded or "off-the-books" fund; and
- Records be retained or destroyed according to the Company's document retention policies or procedures then in effect.

Weave's disclosure controls and procedures are designed to help ensure that the Company's reports and documents filed with or submitted to the U.S. Securities and Exchange Commission (the "SEC") and other public disclosures are complete, fair, accurate, fairly present the Company's financial condition and results of operations and are timely and understandable. Weave Personnel who collect, provide or analyze information for or otherwise contribute in any way in preparing or verifying these reports should be familiar with and adhere to all disclosure controls and procedures and generally assist Weave in producing financial disclosures that contain all of the information about Weave that is required by law and would be important to enable investors to understand Weave's business and its attendant risks. These controls and procedures include, but are not limited to, the following:

- No Weave Personnel may take or authorize any action that would cause the Company's financial records or financial disclosure to fail to comply with generally accepted accounting principles, the rules and regulations of the SEC or other applicable laws, rules and regulations;
- All Weave Personnel must cooperate fully with the Company's Finance team, as well as the Company's independent auditors and legal counsel, respond to their questions with candor and provide them with complete and accurate information to help ensure that the Company's books and records, as well as its reports filed with the SEC, are accurate and complete; and
- No Weave Personnel should knowingly make (or cause or encourage any other person to make) any false or misleading statement in any of the Company's reports filed with the SEC or knowingly omit (or cause or encourage any other person to omit) any information necessary to make the disclosure in any of such reports accurate in all material respects.

In connection with the preparation of the financial and other disclosures that Weave makes to the public, including by press release or filing a document with the SEC, Directors must, in addition to complying with all applicable laws, rules and regulations, follow these guidelines:

- Act honestly, ethically, and with integrity;
- Comply with this Code;
- Endeavor to ensure complete, fair, accurate, timely and understandable disclosure in the Company's filings with the SEC;
- Raise questions and concerns regarding the Company's public disclosures when necessary and ensure that such questions and concerns are appropriately addressed;
- Act in good faith in accordance with the director's business judgment, without misrepresenting material facts or allowing independent judgment to be subordinated by others; and
- Comply with the Company's disclosure controls and procedures and internal controls over financial reporting.

If any Weave Personnel becomes aware that the Company's public disclosures are not complete, fair and accurate, or if any Weave Personnel becomes aware of a transaction or development that the individual believes may require disclosure, the individual should report the matter immediately.

✓ **Confidential Information:** Weave's confidential business information is a valuable asset that everyone must protect. Weave Personnel may use Weave's confidential information for business purposes only and must always keep such information in confidence. Confidential information includes, without limitation, proprietary data, trade secrets and know-how such as software and product designs, product plans, inventions, processes, designs, drawings, engineering, customer lists, data of other Weave Personnel, Weave customer information, financial information, budgets, pricing, business plans, or other business information.

Weave Personnel may not share confidential information outside of Weave unless Weave has an appropriate non-disclosure agreement in place. For help in establishing such an agreement or if there are questions about whether certain information can be disclosed, Weave Personnel should contact the Legal & Compliance team.

Weave Personnel should also refrain from sharing confidential information internally beyond those persons who legitimately need to know it for purposes of their job. While Weave has an open and transparent culture, Weave Personnel must use good judgment in determining what information is appropriate to share within the Company. Weave Personnel should provide information to others only when there is a business purpose to do so and in accordance with Weave policies.

Weave also respects the intellectual property belonging to third parties. Weave Personnel are not allowed to use or disclose to any person associated with Weave any confidential or proprietary information belonging to any former employer or other person or entity to which they owe an obligation of confidentiality. Weave will not use any such information. If needed, Weave will provide assistance in preserving the confidentiality of proprietary information belonging to third parties.

For additional information, please review Weave's Corporate Communications Policy.



✓ **Protection and Acceptable Use of Weave Property:** Weave may provide Weave Personnel with certain IT assets including, but not limited to, laptops, workstations, servers, network devices, phones, tablets, and other IT assets in order to perform their job functions. Weave Personnel may also be provided with access to Software-as-a-Service (SaaS) providers, cloud service providers, and Internet access.

Weave Personnel must use these systems and assets appropriately, with common sense and good judgement.

Weave Personnel should expect that Weave will access anything created, stored, sent, or received using Weave systems and assets. These systems and assets belong to Weave and are provided for business purposes. Weave may monitor any and all aspects of Weave's systems, including monitoring application usage, sites visited, material downloaded and accessed, and emails and chats sent and received by users. Personal use of Weave systems and assets should be limited, should not interfere with job duties or responsibilities, and must be consistent with applicable laws and Weave policies.

