



Global Policy

Code of Conduct

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Revision history

Version	Approval	Date	Description	Author
V1.0	Jordan Frankel	28 February 2023	Annual Release	
V2.0	Policy Oversight Committee	17 April 2024	Annual Release	Compliance Department
V3.0	Policy Oversight Committee Credorax Bank Ltd Board Credorax Services UK Ltd Board UWC by Shift4 Payments, Inc. Board of Directors	27 September 2024 27 August 2024 26 September 2024 16 February 2025	<ul style="list-style-type: none"> - Changed gifts policy limit to USD150 - Applicability also to third parties (vendors, consultants) - included new Whistleblowing channel references - changed gifts acceptance threshold to 150 USD - included policies & procedures and other internal documents as protected company assets - included required approval for meetings with media or investors 	Compliance Department

POLICY

This document implements the Code of Conduct (the “Code”) and contains general guidelines for conducting business at Shift4 (the “Company”).

PURPOSE

The purpose of this policy is to ensure all Shift4 Employees or Directors and third party providers are consistent with the highest standards of business ethics. To the extent this Code requires a higher standard than required by commercial practice or applicable laws, rules or regulations, the Company adheres to these higher standards.

APPLICABILITY

This Code applies to all of our directors, officers and other employees (“staff members”) of any entity that is part of the Shift4 Group of companies.. In this Code, we refer to our principal executive officer, principal financial officer, principal accounting officer and controller, or persons performing similar functions, as our “principal financial officers.”

This code also applies to third parties (vendors, advisors and consultants), while serving Shift4 and a copy of this code will be shared with every key third party during the onboarding process.

EFFECTIVE DATE

This policy is effective immediately upon publication.

1. INTRODUCTION

1.1 Seeking Help and Information

This Code is intended to be a guiding document and not a comprehensive rulebook and cannot address every situation. If you feel uncomfortable about a situation or have any doubts about whether it is consistent with the Company's ethical standards, seek help. We encourage you to contact your direct manager for help first.

If your direct manager cannot answer your question or if you do not feel comfortable contacting your direct manager, you can always send an email to ethics@shift4.com. You also have the option of raising a Whistleblower report, including on an anonymous basis, <https://shift4.whistlelink.com/>, in line with the Company's Whistleblower Policy,

1.2 Roles & Responsibilities

- I. **Executive Sponsor** – General Counsel is the Executive Sponsor and provides the ownership and leadership of this Program as a representative of Shift4's executive staff.
- II. **Program Lead** – The SVP, Human Resources is responsible for enforcing the execution of this policy, in support of the Executive Sponsor.
- III. **Division Leaders and Managers** – Are responsible for communicating the purpose and encouraging the importance of compliance with the Code of Conduct.

1.3 Reporting Violations of The Code

All staff members have a duty to report any known or suspected violation of this Code, including violations of the laws, rules, regulations or policies that apply to the Company. If you know of or suspect a violation of this Code, immediately report the conduct to your direct manager. If you do not feel comfortable reporting the conduct violation to your direct manager or you do not get a satisfactory response, you may also report known or suspected violations by raising a Whistleblower report. All reports of known or suspected violations of the law, internal regulations or this Code will be handled sensitively and with discretion. Your direct manager, HR and/or compliance staff and the Company will protect your confidentiality to the extent possible, consistent with applicable laws and the Company's need to investigate your concern.

It is Company policy that any staff member who violates this Code will be subject to appropriate discipline, which may include, for an employee, termination of employment or, for a director, a request that such director resign from the Board of Directors of the Company (the "Board of Directors"). This determination will be based upon the facts and circumstances of each particular situation. If you are accused of violating this Code, you will be given an opportunity to present your version of the events at issue prior to any determination of appropriate discipline. Staff members who violate the provisions or this Code may expose themselves to substantial civil damages, criminal fines and prison terms. The Company may also face substantial fines and penalties and may incur damage to its reputation and standing in the community. Your conduct as a representative of the Company, if it does not comply with the provisions or with this Code, can result in serious consequences for both you and the Company.

1.4 Policy Against Retaliation

The Company prohibits retaliation against a staff member who, in good faith, seeks help or reports known or suspected violations. Any reprisal or retaliation against a staff member because the individual, in good faith, sought help or filed a report will be subject to disciplinary action, including potential termination of employment.

For more information on reporting of violations, make reference to the Whistleblowing Policy.

