



TaskUs™

Code of Conduct

This TaskUs Code of Conduct (“Code”) provides important guidelines for interacting with each other, with our clients and with the customers we serve. This Code is based on our Core Values, which guide all of our decisions and actions. We ask that you familiarize yourself with this Code and make a commitment to follow it. Our company’s integrity starts with you. If you ever have questions or concerns about the right thing to do, please see the “How to Speak Up” section of this Code.

Regards,
Bryce Maddock, CEO & Co-Founder
Jaspar Weir, President & Co-Founder



OUR MISSION OUR VISION OUR CORE VALUES SCOPE & PURPOSE



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OUR MISSION

To empower people to deliver ridiculous innovation to the world's best companies.

OUR VISION

To empower people and partner with best-in-class customer experience technologies to power the world's most innovative companies.

OUR CORE VALUES: I Do, WE ACT, Be Ridiculous

1. Inspire Others by Believing in Yourself

A positive, can-do attitude is infectious. We inspire one another by believing in our abilities and encouraging each other to do the same.

2. Teamwork Makes the Dream Work

As individuals we are strong, but together we are formidable. We believe that teams that work together and that choose selfless dedication over personal ambitions can build something truly excellent.

3. Do More with Less

We are intrinsic, creative problem solvers who don't give up. No matter the circumstances, we go above and

beyond what is required to achieve our goals in the most efficient and resourceful way possible.

4. Continuous Self Improvement

We believe every experience teaches us something and helps us to grow. We also believe that it is our duty to help others to grow whether it's through our charitable foundation or by providing our team with professional education to assist them in advancing their lives.

5. Always Strive for Excellence

We're not satisfied with "good" or even "great." We want to be the best in everything we do for our clients so that they can be the best at what they do. Period.

6. Work Hard, Have Fun

We work hard. We put forth the effort, the dedication and the care into everything that we tackle. We love what we do, we love who we do it for and we love why we do it. It's that simple.

7. Exercise Emotional Intelligence

We believe in looking beyond our understanding to empathize with our clients and colleagues so that we can find the best solution possible – not simply the most convenient.

8. Be Ridiculous

The craziest ideas are the seedlings that sprout genuine innovation. We encourage our team to approach problems by first proposing a ridiculous solution and asking, "why not?". The traditional path does not always work when one is trying to change the world.

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SCOPE & PURPOSE

At TaskUs, Inc. ("TaskUs" or "Company"), we do business honestly and ethically. This Code of Conduct ("Code") establishes fundamental principles, policies and procedures that shape the Ridiculously Good work we do. The Code is a valuable tool designed to help each of us make ethical decisions not only in our daily work, but also when we face difficult situations at TaskUs.

This Code applies to directors, officers, and employees of TaskUs and its subsidiaries, business units, business partners, and third-party representatives worldwide. We all have a duty to read, understand and apply this Code and applicable¹ Company policies. Because this Code cannot anticipate every situation we may encounter, it is important to also review local policies and to speak up and ask questions when you are unsure.

Any waiver of any provision of this Code for executive officers or directors of the Company must be approved by the Board of Directors and will be promptly disclosed as required by applicable securities law and/or stock exchange rules.

HOW TO SPEAK UP

I. Our Responsibility to Speak Up

It's our responsibility to speak up. You are encouraged to report your concerns about violations of this Code, company policies or procedures, and the law. If you have concerns, please voice them! If you are asked to commit, or suspect any illegal or unethical activity at TaskUs, you must promptly speak up.

Methods for speaking up include:

- in writing to (i) TaskUs, Inc., Attn: Audit Committee or, General Counsel, 1650 Independence Drive,

Suite 100, New Braunfels, Texas 78132 or (ii) Mail #101-8333 Eastlake Drive, Burnaby, BC V5A 4W2 (must include “TaskUs” in the actual report);

- by calling (i) the Compliance & Ethics Hotline at (800) 6619675 or (ii) for accounting related issues calling (877) 909-4623 at any time;
- by sending an e-mail to (i) confidenceline@xpera.ca, or (ii) for accounting related issues, sending an email to AuditCommittee@TaskUs.com; or
- by (i) accessing the Confidence Line through Glowstick or at <https://taskus.confidenceline.com/TaskUs> or, (ii) for accounting related issues, by accessing the website of Intrado at <https://www.whistleblowerservices.com/TASK>.