Prohibited activities include, but are not limited to, material that is fraudulent, harassing, embarrassing, sexually explicit, profane, obscene, intimidating, defamatory, or otherwise unlawful, inappropriate, offensive (including offensive material concerning sex, race, color, national origin, religion, age, disability, or other characteristic protected by law), or violates Weave policies against sexual or other harassment. These materials must not be accessed, downloaded from the Internet, or displayed or stored in Weave's systems.

Weave Personnel all have responsibility to protect Weave's physical property and assets. Assets and devices should be well maintained and protected from threats or accidental loss. If any devices are lost or stolen, Weave Personnel must report the lost or stolen device to the Weave Help Desk immediately and assist with any incident investigation.

For additional information, please review Weave's Acceptable Use Policy.



- ✓ **Statements on Behalf of Weave:** Weave strives to ensure that communications about our company and business are clear, accurate, and made by individuals authorized to speak on Weave's behalf. Weave Personnel are not permitted to provide an endorsement or other statements on behalf of Weave unless such statements are approved in advance by the Legal & Compliance team.

Weave Personnel should consult with the Legal & Compliance team before engaging in external communication opportunities which either relate to their role at Weave or could be construed as communications on Weave's behalf. This includes personal blogs, online message boards, external award applications, speaking engagements, and external conferences.

Weave Personnel should use good judgement when using social media and participating in other online activities. Weave respects everyone's right to engage in social, professional, and political dialogue. When expressing views on community or public issues, Weave Personnel should be clear that those views are their own and not those of Weave.

- ✓ **Political Activity:** Weave complies with all applicable lobbying and campaign finance laws. These laws vary across jurisdictions and apply when Weave makes political contributions or engages on policy issues with government entities, elected officials, and candidates for public office.

Weave encourages Weave Personnel to participate in the political process outside of the workplace and to support candidates, parties, charities, or initiatives, subject to applicable law. However, Weave Personnel may not use company time or resources for political activities, suggest a Weave endorsement, or solicit support from other Weave Personnel, customers, or third parties.

Weave does not engage in political activity without approval of the Chief Executive Officer.

For more information and guidance on how to comply with these laws, please contact the Legal & Compliance team.

Conduct of Senior Financial Employees

Weave's Finance team has a special responsibility to promote integrity throughout the organization, with responsibilities to stakeholders both inside and outside of the Company. As such, the Board requires that the Chief Executive Officer and senior personnel in the Company's Finance team adhere to the following ethical principles and accept the obligation to foster a culture throughout the Company as a whole that ensures the accurate and timely reporting of the Company's financial results and condition.

Because of this special role, Weave requires that the Chief Executive Officer, the Chief Financial Officer, the Vice President of Finance, the Director of Financial Reporting, the Senior Director of Financial Planning & Analysis, the Financial Controller and any other persons performing similar functions ("Senior Financial Employees"):

- Act with honesty and integrity and use due care and diligence in performing their responsibilities to the Company.
- Promptly report any violations of this Code, Weave's policies, or any laws or regulations using the methods provided herein.
- Avoid situations that represent actual or apparent conflicts of interest with their responsibilities to the Company, and disclose promptly to the Audit Committee and the Chief Legal Officer, any transaction or personal or professional relationship that reasonably could be expected to give rise to such an actual or apparent conflict. Without limiting the foregoing, and for the sake of avoiding any implication of impropriety, Senior Financial Employees shall not:

- ✓ Accept any material gift or other gratuitous benefit from a business partner, supplier or vendor of products or services, including professional services, to the Company (this prohibition is not intended to preclude ordinary course entertainment or similar social events);
 - ✓ Except with the approval of the Audit Committee, directly invest in any privately-held company that is a business partner, supplier or vendor of the Company where the Senior Financial Employee, either directly or through people in such Senior Financial Employee's chain of command, has responsibility or ability to affect or implement the Company's relationship with the other company; or
 - ✓ Maintain more than a passive investment of greater than 1% of the outstanding shares of a public company that is a business partner, supplier or vendor of the Company.
- Provide constituents with information that is accurate, complete, objective, relevant, timely and understandable, including information for inclusion in the Company's submissions to governmental agencies or in public statements.
 - Comply with applicable laws, rules, and regulations of federal, state and local governments, and of any applicable public or private regulatory and listing authorities.
 - Achieve responsible use of and control over all assets and resources entrusted to each Senior Financial Employee.