2. ENVIRONMENT, HEALTH AND SAFETY

The Company is committed to providing a safe and healthy working environment for its employees and to avoiding adverse impact and injury to the environment and the communities in which it does business. Company staff members must comply with all applicable environmental, health and safety laws, regulations and Company standards. It is your responsibility to understand and comply with the laws, regulations and policies that are relevant to your job. Failure to comply with environmental, health and safety laws and regulations can result in civil and criminal liability against you and/or the Company, as well as disciplinary action by the Company, up to and including termination of employment. You should contact us at ethics@shift4.com if you have any questions about the laws, regulations and policies that apply to you.

2.1 Environment

All Company employees should strive to conserve resources and reduce waste and emissions through recycling and other energy conservation measures. You have a responsibility to promptly report any known or suspected violations of environmental laws or any events that may result in a discharge or emission of hazardous materials.

2.2 Health and Safety

The Company is committed not only to complying with all relevant health and safety laws, but also to conducting business in a manner that protects the safety of its staff members. All staff members are required to comply with all applicable health and safety laws, regulations and policies relevant to their positions. If you have a concern about unsafe conditions or tasks that present a risk of injury to you, please report these concerns immediately to your direct manager or by sending an email to ethics@shift4.com.

2.3 Employment Practices

The Company pursues fair employment practices in every aspect of its business. The following is only intended to be a summary of certain of our employment policies and procedures. Company employees must comply with all applicable labor and employment laws, including anti-discrimination laws and laws related to freedom of association and privacy. It is your responsibility to understand and comply with the laws, regulations and policies that are relevant to your job. Failure to comply with labor and employment laws can result in civil and criminal liability against you and the Company, as well as disciplinary action by the Company, up to and including termination of employment.

You should contact us by sending an email to ethics@shift4.com if you have any questions about the laws, regulations and policies that apply to you.

2.4 Harassment and Discrimination

The Company is committed to providing equal opportunity and fair treatment to all individuals on the basis of merit, without discrimination because of race, color, religion, national origin, sex (including pregnancy), sexual orientation, age, disability, veteran status or other characteristic protected by law. The Company also prohibits harassment based on these characteristics in any form, whether physical or verbal and whether committed by directors and, employees or non-employees. Harassment may include, but is not limited to, offensive sexual flirtations, unwanted sexual advances or propositions, verbal abuse, sexually or racially degrading words, or the display in the workplace of sexually suggestive or racially degrading objects or pictures.

If you have any complaints about discrimination or harassment, report such conduct to your direct manager or HR.

All complaints will be treated with sensitivity and discretion. Your direct manager and the Company will protect your confidentiality to the greatest extent possible, consistent with law and subject to the Company's need to investigate your concern and/or take action against the relevant individual(s). Where our investigation uncovers harassment or discrimination, we will take prompt corrective action, which may include disciplinary action by the Company, up to and including, termination of employment. The Company strictly prohibits retaliation against an employee who, in good faith, files a complaint.

Any member of management who has reason to believe that an employee has been the victim of harassment or discrimination or who receives a report of alleged harassment or discrimination is required to report it to the relevant human resources personnel immediately.

2.5 Alcohol and Drugs

The Company is committed to maintaining a drug-free work place. All Company directors and employees must comply strictly with Company policies regarding the abuse of alcohol and the possession, sale and use of illegal drugs (for the purpose of this Code, "illegal drugs" includes marijuana). Drinking alcoholic beverages is prohibited while on duty or on the premises of the Company, except at specified Company-sanctioned events or as otherwise authorized by management. Possessing, using, selling or offering illegal drugs and other controlled substances is prohibited under all circumstances while on duty or on the premises of the Company. Likewise, you are prohibited from reporting for work, or driving a Company vehicle or any vehicle on Company business hours, while under the influence of alcohol or any illegal drug or controlled substance.

2.6 Violence Prevention and Weapons

The safety and security of Company employees is vitally important. The Company will not tolerate violence or threats of violence in, or related to, the workplace. If you experience, witness or otherwise become aware of a violent or potentially violent situation that occurs on the Company's property or affects the Company's business you must immediately report the situation to your direct manager or the relevant human resources personnel.

The Company does not permit any individual to have weapons of any kind on Company property or in vehicles, while on the job or off-site while on Company business hours. This is true even if you have obtained legal permits to carry weapons. The only exception to this policy applies to security personnel who are specifically authorized by Company management to carry weapons.