¹In the case of the Company’s non-employee directors, compliance with this Code is subject to applicable provisions of the Company’s amended and restated certificate of incorporation, amended and restated bylaws and any stockholders agreement with the Company.

How to Report a COC Violation

Speak Up!

- Report any COC-related concerns or violations.



Reach Out!

- Inform your manager, your Human Resource partner, or anyone from the Legal Department.

- You can also report it through the Confidence Line at www.taskus.confidenceline.net.



Remember, You Matter to Us

TaskUs takes your concerns seriously. We will promptly and thoroughly investigate and do our best to maintain confidentiality. We do not tolerate retaliation for raising concerns, asking questions or good faith participation in an investigation.



Employees and other interested parties may also report any violations or suspected violations of accounting or auditing matters directly to the Audit Committee of the Board of Directors via the methods above. Any such report by an interested party should be accompanied by the name of the person submitting the report.

II. Manager Responsibilities

Being a manager at TaskUs comes with important duties. As a manager, you model and encourage lawful and ethical behavior while following the culture of compliance. Managers are expected to have regular conversations with their direct reports and foster a spirit of ethics, integrity, and lawfulness by personally leading compliance efforts. Managers must understand and promote this Code and Company policies; have an open door so employees feel comfortable reporting concerns and asking questions; and not retaliate against employees for raising a concern. Please note to immediately report any concern to TaskUs confidence line - www.taskus.confidenceline.net or reach out to the General Counsel. Those managers engaging in acts of retaliation are subject to disciplinary action, up to and including termination, as permitted by applicable laws.

I. Compliance with Laws & Regulations

At TaskUs we must comply with all applicable laws, rules and regulations when performing our duties everywhere we do business around the world. Our employees are citizens of many countries. As a result, our operations are subject to many different laws, customs and cultures. Our operations must comply with all applicable local laws and regulations in addition to this Code. For this reason, this Code is also subject to local laws. Where local laws are more restrictive than this Code, we must follow the stricter rules. Where the local laws conflict with this Code, contact the TaskUs Legal Department at legal@taskus.com.

II. Anti-Bribery and Corruption

At TaskUs it is our policy to conduct all our business in an honest and ethical manner. TaskUs strictly forbids its employees, directors, contractors, third parties and business partners from offering or giving to any person, or soliciting or accepting from any person, bribes, preferential benefits or kickbacks. We are committed to complying with all applicable anti-bribery and corruption laws everywhere we do business around the world, without exception. These laws include the U.S. Foreign Corrupt Practices Act and the UK Bribery Act, which apply everywhere we do business globally, as well as all other applicable anti-bribery and corruption laws in each country where we do business.

Broadly speaking, anti-bribery and corruption laws prohibit:

- Offering or providing
- Anything of value
- To a “government official”
- To influence the official in the performance of his or her official duties
- In order to obtain or retain business or secure an improper business advantage

“Anything of value” includes not only cash, but also gifts, meals, entertainment, travel expenses, charitable donations, free services, loans and job offers (even for unpaid internships). And for purposes of the anti-bribery and corruption laws, “government official” is defined very broadly to include anyone with any affiliation to a government department, agency, or instrumentality, at any level, including:

- Government employees (at any level, whether national, provincial or local);
- Directors, officers and employees (regardless of position or level) of entities owned or controlled by, or affiliated with, a foreign government (e.g., state owned enterprises);
- Members of public international organizations;
- Candidates for political office and political party officials; and
- Anyone acting on behalf of any of the above, such as lobbyists or advisors.

While we should be particularly careful in our dealings with “government officials,” the anti-bribery and corruption laws also prohibit making improper payments to persons who are not government officials. This is known as “commercial bribery.” Anti-bribery and corruption laws prohibit not only giving bribes, but also offering (even if the offer is not accepted), and soliciting or accepting bribes. As explained in further detail in the Gifts, Entertainment and Hospitality section below, the anti-bribery and corruption laws do not prohibit reasonable gifts and hospitality. However, specific rules apply to the giving of gifts, entertainment of hospitality, and without advance written approval from the legal team, you should not offer or give any gifts, entertainment or hospitality. With prior approval from the Legal team, TaskUs branded gifts and an invitation to privately organized

entertainment events can be extended for value not exceeding US \$100 in value (or its equivalent in local

currency).