Weave expects each and every Senior Financial Employee to be accountable for adherence to this Code, and violations may result in disciplinary action, which, in certain circumstances, may include termination, legal action, or referral to appropriate authorities in accordance with applicable law.

6. Speak Up

- ✓ **Reporting Possible Violations:** If Weave Personnel learn about or suspect a violation of this Code, another Weave policy, or any law, Weave Personnel must promptly report it to any of the following:
 - Their Weave manager
 - Any Vice President or other executive
 - A member of the HR Business Partner team (people@getweave.com)
 - A member of the Legal & Compliance team (legal@getweave.com)
 - A member of the Board's Audit Committee

If Weave Personnel do not feel comfortable raising the issue with someone directly, Weave Personnel can also use Weave's 24-hour, toll-free Ethics Hotline to ask questions, raise concerns, or make reports of suspected compliance violations. Weave's Ethics Hotline is available to all Weave Personnel anywhere in the world:

- ✓ Website: ethicshotline.getweave.com
- ✓ Toll-Free Telephone:
 - English speaking USA and Canada: 855-222-2591
 - Spanish speaking USA and Canada: 800-216-1288
 - All other countries: 800-603-2869 (must dial country access code first; [click here](#) for access codes and dialing instructions)
- ✓ E-mail: reports@lighthouse-services.com (must include reference to Weave)

The Ethics Hotline is provided by an independent third party with expertise in handling hotline calls and reports, and Weave Personnel may remain anonymous if they so choose. Weave requires that any information provided to assist Weave in investigating the concern will be kept confidential, except as needed to conduct a full, fair investigation or as otherwise required by applicable law.



- ✓ **Accountability:** Weave will investigate reported violations of this Code and take remedial actions where appropriate. All Weave Personnel are required to cooperate fully with any investigation. Conduct that violates the law, the Code, or other Weave policies is grounds for prompt disciplinary or remedial action. In addition, the failure to report a known violation by someone else may result in disciplinary action. Discipline for a violation may range from a warning up to and including termination of employment in accordance with applicable law.
- ✓ **No Retaliation:** Weave prohibits retaliation against any individual for making a good-faith complaint with a Weave manager or other executive, the HR Business Partner team, or the Legal & Compliance team, or for participating in the investigation of any such complaint. Weave prohibits knowingly submitting a false report.

Rights as an Employee

While Weave expects employees to follow the Code, nothing in the Code or any other Weave policy should be interpreted as restricting or dissuading Weave Personnel from engaging in activities protected by state or federal law, including the National Labor Relations Act, such as discussing wages, benefits, or terms and conditions of employment, or other legally protected activities.

Compliance Resources and Procedures

If any Weave Personnel (other than a Director) needs help understanding this Code, or how it applies to conduct in any given situation, the individual should contact a Weave manager, the HR Business Partner team, or the Legal & Compliance team. In addition, Weave Personnel should be alert to possible violations of this Code by others and should report suspected violations without fear of any form of retaliation. If a Director needs help

understanding the Code, or how it applies in any given situation, the Director should contact the Audit Committee Chair or the Chief Legal Officer.

Contact information for the Audit Committee Chair and the Chief Legal Officer is available on Weave's internal website.

In addition to fielding questions with respect to interpretation or potential violations of this Code, the Chief Legal Officer is responsible for:

- Investigating possible violations of this Code;
- Training new employees in Code policies;
- Conducting training sessions to refresh Weave Personnel's familiarity with this Code;
- Recommending updates to this Code as needed for approval by the Audit Committee, to reflect changes in the law, Weave operations and recognized best practices, and to reflect Weave's experience with this Code; and
- Otherwise promoting an atmosphere of responsible and ethical conduct.

Administration of this Code

This Code is a statement of fundamental principles, policies, and procedures that govern the conduct of Weave Personnel. It is not intended to and does not create any legal rights for any business partner, contractor, supplier, vendor, competitor, stockholder, or any other non-employee or entity.

The Audit Committee is responsible for reviewing this Code and overseeing the establishment of procedures for the prompt internal reporting of actual or suspected violations of this Code. It may request reports from the Company's Chief Legal Officer about the implementation of this Code and may take any steps in connection with the implementation of this Code as it deems necessary, subject to the limitations set forth in this Code.

The Audit Committee will have the authority to review and assess this Code and recommend revisions for approval by the Board. The Company will notify the Board of any material changes to this Code. Weave's Chief Legal Officer may grant waivers under this Code for Weave employees other than executive officers or Senior Financial Employees. Any waiver or modification of this Code for a member of the Board of Directors, executive officer, or Senior Financial Employee must be approved by the Board of Directors and disclosed where required by applicable law.

