

SVMK INC.

Code of Business Conduct and Ethics

Adopted: August 29, 2018

Effective: upon effectiveness of the registration statement relating to the Company's initial public offering

Amended: February 5, 2020

SurveyMonkey is a values-driven organization. Our values are more than just words to make us feel good, they are guiding principles for how we operate. They are our expectations for each other and ourselves. Our values drive our decisions and define our culture. We use them to measure our success.

I. Purpose

This Code of Business Conduct and Ethics (the "**Code**") was adopted to further the Company's commitment to conducting its business with honesty and integrity. This Code applies to all the employees, independent contractors, officers and directors (all of whom are referred to collectively as "**team members**") of SVMK Inc. and its affiliates (collectively, the "**Company**" or "**SurveyMonkey**").

The Code is intended to ensure and promote:

- fair and accurate financial reporting;
- ethical conduct and compliance with applicable laws, rules and regulations including, without limitation, full, fair, accurate, timely and understandable disclosure in reports and documents we file with or submit to the U.S. Securities and Exchange Commission and in our other public communications;
- the prompt internal reporting of violations of this Code as set forth in the Code;
- honest and ethical conduct, including the ethical handling of actual or apparent conflicts of interest;
- a culture of honesty and accountability; and
- the deterrence of wrongdoing.

The Code serves as a source of guiding principles, and the Company expects team members to use their own judgment at all times to follow the high ethical standards to which the Company is committed.

Team members are expected to read the policies set forth in the code and ensure that they understand and comply with them. The Company's inside legal counsel is responsible for applying these policies to specific situations in which questions may arise and has the authority to interpret these policies in any particular situation. Any questions about the Code or the appropriate course of conduct in a particular situation should be directed to the Company's inside legal counsel, who may consult with the Company's outside legal counsel or the Board, as appropriate.

The Code should be read in conjunction with other policies applicable to a team member. Any determination with respect to the applicability of the provisions of this Code with respect to officers or directors of the Company may be made only by the board.

II. Financial Reports and Other Records – Disclosure

Team members are responsible for the accurate and complete reporting of financial information within their respective areas of responsibility and for the timely notification to senior management of financial and non-financial information that may be material to the Company. The Company expects all of its team members to take this responsibility very seriously to ensure full, fair, accurate, timely, and understandable disclosure in reports and documents that the Company files with government agencies or releases to the general public.

Each team member to the extent involved in the Company's disclosure process, including without limitation, the principal executive officer, principal financial officer and other senior team members who perform similar functions

in the Company (collectively, “**Senior Financial Officers**”), must familiarize themselves with the disclosure requirements applicable to the Company as well as the business and financial operations of the Company, and must not knowingly misrepresent, or cause others to misrepresent, facts about the Company to others, whether within or outside the Company, including to the Company's independent auditors, governmental regulators and self-regulatory organizations.

All of the Company's books, records, accounts, and financial statements must be maintained in reasonable detail, and reflect the matters to which they relate accurately, fairly, and completely. Furthermore, all books, records, accounts and financial statements must conform both to applicable legal requirements and to the Company's system of internal controls. All assets of the Company must be carefully and properly accounted for. No undisclosed or unrecorded account or fund shall be established for any purpose. No false or misleading entries shall be made in the Company's books or records for any reason, and no disbursement of corporate funds or other corporate property shall be made without adequate supporting documentation and authorization. Misclassification of transactions as to accounts, business units, or accounting periods is forbidden. Each team member bears responsibility for ensuring that he or she is not party to a false or misleading accounting entry.

III. Conflicts of Interest

A conflict of interest is any activity or interest that is inconsistent with or opposed to the best interests of the Company. An team member's decision and actions in the course of employment or other relationship with the Company should be based on the best interests of the Company and not based on personal relationships or benefits. Team members must never use or attempt to use their position with the Company to obtain improper personal benefits. Any situation, transaction or relationship that may give rise to an actual or potential conflict of interest must be disclosed to the Company and shall be avoided, unless approved by the company.