You may not hire a third-party company or person to do something that would not be allowed under this Code. We must do our utmost to ensure that our agents, consultants, and other third parties refrain from engaging in corrupt practices on our behalf. We cannot make any payment to a third-party if it will be used to make an improper payment. We should perform due diligence on our business partners to avoid working with parties engaging in corrupt practices. If we have reason to believe that a third-party company or person may attempt to engage in corrupt activities or will not act in accordance with TaskUs' ethical standards, you may not hire that third party, and you should alert the legal team immediately.

There are many scenarios that could potentially violate anti-corruption laws. The anti-bribery and corruption laws are complicated. For guidance regarding permissible gifts, entertainment and hospitality, please see the Gifts, Entertainment & Hospitality section of this Code. If you have any questions, please review the TaskUs Anti-Corruption Policy and Procurement Policy, and/or seek advice from your supervisor, TaskUs legal team, or reach out anonymously to the Confidence Line.

III. Fair Competition

TaskUs values a marketplace in which we compete to sell superior services at fair prices. In many places where we do business around the world, the laws are designed to protect fair and open competition. Following the law is important so do not discuss pricing or markets with competitors; always present TaskUs services in a manner consistent with our Core Values; do not induce a third-party to breach an existing agreement in order to benefit you or TaskUs; and do not act in a way that could be seen as an attempt to exclude competitors or control market prices. Avoid any activity that might unfairly limit competition, distort the free market, or appear to abuse a dominant market position. Even the appearance of unfair competition can be a big problem. If you suspect any violations or if you have any questions, seek advice from the TaskUs Legal Department.

IV. Competitive Intelligence

Because we value fair and open competition, we only gather competitive information in legal and ethical ways. This means, for example, that we do not gather information about our competitors through deception, manipulation or misrepresentation. While we welcome new employees who have previously worked for our competitors, we prohibit those new employees from sharing any confidential or proprietary information about that competitor.

V. Political Activities

TaskUs funds or assets must not be used as a contribution to political campaigns or political activities under any circumstances without the prior written approval of the Board of Directors or a committee thereof. Political activities must be conducted on your own time and using your own resources. You may not use Company time or resources for personal political activity. You should not state, or even imply, that the Company requires, guides or supports your personal political activities, a candidate for office, or any political cause of decision of any government.

VI. Insider Trading

You may have access to material, non-public information ("inside information") about TaskUs, our clients and any third-parties who engage in business with the Company. Inside information is any information about TaskUs, its clients and parties who engage in business with the Company, that is not known to the public which a reasonable investor would consider important in deciding to buy, sell or hold a particular security.

Examples of material information may include but are not limited to the following:

- quarterly or annual results;
- guidance on earnings estimates, significant variances in results from previous guidance and changing or confirming such guidance on a later date or other projections of future financial performance; ● mergers, acquisitions, dispositions, tender offers, joint ventures, or changes in assets; ● significant developments with respect to products or technologies;
- developments regarding the Company's material intellectual property;
- developments regarding customers or suppliers, including the acquisition or loss of an important contract;
- changes in control or in senior management;
- significant changes in executive compensation policy;
- change in or dispute with the Company's independent registered public accounting firm or notification that the Company may no longer rely on such firm's report;
- financings and other events regarding the Company's debt instruments and securities (e.g., defaults, calls of securities for redemption, refinancings, amendments, share repurchase plans, stock splits, public or private sales of securities, changes in dividends and changes to the rights of securityholders); ● significant transactions in the Company's securities by its equityholders;
- significant write-offs;
- significant pending or threatened litigation or governmental investigations or significant developments with respect to litigation or governmental investigations;
- a significant disruption in the Company's operations, or loss, potential loss, breach or unauthorized access of the Company's property or assets, including information technology infrastructure and cybersecurity and privacy incidents or events; and
- impending bankruptcy, corporate restructuring, or receivership.

You violate insider trading laws if you disclose inside information to third parties who may then trade stock based on that information or you trade while aware of inside information. You must always exercise caution and not disclose Company inside information during casual conversations with family and friends. These restrictions also apply to transactions conducted in your personal accounts or any other account over which you have direct or indirect control.

If you commit an insider trading violation, the consequences may include immediate termination of your employment, and civil and/or criminal liabilities not only to you but also to anyone to whom you have provided the inside information. This causes damage to the reputation of TaskUs as a company. To be prudent, it is best to consider all information non-public unless it is disseminated publicly and not to share it with anyone. If you have any questions about Insider Trading, please contact the Legal Department.