3. CONFLICTS OF INTEREST

3.1 Identifying Potential or Actual Conflicts of Interest

Staff members must act in the best interests of the Company. You must refrain from engaging in any activity or having a personal interest that presents a “conflict of interest” and should seek to avoid even the appearance of a conflict of interest. A conflict of interest occurs when your personal interest interferes with the interests of the Company. A conflict of interest can arise whenever you, as an employee, officer or director, take action or have an interest that prevents you from performing your Company duties and responsibilities honestly, objectively and effectively. Identifying potential conflicts of interest may not always be clear-cut. The following situations might reasonably be expected to give rise to a conflict of interest and should be identified, reported to, and addressed by, the General Counsel or the Board of Directors:

- I. **Outside Employment.** An employee being employed by, serving as a director of, or providing any services to a company that the individual knows or suspects is a customer, supplier or competitor of the Company (other than services to be provided as part of an employee's job responsibilities for the Company).
- II. **Improper Personal Benefits.** An employee or director obtaining any material (as to him or her) personal benefits or favors because of his or her position with the Company. Please see “Gifts and Entertainment” below for additional guidelines in this area.
- III. **Financial Interests.** An employee having a “material interest” (ownership, other than small shares in public companies or holding a director or senior management position) in any company that the individual knows or suspects is a material customer, supplier or competitor of the Company. Any “material interest” should be actively disclosed by an employee or director, as a potential conflict of interest.
- IV. **Loans or Other Financial Transactions.** An employee or director obtaining loans or guarantees of personal obligations from, or entering into any other personal financial transaction with, any company that the individual knows or suspects is a material customer, supplier or competitor of the Company. This guideline does not prohibit arms-length transactions with banks, brokerage firms or other financial institutions.
- V. **Service on Boards and Committees.** An employee or director serving on a board of directors or trustees or on a committee of any entity (whether profit or not-for-profit) whose interests reasonably would be expected to conflict with those of the Company.
- VI. **Actions of Family Members.** The actions of family members outside the workplace may also give rise to the conflicts of interest described above because they may influence an employee's or director's objectivity in making decisions on behalf of the Company. For purposes of this Code, “family members” include your spouse or life-partner, brothers, sisters, parents, in-laws and children whether such relationships are by blood or adoption.

3.2 Disclosure of Conflicts of Interest

The Company requires that staff members disclose any situation that reasonably would be expected to give rise to a conflict of interest. If you suspect that you have a situation that could give rise to a conflict of interest, or something that others could reasonably perceive as a conflict

of interest, you must report it, in writing, to your direct manager or by sending an email to ethics@shift4.com.

Directors and senior management also have a responsibility to disclose any conflicts of interest to the Board of Directors and to abstain from the decision-making process, including deliberations, during any meeting, where the matters discussed are related to the situation that gave rise to the conflict of interest.

HR and Compliance will work with you to determine whether you have a conflict of interest and, if so, how best to address it. Any potential or actual conflict of interest will be evaluated, in light of all of the circumstances, including consideration of the relationship of the employee to the customer, supplier or competitor, the relationship and influence of the employee in the specific transaction and the importance of the interest to the employee being in a situation of a conflict of interest, and mitigating controls would be taken to remove the risk of the conflict of interest materializing.

All transactions that could potentially give rise to a conflict of interest involving a director, executive officer or principal financial officer must be approved by the Board of Directors, and any such approval will not be considered a waiver of this Code.

Failure to disclose a potential or actual conflict of interest can constitute a disciplinary offence and could trigger disciplinary action by the Company, up to and including, for an employee, termination of employment or, for a director, a request that such director resign from the Board of Directors.

4. CORPORATE OPPORTUNITIES

As an officer or director of the Company, you have an obligation to advance the Company's interests when the opportunity to do so arises. If you discover or are presented with a business opportunity through the use of corporate property or information or because of your position with the Company, you should first present the business opportunity to the Company before pursuing the opportunity in your individual capacity. No officer or director may use corporate property, information or his or her position with the Company for personal gain while employed by us or, for a director, while serving on our Board of Directors.

You should disclose the terms and conditions of each business opportunity covered by this Code that you wish to pursue by sending an email to ethics@shift4.com. Only upon receipt of a written confirmation from the General Counsel, should the Company waive its right to pursue the business opportunity, you may pursue the business opportunity on the same terms and conditions as originally proposed and consistent with the other ethical guidelines set forth in this Code. Any such confirmation should be given within 10 days from the date of receipt of a request.