The following are some examples of conflicts of interest to be avoided:

- Family Members. Team members may not conduct business on behalf of the Company with family members or an organization with which a family member is associated, unless such business relationship has been disclosed to and authorized by the company and is a bona fide arms-length transaction. “Family members” include a child, stepchild, parent, stepparent, spouse, sibling, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law and any person (other than a tenant or team member) sharing the household of a team member or any person in an intimate relationship with a team member.
- Interests in Other Businesses. Team members may not accept compensation in any form for services performed for the Company from any source other than the Company. Team members should not have an undisclosed material financial interest in a competitor, supplier or customer of the Company.
- Improper Conduct and Activities. Team members may not engage in any conduct or activities that are inconsistent with the Company's best interests or that materially disrupt or impair the Company's relationship with any person or entity with which the Company has or proposes to enter into a business or contractual relationship.
- Gifts and Gratuities. This policy does not prohibit normal, appropriate and modest hospitality to or from third parties. These customary courtesies are designed to build goodwill among business partners. You should, however, be mindful that public officials may be restricted in the benefits they can accept for performing their duties, including non-cash benefits such as travel, meals and entertainment. The practice of giving business gifts and taking part in corporate hospitality or undertaking speaking engagements varies between countries, regions and industries. What may be normal and acceptable in one may not be in another. The test to be applied is whether in all the circumstances the gift or hospitality is reasonable and justifiable (both from the perspective of the provider and recipient) rather than lavish and extraordinary; bearing in mind that what may normally be viewed as small or insignificant in some countries can be of significant value in another. The intention behind the gift should always be considered and nothing should be explicitly or implicitly expected or demanded in return. The giving of gifts and corporate hospitality or entertainment is not prohibited, if the following requirements are met:
 - it is done in the normal course of the Company's business and without the intention of, or without a reasonable prospect of, influencing a third party to obtain or retain an improper

business advantage, or to reward the provision or retention of an improper business advantage, or in explicit or implicit exchange for favors or benefits;

- it complies with U.S. and applicable local law;
 - it does not include cash or a cash equivalent;
 - it must be properly recorded and disclosed, and not paid personally to avoid any approval or disclosure requirements;
 - taking into account the reason for the gift or hospitality, it is of an appropriate type and value in the applicable country/region and given at an appropriate time;
 - it is given openly and in the Company's name, not secretly;
 - it is not given or received frequently between the same individuals; and
 - gifts or hospitality should not be offered to public officials or government representatives, or politicians or political parties, without the prior approval of the General Counsel.
- Personal Use of Company Assets. Team members may not use Company assets, labor, or information for personal use, other than incidental personal use, unless approved by the Company.

Evaluating whether a conflict of interest exists can be difficult and may involve a number of considerations. Please reference the Company's Global Anti-Corruption Policy, for further information. We also encourage you to seek guidance from your manager, human resources or inside legal counsel when you have any questions or doubts.

If you are aware of an actual or potential conflict of interest where your interests may conflict with the Company's interests, or are concerned that a conflict might develop, please discuss with your manager and then obtain approval from the General Counsel or their designee before engaging in that activity or accepting something of value. Please also note that, to the extent your proposed engagement or activity could constitute a "related person transaction," it will also be addressed pursuant to our Related Person Transaction Policy and Procedures.

IV. Corporate Opportunities

Except as otherwise set forth in the Company's certificate of incorporation and bylaws, team members owe a duty to the Company to advance the Company's business interests when the opportunity to do so arises. Team members are prohibited from taking or directing to a third party to take, a business opportunity that is discovered through the use of corporate property, information or position, unless the company has already been offered the opportunity and turned it down. More generally, team members are prohibited from using Company property, information or position for personal gain. Team members are further prohibited from competing with the Company directly or indirectly.

Sometimes the line between personal and company benefits is difficult to draw, and sometimes there are both personal and company benefits in certain activities. The prudent course of conduct for team members is to make sure that any use of Company property or services that is not solely for the benefit of the Company, is approved beforehand by the Company.

V. Protection of Assets, Confidentiality & Communications

All team members should endeavor to protect the Company's assets and ensure their efficient use. Any suspected incident of fraud or theft should be reported immediately to the team member's immediate supervisor for investigation.