VII. Conflicts of Interest

A conflict of interest exists when your loyalties or actions are divided between the Company and a competitor, vendor or client. You should always act in the Company's best interest and not permit outside interests to interfere with your duties to the Company. Prior to accepting an offer to join TaskUs, you must disclose any outside employment or other business or personal relationships which create, or have the potential to create, a conflict of interest between you and the Company. While working here, any actual or potential conflict(s) should be immediately reported to your Manager

Some examples of situations in which conflicts of interest may arise:

- Being employed by or consulting for a business that services TaskUs. “Services” is defined in our Global Procurement Policy.
 - Being employed by or consulting for a business that competes with TaskUs.
 - You or your family member make a substantial direct investment in a business that competes with TaskUs.
 - You or your family member make a substantial direct investment in a business that services TaskUs. ●
- Acting on your own or anyone else’s behalf in any transaction with TaskUs.
- Personally engaging in transactions TaskUs has an interest in.
 - If you take part in any activity that enhances or supports a competitor’s position or accept simultaneous employment with any other company or business entity, it is considered outside employment and a conflict of interest.
 - Material transactions, particularly those involving the Company’s directors or executive officers, must be reviewed and approved in writing in advance. It is important that all such transactions be fully disclosed, conducted at arm’s length and with no preferential treatment.

VIII. Gifts, Entertainment and Hospitality

Gifts, entertainment and hospitality can in certain circumstances foster good working relationships. Nevertheless, they present significant risks to you and the Company. You should never give gifts to government officials unless authorized by TaskUs’s Anti-Corruption Policy and Procurement Policy. “Government official” is broadly defined and can include government personnel, employees, officers, officials of foreign governments, foreign political candidates, as well as officers or employees of a company or business owned in whole or in part by a government.

Other gifts are permitted only in limited circumstances as outlined below. You should not give or accept a gift, entertainment, or hospitality if it might create a real or apparent sense of obligation, compromise your professional judgment or the performance of your duties, or influence business decisions. In connection with certain holidays and other occasions, it is customary in many parts of the world to give gifts of nominal value to customers, government officials and other parties who have a business relationship with the Company. However, even nominal gifts should first be reviewed by the TaskUs Legal Department to ensure that they do not violate any regulations.

All gifts to a client or other third party are required to adhere to the following:

- It should have a business purpose;
- It is not in cash and is kept to a reasonable value of under US \$100 or the equivalent in local currency (unless you obtain advance written approval from the TaskUs Legal Department to exceed this limit); ● It will do not improperly influence acts or decisions;
- It constitutes a bona fide promotion or goodwill expenditure;
- It is accurately recorded in the Company’s books and records;
- It is appropriate to the business relationship and local custom;
- It is legal in both your country and the country of the recipient, as well as under United States law; ● It is permitted under our contractual arrangement(s) with the recipient’s employer; and ● It complies with TaskUs’s Anti-Corruption Policy and Procurement Policy.

We may never give business gifts to gain improper advantage with customers or in an attempt to improperly influence government officials or where such a gift might give rise to the appearance of corruption. When dealing with government officials more restrictive rules apply. Such rules vary by jurisdiction. We must be cautious when giving gifts to customers, business partners, and government representatives, and when accepting gifts, entertainment, or hospitality to avoid even the appearance of bribery or impropriety.

You should never give or accept a gift of money or a money equivalent such as gift cards. If you are unsure as to whether any gift, entertainment or hospitality is appropriate, you should consult with the TaskUs Legal Department.

IX. Charitable Contributions

TaskUs believes that charitable contributions and donations are an integral part of its corporate social responsibility. Typical areas for granting support are education and research, social welfare, disaster relief, and other similar social causes. Only authorized TaskUs personnel may make a charitable contribution on behalf of TaskUs.

When making contributions to charitable causes, TaskUs requires the following:

- The recipient is a registered, tax-paying, recognized organization;
- The contributions are permissible under applicable local laws;
- Contributions are made without demand or expectation of business return;
- Beneficiaries of such contributions should not be related to the directors or executive officers of TaskUs;
- Contributions shall not be made in cash or to the private account of an individual; and
- Any amounts contributed or donations made towards charitable causes shall be fairly and accurately reflected in TaskUs books of accounts.