5. CONFIDENTIAL INFORMATION

Staff members have access to a variety of confidential information regarding the Company. Confidential information includes all non-public information that might be of use to competitors, or, if disclosed, harmful to the Company or its collaborators, customers or suppliers. Staff members have a duty to safeguard all confidential information of the Company or third parties with which the Company conducts business, except when disclosure is authorized or legally

mandated. Unauthorized disclosure of any confidential information is prohibited. Additionally, staff members should take appropriate precautions to ensure that confidential or sensitive business information, whether it is proprietary to the Company or another company, is not communicated within the Company except to staff members who have a need to know such information to perform their responsibilities for the Company. An employee's and director's obligation to protect confidential information continues after he or she leaves the Company. Unauthorized disclosure of confidential information could cause competitive harm to the Company or its collaborators, customers or suppliers and could result in legal liability to you and the Company.

Any questions or concerns regarding whether disclosure of Company information is legally mandated should be promptly referred to us by sending an email to ethics@shift4.com.

6. COMPETITION AND FAIR DEALING

All employees should endeavor to deal fairly with fellow employees and with the Company's collaborators, licensors, customers, suppliers and competitors. Employees should not take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts or any other unfair-dealing practice. Employees should maintain and protect any intellectual property licensed from licensors with the same care as they employ with regard to Company-developed intellectual property. Employees should also handle the nonpublic information of our collaborators, licensors, suppliers and customers responsibly and in accordance with our agreements with them, including information regarding their technology and product pipelines.

7. GIFTS AND ENTERTAINMENT

The giving and receiving of gifts is a common business practice. Appropriate business gifts and entertainment are welcome courtesies designed to build relationships and understanding among business partners. Gifts and entertainment, however, should not compromise, or appear to compromise, your ability to make objective and fair business decisions.

No employee or director should accept a gift or benefit if the circumstances could be interpreted as intended or likely to cause the employee or Director to act or not to act in a particular way, or as undue influence specific on behaviour or outcome that would deviate from proper course of duty.

In general, any gift that is estimated to be worth above \$150 should be politely rejected. Receipt of any gift in cash or cash equivalent (voucher) of any value, are prohibited. Any accepted gift should be reported immediately to the line manager and by sending an email to ethics@shift4.com.

Failure to report the receipt of a gift, from any third party, or if a supplier has been selected or used wholly or mainly because of the incentive of a gift and, as such, the employee has not acted in the best interests of Shift4, can constitute a disciplinary offence and could trigger disciplinary action by the Company, up to and including, for an employee, termination of employment or, for a director, a request that such director resign from the Board of Directors.

In addition, it is important to note that the giving and receiving of gifts are subject to a variety of laws, rules and regulations applicable to the Company's operations. These include, without limitation, laws covering the marketing of products, bribery and kickbacks. You are expected to

understand and comply with all laws, rules and regulations that apply to your job position. For additional information regarding the Company's policies related to gifts and entertainment, please see the Company's Anti-Bribery and Corruption Policy.

8. COMPANY RECORDS

Accurate and reliable records are crucial to our business. Our records are the basis of our earnings statements, financial reports, regulatory submissions and many other aspects of our business and guide our business decision-making and strategic planning and all resulting public disclosures can also guide investors in making informed investment decisions. Company records include financial records, personnel records, records relating to our product development, manufacturing and regulatory submissions and all other records maintained in the ordinary course of our business.

All Company records must be complete, accurate and reliable in all material respects. Each employee and director must follow any formal document retention policy of the Company with respect to Company records within such employee's or director's control.

9. PROTECTION AND USE OF COMPANY ASSETS

Employees should protect the Company's assets and ensure their efficient use for legitimate business purposes only and not for any personal benefit or the personal benefit of anyone else. Theft, carelessness and waste have a direct impact on the Company's financial performance. The use of Company funds or assets, whether or not for personal gain, for any unlawful or improper purpose is prohibited. Employees should be aware that Company property includes all data and communications transmitted or received to or by, or contained in, the Company's electronic systems or in any physical or digital format. Company property also includes all written, stored or otherwise recorded communications and documents, including company policies and procedures, training materials or product documentation or any other internal documentation. Employees and other users of this property should have no expectation of privacy with respect to these communications and data. To the extent permitted by law, the Company has the ability, and reserves the right, to monitor all electronic and telephonic communication. These communications may also be subject to disclosure to law enforcement or government officials.