In carrying out the Company's business, team members may learn confidential or proprietary information about the Company, its customers, suppliers, or joint venture parties. Confidential or proprietary information of the Company, and of other companies, includes any non-public information that would be harmful to the relevant company or useful to competitors if disclosed.

Team members must maintain the confidentiality of information about the Company and other companies entrusted to them by the Company, use the information only for permissible business purposes and in accordance with any restrictions imposed by the disclosing party, and limit dissemination of the confidential information, both inside and

outside the Company, to people who need to know the information for business purposes and who are bound by similar obligations of confidentiality, unless disclosure is authorized or legally mandated.

The obligation to protect confidential information does not end when a team member leaves the Company. Any questions about whether information is confidential should be directed to the Company's inside legal counsel.

Any team member who is contacted by a member of the financial community, the press, or any other outside organization or individual, may not provide information regarding the Company's business except pursuant to the Regulation FD Compliance and External Communications Policies on the company's internal website. This includes, among other things, answers to questions on overall business trends, business in different geographies, pricing, suppliers, new products or technologies, and lawsuits or disputes.

VI. Fair Dealing

The Company has a history of succeeding through honest business competition. The Company does not seek competitive advantages through illegal or unethical business practices. Each team member should endeavor to deal fairly with the Company's customers, service providers, suppliers, competitors, and team members. No team member should take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or any unfair dealing practice.

VII. Compliance with Laws, Rules & Regulations

All team members must respect and obey all laws when carrying out responsibilities on behalf of the company and refrain from illegal conduct.

Team members have an obligation to be knowledgeable about specific laws, rules, and regulations that apply to their areas of responsibility. If a law conflicts with a policy in this code, team members must comply with the law.

Any questions as to the applicability of any law should be directed to the Company's inside legal counsel. The following is a brief summary of certain topics about which team members should be aware:

A. Antitrust

Competition laws and regulations throughout the world are designed to foster a competitive marketplace and prohibit activities that restrain trade. Generally, actions taken in combination with other companies that restrain competition may violate the antitrust laws. Certain antitrust violations involving agreements with competitors are crimes and can result in large fines and prison terms for the individuals involved. In addition, actions taken by an individual company in market segments in which it has a particularly strong position may violate the antitrust laws if the actions have the effect of excluding competition through unfair means.

The Company is dedicated to compliance with laws governing fair competition in all of its activities. Any activity that undermines this commitment is unacceptable. The laws governing this area are complex, and team members should seek counsel before taking any action whenever appropriate.

B. Health, Safety & Environment

The Company works to conduct its business activities and operations in a manner that promotes protection of people and the environment to the extent practicable. Compliance with all applicable laws, rules and regulations governing health, safety, and the environment are a responsibility of management and team members in all functions.

C. Fair Employment Practices

The Company works to maintain a work environment in which all individuals are treated with respect and dignity. Every individual has the right to work in a professional atmosphere that promotes equal employment opportunities and where discriminatory practices, including harassment, are prohibited.

The Company requires each team member to treat all colleagues in a respectful manner and to forge working relationships that are uniformly free of bias, prejudice, and harassment. The Company prohibits discrimination against or harassment of any team member on the basis of race, religion, color, sex, pregnancy, ethnic or national origin, ancestry, age, physical or mental disability, medical condition, military or covered-veteran status, marital or family care status, sexual orientation, family medical leave, gender, political views or activity, or any other basis or classification protected by applicable federal, state or local law.

Any team member who is found to have discriminated against another team member is subject to discipline up to and including termination of employment or relationship with the Company.

No individual will suffer any reprisals or retaliation for making complaints or reporting any incidents of discrimination or perceived discrimination, or for participating in any investigation of incidents of discrimination or perceived discrimination.

D. Political Activities

The Company does not make contributions to political candidates or political parties except as permitted by applicable laws.

Team members engaging in political activity will do so as private citizens and not as representatives of the Company. A team member's personal lawful political contribution, or decision not to make contributions, will not influence the team member's compensation, job security or opportunities for advancement.