X. Records & Disclosures

The integrity of our financial transactions and records is critical to the operation of our business. If you have responsibility for or any involvement in financial reporting or accounting, you should have an appropriate understanding of, and you should seek in good faith to adhere to, relevant accounting and financial reporting principles, standards, laws, rules and regulations and the company's financial and accounting policies, controls and procedures. If you are a senior employee, you should seek to ensure that the internal controls and procedures in your business area are in place, understood, and followed. Additionally, you should take every precaution, whether you are otherwise required to be familiar with finance or accounting matters or not, to ensure that every business record or report with which you deal is honestly filled in, accurate, complete, and reliable.

In certain circumstances, such as litigation or internal investigations, you may be informed by the Legal Department that a legal hold is placed on records for which you are responsible. A legal hold prevents the destruction of documents which may be required for such investigations. We must all comply with instructions of the Legal Department if a legal hold is placed.

We must fully and truthfully cooperate with any examination or request for information from a regulator or law enforcement agency. Any contact with law enforcement agencies or regulators must be coordinated through the Legal Department.

XI. Our Commitment to the Environment

Being part of TaskUs also means caring about the environment and the communities with which we engage, TaskUs and its employees must adhere to different practices in order to reduce the footprint of our operations.

TaskUs is committed to complying with laws, regulations and policies designed to protect the environment and obtaining all required environmental permits, approvals and registrations. Additionally, TaskUs staff should always seek ways to minimize the environmental impact of our operations and work, avoid or prevent

environmental pollution, and continually improve our environmental protection efforts. Efforts like our paperless office environment, recycling, and conserving electricity, water and other natural resources, and our efforts to eliminate single use plastic from our facilities, help to minimize our environmental impact.

RESPECT & DIGNITY

At TaskUs we treat each other with respect and dignity. This means we are all entitled to work in an environment free of harassment, bullying and discrimination. Similarly, we treat our clients with the same respect and dignity that we treat each other. We also do not harass or discriminate against our clients.

I. Prevention of Harassment

Harassment creates or contributes to an offensive, intimidating and uncomfortable employment and commonly includes verbal, physical, visual or written conduct. Harassment can include inappropriate, offensive or demeaning jokes or comments; unwanted physical contact; threats; or sexually suggestive statements or acts.

TaskUs has a strict policy against all types of employment harassment, including sexual harassment and other forms of employment harassment based upon an individual's race, religion, creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, military and veteran status, or any other status protected by federal, state, or local laws. TaskUs will not tolerate any form of harassment by employees, managers, vendors, visitors, customers, clients or any other third party, that is considered unlawful under local, state and federal laws.

Harassment is prohibited regardless of whether it is welcome or unwelcome and whether the individuals involved are of the same or different sex, sexual orientation, race, or other status. Again, TaskUs prohibits any form of retaliation and will not terminate, demote or otherwise discriminate against employees for reporting concerns. If you experienced or witnessed any form of harassment, you should immediately report it. (See the Section above "How to Speak Up.") All supervisors at TaskUs are required to immediately report any complaint of misconduct from any employee to Human Resources.

II. Diversity & Non-Discrimination

TaskUs encourages and promotes an environment inclusive of all people and their abilities, strengths and differences. At TaskUs, we respect diversity in each other, our clients and third parties we do business with. Embracing diversity in all aspects of our business is essential to our long-term success. We do not engage in discrimination. In addition, employment decisions at TaskUs are based on individual merit.

III. Drugs & Alcohol

You may not use or possess alcoholic beverages on Company property, except where alcohol is specifically permitted at a Company-sponsored event. You may not use or possess illegal drugs or controlled substances on Company property or while you are engaged in a work-related activity. You may not report to work under the influence of alcohol, illegal drugs or controlled substances.

IV. Workplace Safety

To build and maintain a safe workplace, we need your help. Employees are expected to follow all safety rules and practices. You are expected to cooperate with the safety officers in times of emergencies in the workplace. Employees are obliged to respect the officials who enforce safety rules and practices, take necessary steps to protect ourselves and each other, attend required safety training, including fire drills, and immediately report all workplace accidents, injuries and unsafe practices or conditions. As employees of TaskUs, we must always comply with all relevant health and safety laws and policies and never ignore potential health and safety concerns. Acting ethically in regard to health and safety issues is critical to our corporate goal of providing a safe shopping and working environment.