10. ACCURACY OF FINANCIAL REPORTS AND OTHER PUBLIC COMMUNICATIONS

As a public company we are subject to various securities laws, regulations and reporting obligations. Both federal law and our policies require the disclosure of accurate and complete information regarding the Company's business, financial condition and results of operations. Inaccurate, incomplete or untimely reporting will not be tolerated and can severely damage the Company and result in legal liability.

The Company's principal financial officers and other employees working in the Finance Department have a special responsibility to ensure that all of our financial disclosures are full, fair, accurate, timely and understandable. These employees must understand and strictly comply with generally accepted accounting principles and all standards, laws and regulations for accounting and financial reporting of transactions, estimates and forecasts.

11. COMPLIANCE WITH LAWS AND REGULATIONS

Each employee and director has an obligation to comply with all laws, rules and regulations applicable to the Company's operations. These include, without limitation, laws covering bribery and kickbacks, the development, testing, manufacturing, marketing and sale of our products, copyrights, trademarks and trade secrets, information privacy, insider trading, illegal political contributions, antitrust prohibitions, foreign corrupt practices, offering or receiving gratuities, environmental hazards, employment discrimination or harassment, occupational health and safety, false or misleading financial information or misuse of corporate assets. You are expected to understand and comply with all laws, rules and regulations that apply to your job position. If any doubt exists about whether a course of action is lawful or in line with this code of conduct, you should seek advice from your direct manager or by sending an email to ethics@shift4.com.

11.1 Interactions with Public entities and public officials

The Company may conduct business with public entities or public officials of the US or other countries. The Company is committed to conducting its business with all public entities and their representatives with the highest standards of business ethics and in compliance with all applicable laws and regulations, including the special requirements that apply to communications with governmental bodies that may have regulatory authority over our products and operations, such as government contracts and government transactions. If your job responsibilities include interacting with public officials or other representatives of public entities, you are expected to understand and comply with the special laws, rules and regulations that apply to your job position as well as with this code of conduct and other policies that the Company has implemented. If any doubt exists about whether a course of action is lawful, you should seek advice immediately from your direct manager or by sending an email to ethics@shift4.com

In addition to the above, you must obtain written approval from the General Counsel for any work activity that requires communication with any public officials or other representatives of public entities. Work activities covered by this policy include meetings with legislators or members of their staffs or with senior executive branch officials on behalf of the Company. Preparation, research and other background activities that are done in support of lobbying communication are also covered by this policy even if the communication ultimately is not made. If any doubt exists about whether a given work activity would be considered covered by this provision, you should seek advice immediately from your direct manager or by sending an email to ethics@shift4.com

For additional information regarding the Company's policies on interactions with public entities and public officials, please see the Company's Anti Bribery and Corruption Policy.

11.2 Political Contributions and Volunteer Activities

The Company encourages its staff members to participate in the political process as individuals and on their own time. However, US federal and state contribution and lobbying laws severely limit the contributions the Company can make to political parties or candidates in the US. No political contributions may be made on behalf of the Company without review by the General Counsel and the written approval of the Chief Executive Officer. The Company will not reimburse you for personal political contributions. When you participate in non-Company political affairs, you should be careful to make it clear that your views and actions are your own, and not made on behalf of the Company. Please contact us by sending an email to ethics@shift4.com if you have any questions about this policy.

11.3 Compliance with Antitrust Laws

Antitrust laws of the United States and other countries are designed to protect consumers and competitors against unfair business practices and to promote and preserve competition. Our policy is to compete vigorously and ethically while complying with all antitrust, monopoly, competition or cartel laws in all countries, states or localities in which the Company conducts business. Violations of antitrust laws may result in severe penalties against the Company and its employees, including potentially substantial fines and criminal sanctions. You are expected to maintain basic familiarity with the antitrust principles applicable to your activities, and you should consult us by sending an email to ethics@shift4.com with any questions you may have concerning compliance with these laws.