We are committed to complying with all applicable laws on Occupational Safety and Health Standards, as well as all other applicable laws in each country where we do business.

V. Work From Home Safety & Health

To build and maintain safe and healthy work from home, we need your help. Employees are expected to follow all safety & health rules and practices while working in their designated workspace. You are expected to attend required training on safety and health programs in order to protect yourself while working in your designated workspace during work hours.

VI. Wage & Hour Rules and Expenses

We are committed to following all applicable wage and hours laws and regulations in the locations where we do business. Where applicable, you are required to accurately and promptly report your hours worked so we can ensure you are correctly compensated. It is a violation of the law for you to work without compensation or for a supervisor to request you work without compensation. You should never perform any work for TaskUs without compensation. If you have any concerns regarding your compensation, contact Human Resources, Payroll, or see the “How to Speak Up” section of this Code.

Expense Claims: Each supervisor, manager, and the individual employee has an obligation to each other and to the Company to comply with TaskUs business expenses and reimbursement policies and practices. All business-related expense claims must be authorized by your manager before being incurred. Personal expenses will not be reimbursed by the Company.

VII. Prohibition of Child Labor, Forced Labor, and Human Trafficking

At TaskUs we do not employ workers under the legal age of employment in the locations where we do business. We should never do business with third parties that we suspect or know employ workers in an unlawful manner.

Using any form of slave, forced, bonded, indentured, or involuntary labor is strictly prohibited, regardless of local business customs.

TaskUs prohibits engaging or assisting in human trafficking or exploitation. If you observe or suspect human trafficking activity in the workplace you should immediately contact TaskUs’s Legal Department.

VIII. Personal Activities and Social Media Responsibility

Work life balance is just as important to us as it is to you and your coworkers. We understand that you also have a personal and family life, but TaskUs employees should not impose their personal beliefs or opinions on each other or represent their personal opinions as those of the Company.

We encourage you to elevate our #RidiculouslyGood brand and share your experiences with TaskUs. The TaskUs brand will always follow you even outside of work. Personal activities include all personal beliefs or opinions expressed in all forms of social media, but we urge you to do so properly, exercising sound judgment and common sense. With that in mind, be sure that your profile and related content is consistent with how you want to present yourself with clients and colleagues.

As explained in further detail in the Intellectual Property and Proprietary Information section below, all employees should ensure their use of social media does not compromise the confidentiality of TaskUs trade secrets, highly sensitive or sensitive business information. Personal information about customers must also be securely managed. Do not access or collect such information unless necessary to perform your job and only as directed by your manager. If you suspect there may be a breach of such personal information, notify a member of management, Human Resources or Legal Department.

Your personal activities outside of work can remain confidential. However, we encourage you to remember that you are a representative of TaskUs, and your conduct outside of work can influence others' perceptions of the Company.

If you come across positive or negative remarks about TaskUs, please share them with our CommunicationsTeam. Avoid responding to negative content about TaskUs and pass the post(s) to the team who are trained to address these situations, socialmediateam@taskus.com.

IX. Holistic Wellness

Healthier employees are happier, more resilient and more engaged in doing ridiculous work thus demonstrating higher performance and productivity for the best companies in the world.

Promotion of Overall Well Being Includes:

Physical Wellness: All employees are encouraged to follow a healthy diet and active lifestyle. TaskUs encourages each employee to eat healthy food, as well as, use of the gym facilities with the help of Gym Coaches and nutritionists in specific locations.

Emotional & Mental Wellness: All employees are encouraged to practice mindfulness, stress management, emotional regulation, resiliency and other preventative mental health activities. TaskUs supports this by providing online resiliency courses, life coaches (yogi), psychologists or psychiatrists in most sites.

Social & Environmental Wellness: All employees are encouraged to participate in engagement and CSR activities. TaskUs provides fun and relaxing Recreation Areas where teammates can bond and socialize to develop healthy team relationships as well as quarterly CSR activities to help the environment or others in need.

INTELLECTUAL PROPERTY & PROPRIETARY INFORMATION

I. Confidentiality

TaskUs promotes a culture of confidentiality. You are required to protect confidential information related to the Company, our business partners and our clients the same way you would protect your own most private information. Confidential information may include trade secrets, intellectual property (patents, trademarks, service marks, and copyrights), proprietary information, and commercially-sensitive information (i.e., financial or

sales records/reports, marketing or business strategies/plans, product development, customer lists, Human Resources information, etc.) of the Company, our business partners or clients.