- I. **Meetings with Competitors.** Employees should exercise caution in meetings with competitors. Any meeting with a competitor may give rise to the appearance of impropriety. As a result, if you are required to meet with a competitor for any reason, you should obtain the prior approval of an executive officer of the Company. You should try to meet with competitors in a closely monitored, controlled environment for a limited period of time. You should create and circulate agendas in advance of any such meetings, to be reviewed prior to the meeting by the Legal Department and the contents of your meeting should be fully documented.
- II. **Professional Organizations and Trade Associations** Employees should be cautious when attending meetings of professional organizations and trade associations at which competitors are present. Attending meetings of professional organizations and trade associations is both legal and proper, if such meetings have a legitimate business purpose and are conducted in an open fashion, adhering to a proper agenda. At such meetings, you should not discuss the Company's pricing policies, consumer rights or other competitive terms or any other proprietary, competitively sensitive information. You are required to notify your direct manager or by sending an email to ethics@shift4.com prior to attending any meeting of a professional organization or trade association.

11.4 Insider Trading

Consistent with the Company's Insider Trading Compliance Policy, the Company's staff members are prohibited from trading in the stock or other securities of the Company while in possession of material nonpublic information about the Company. In addition, Company staff members are prohibited from recommending, "tipping" or suggesting that anyone else buy or sell the Company's stock or other securities on the basis of material nonpublic information. Staff members who obtain material non-public information about another company in the course of their duties are prohibited from trading in the stock or securities of the other company while in possession of such information or "tipping" others to trade on the basis of such information. Violation of insider trading laws can result in severe fines and criminal penalties, as well as disciplinary action by the Company, up to and including, for an employee, termination of employment or, for a director, a request that such director resign from the Board of Directors. You are required to read carefully and observe our Insider Trading Policy, as amended from time to time.

11.5 Public Communications and Regulation FD ("Fair Disclosure")

The Company places a high value on its credibility and reputation in the community. What is written or said about the Company in the news media, social media and investment community

directly impacts our reputation, positively or negatively. Our policy is to provide timely, accurate and complete information in response to public requests (from media, analysts, etc.), consistent with our obligations to maintain the confidentiality of competitive and proprietary information and to prevent selective disclosure of market-sensitive financial data. The Company has adopted a separate *Policy Statement – Guidelines for Corporate Disclosure* to maintain the Company's credibility and reputation in the community, to maintain the confidentiality of competitive and proprietary information and to prevent selective disclosure of market-sensitive financial data.

In connection with its public communications, the Company is required to comply with a rule under the federal securities laws referred to as Regulation FD (which stands for "fair disclosure"). Regulation FD provides that, when we disclose material nonpublic information about the Company to securities market professionals or the Company's stockholders (where it is reasonably foreseeable that the stockholders will trade on the information), we must also disclose the information to the public. "Securities market professionals" generally include analysts, institutional investors and other investment advisors. The Company has designated certain individuals as "spokespersons" who are responsible for communicating with analysts, institutional investors and representatives of the media. Any employee or director who is not a designated spokesperson of the Company is prohibited from communicating any information about the Company to analysts, institutional investors, other stockholders or representatives of the media, except at the request of the Company's designated spokespersons.

Except for the appointed spokespersons mentioned above, any meeting with media/press organizations should be expressly approved in writing beforehand by our *SVP Marketing* and any meeting with investors should be expressly approved in writing beforehand by *Investor Relations*.

11.6 Anti-corruption compliance and The U.S. Foreign Corrupt Practices Act

The Company is committed to complying with the U.S. Foreign Corrupt Practices Act (the "FCPA") and other applicable anti-corruption laws. For additional information regarding our anti-corruption policies and procedures, please see the Company's Global Anti-Bribery and Corruption Policy.

12. CONCLUSION

This Code contains general guidelines for conducting the business of the Company consistent with the highest standards of business ethics. If you have any questions about these guidelines, please contact your direct manager or send an email to ethics@shift4.com. The Company expects all of its staff members to adhere to these standards. Any violations of the code you should report to your direct manager or via a Whistleblowing report.

This Code, as applied to the Company's principal financial officers, shall be our "code of ethics" within the meaning of Section 406 of the Sarbanes-Oxley Act of 2002 and the rules promulgated thereunder.

This Code and the matters contained herein are neither a contract of employment nor a guarantee of continuing Company policy. The Code should be read and complied with along with other relevant company policies, like *Whistleblowing Policy*, *Conflicts of interest policy*, *Anti-bribery and corruption policy*, *Guidelines for Public Disclosures*. The Company reserves the right to amend, supplement or discontinue this Code and the matters addressed herein, without prior notice, at any time.