You have a responsibility to do the following:

- Regard and preserve Company information as highly confidential;
- Not disclose, or permit to be disclosed, any of the confidential information to any person or entity without written consent from the Company;
- Not photocopy or duplicate any of the confidential information without the Company's written approval; ● Not make any use of the confidential information for your own benefit or the benefit of a third-party other than the Company;
- Return all information to the Company immediately upon request or when you leave your employment with TaskUs.

Remember, confidential information may be disclosed intentionally or accidentally. Never discuss company business outside of work in a public place, including an Uber, a crowded elevator, or a coffee shop, where unauthorized people could hear the confidential information. Follow the guidelines in the Culture of Confidentiality learning module to protect confidential information against disclosure.

Immediately contact the Company if you become aware that this policy has been, or will be, violated, even if the violation is unintentional or minor. Access to confidential information should be limited to a "need to know" basis and should not be used for personal benefit, disclosed, or released without prior authorization from a Manager. In some situations, a Non-Disclosure Agreement (NDA) is required before company information can be disclosed. Ask your Manager for more information on whether and when an NDA is required.

Violation of this policy is serious and may result in the corrective action or termination of any employee, as well as subject you to monetary penalties, civil and/or criminal liability.

If you have information that leads you to suspect that an employee or competitor is obtaining confidential information, you are required to inform your Manager or Human Resources or report the incident on the Confidence Line.

Notwithstanding the foregoing, you may communicate, cooperate or file a complaint with any U.S. federal, state or local governmental or law enforcement entity concerning possible violations of any legal or regulatory requirement, and may make disclosures to any governmental entity that are protected under the whistleblower provisions of any law or regulation, so long as (1) such communications and disclosures are consistent with applicable law and (2) the information disclosed was not obtained through a communication that was subject to the attorney-client privilege (unless disclosure of that information would otherwise be permitted by an attorney pursuant to the applicable federal law, attorney conduct rules or otherwise). Any agreement inconsistent with the above language between TaskUs and you is deemed invalid and will not be enforced by TaskUs.

II. Intellectual Property

The things we create for the Company belong to TaskUs, not to us. This includes software programs, improvements, ideas, discoveries, inventions, artwork and written materials. The things you create at TaskUs belong to the Company if they are created or developed, in part or in whole, as part of your work or through the use of Company resources or information. You must immediately tell us, in writing, about any such work product and cooperate with the Company's efforts to obtain protection for TaskUs (such as a copyright, trademark, patent, etc.).

We also want to make sure TaskUs receives the benefit of work done by outside consultants. For this reason, it is very important that the appropriate written agreement or release be in place before the outside consultant begins work.

TaskUs employees must also avoid improperly using someone else's work product, such as intellectual property belonging to another company or individual. This includes: inventions, software, creative works, photographs, art, music, videos or images. You should only use software if you have a valid license and according to the terms of that license. In addition, written materials and music may be protected by copyright and can only be copied when permitted.

III. Data Privacy

At TaskUs, we respect privacy. We collect, hold and use personal data only for express business purposes and only hold it for as long as it is required. More information about TaskUs Privacy Policy can be found here at <https://www.taskus.com/privacy-policy/> and <https://www.taskus.com/privacy-notice-for-california-residents/>.

As stewards of personal data, clients entrust that these will be secured and not misused. We are expected to use client, personal, or confidential data only as required and necessary to provide our services. Only employees who are expressly permitted to do so may access or obtain client personal data.

Employees must consult with the TaskUs Legal Department before processing or transferring personal data across borders to ensure compliance with the privacy laws and regulations.

WHAT TO DO IN CASE OF A PRIVACY ISSUE: If you have any questions about how to protect personal data, contact the TaskUs Legal Department or TaskUs Information Security Department. You may send an email to privacy@taskus.com. In addition, the TaskUs Information Security and Privacy teams must be notified of any privacy investigation to make a determination of whether a breach may have occurred. You are required to report any misuse of confidential information or other violation of the TaskUs Privacy Policy.

WHAT ARE THE CONSEQUENCES OF COMMITTING A PRIVACY BREACH: If TaskUs determines you have violated the Privacy Policy you will be subject to disciplinary action up to and including termination of employment and, potentially, criminal or civil liability. TaskUs is committed to remediate privacy and data protection issues in compliance with applicable regulations.

Please refer to TaskUs Privacy Policy for information related to privacy and data protection compliance. If you have any questions about TaskUs Privacy Policy, please contact us at privacy@taskus.com.

IV. Information Security

Any and all instruments which can be used to record information, such as but not limited to pen/pencil/ paper, cellular mobile phones, smart devices, cameras, and similar items are not allowed in the workspace or workstation during working hours, except where otherwise authorized. TaskUs employees may use personal mobile devices for Ping MFA authentication during workstation login.

It is your responsibility to ensure you protect Personal Information (PI) or Sensitive Personal Information (SPI), Personal Identifiable Information (PII), and all other information assets, from all types of threat, whether internal or external, deliberate or accidental. You are also expected to adhere strictly with the Information Security and Workplace Security Guidelines, to protect TaskUs and our client or client's customers.

Some examples of how you are expected to adhere to our Information Security guidelines:

- If working from home, work in a privately established workspace within your home. Code of Conduct 19 out of 19

- Ensuring that no member of your family or other person in your home can view your computer screen or any of the confidential information contained therein.
- Keeping your workstation clear of any and all non-compliant items such as cellular mobile phones, pens, and pencils unless otherwise authorized to do so.

V. Company Books, Records & Financial Reports

We must manage Company information in a way that supports our business needs and complies with applicable laws, regulations and policies. We are required to keep complete and accurate Company books and records so that we can provide full, fair, accurate, timely and understandable disclosure in reports and documents TaskUs files with or submits to the Securities and Exchange Commission and other government agencies and in other public communications. The books of account, financial statements and TaskUs records should be maintained as required by law and generally accepted accounting principles. In addition, all TaskUs assets and liabilities should be properly recorded in our books. There are also strict rules relating to processing and handling private and secret information.

If you prepare or maintain TaskUs records, it is important that you are familiar with the TaskUs Records Management Policy and Records Retention Schedule. You cannot destroy or dispose of Company records related to a legal action and those records must be preserved.

VI. Company Assets

TaskUs assets have value and must be protected from loss, damage, misuse and theft. We must only use Company assets such as equipment, facilities and documents for authorized business-related purposes and activities. Company assets also include our time, financial data and other information about the Company.

It is also important to use TaskUs assets efficiently and avoid waste. If you suspect or have information about lost, damaged, misused or stolen assets, you must promptly report it to your Manager or Human Resources or to the Confidence Line.

VII. Proper Use of Company Technology

Our use of Company computers, communication systems, the network or other technology must be ethical and legal. In addition, it is important we secure all confidential Company information in order to protect it from theft, loss or misuse. You may only share Company information based on a real business need. In addition, An executed NDA is required from the party receiving the information before confidential Company information may be disclosed. TaskUs reserves the right to monitor all employees' use and access of company systems, to the extent permitted by law.

* * *

TaskUs provides an exceptional platform for exceptional people. We create a space where people can realize their full potential; a partnership where clients can experience unparalleled service; an environment where shareholders can expect a mutually beneficial relationship; and a culture that espouses the highest standard of ethical behavior.

Our culture is the foundation on which everything at TaskUs is built. The TaskUs culture defines how employees relate to each other as people, how we deliver results for the business and our clients and how we operate as a company.

Although not every ethical dilemma can be covered by this Code, we trust that you will live by our culture and always exercise good judgment. We rely on you to stay loyal to our core values!

The bottom line is: practice our culture and be **Ridiculously Good!**

Compliance with TaskUs Global Code of Conduct

I have received my copy of the TaskUs Global Code of Conduct (“Code”). I understand and agree that it is my responsibility to read and familiarize myself with the policies and procedures contained in the Code. I also understand that TaskUs can change any and all policies or practices at any time, whether in this Code or not. I understand and agree that other than the President or CEO of TaskUs (and then only in writing, signed by the President or CEO of TaskUs), no manager, supervisor, or representative of TaskUs has authority to change the terms of this Code. I further understand that a violation of the Code or Company policies and procedures can lead to corrective action, up to and including termination of my employment at TaskUs.

Click [here](#) to sign the Acknowledgment Form.

Employee Signature_____

Employee Name _____

Date _____