E. Foreign Corrupt Practices and Anti-Bribery Laws

Team members may only transact business on behalf of the Company in foreign markets and with foreign government officials in accordance with the Company's established policies regarding foreign corrupt practices and/or any applicable law, including the Foreign Corrupt Practices Act ("FCPA") and the UK Bribery Act. Team members must never engage in any bribery, kickbacks or other types of corruption when dealing with customers, suppliers or other third parties regardless of local practices or competitive intensity. Specifically, team members must never directly or indirectly via a third party make or provide a payment (including cash or any other items of value such as meals, gifts, travel, entertainment, etc.) to a foreign official or government employee to corruptly influence the foreign official or government employee, obtain or retain business for the Company or to acquire any improper advantage.

If a team member is unaware of the legal rules involving these activities, he or she should consult with the company's inside legal counsel before taking any such action. For more information about the FCPA and the rules governing providing things of value to foreign officials, please reference our Global Anti-Corruption Policy, which can be found on the Company's internal website, or contact our inside legal counsel.

F. Insider Trading

Under federal and state securities laws, it is illegal to trade in the securities of a company while in possession of material non-public information about that company. Because team members will have knowledge of specific confidential information that is not disclosed outside the Company which will constitute material non-public information, trading in the Company's securities or in the securities of those companies with which we do business could constitute insider trading and could violate the law as could giving material non-public information to others who trade on that information. It is your responsibility to comply with these laws and not to share material non-public information. We have also adopted an Insider Trading Policy with which you must comply. For more information about insider trading laws, please reference our Insider Trading Policy which can be found on the Company's internal website.

IX. Compliance & Reporting

A. Seeking Guidance

Team members are encouraged to seek guidance from supervisors, managers or other appropriate personnel when in doubt about the best course of action to take in a particular situation. In most instances, questions regarding the code should be brought to the attention of the Company's inside legal counsel.

B. Reporting Violations

If a team member knows of or suspects a violation of this Code, or of applicable laws and regulations (including complaints or concerns about accounting, internal accounting controls or auditing matters), he or she must report it immediately to the Company's inside legal counsel. See the See Something Say Something Policy for information about making anonymous reports.

All reports will be kept confidential, to the extent practical, except where disclosure is required to investigate a report or mandated by law. The Company does not permit retaliation of any kind for good faith reports of violations or possible violations.

C. Investigations

Reported violations will be promptly and thoroughly investigated. It is imperative that the person reporting the violation not conduct an investigation on his or her own. Team members are expected to cooperate fully with any appropriately authorized investigation, whether internal or external, into reported violations. Team members should never withhold, tamper with or fail to communicate relevant information in connection with an appropriately authorized investigation.

In addition, you are expected to maintain and safeguard the confidentiality of an investigation to the extent possible, except as otherwise provided below or by applicable law. Making false statements to or otherwise misleading internal or external auditors, investigators, legal counsel, Company representatives, regulators or other governmental entities may be grounds for immediate termination of employment or other relationship with the Company and also be a criminal act that can result in severe penalties.

D. Sanctions

Team members who violate this Code may be subject to disciplinary action, up to and including termination of employment. Moreover, team members or officers who direct or approve of any conduct in violation of this code, or who have knowledge of such conduct but do not immediately report it may also be subject to disciplinary action, up to and including termination of employment. A director who violates this code or directs or approves conduct in violation of this code shall be subject to action as determined by the board.

Furthermore, violations of some provisions of this code are illegal and may subject the team member, officer or director to civil and criminal liability.

E. Disclosure

Nothing contained in this Code or any other Company agreement or policy is intended to prohibit or restrict you from disclosing confidential information to any government, regulatory or self-regulatory agency including under Section 21F of the Securities and Exchange Act of 1934 and the rules thereunder.

X. Waivers of this Code

Any amendment or waiver of any provision of this Code must be approved in writing by the Board or, if appropriate, its delegate(s), and promptly disclosed pursuant to applicable laws and regulations. Any waiver or modification of the

Code for a Senior Financial Officer will be promptly disclosed to stockholders if and as required by applicable law or the rules of the applicable stock exchange.

XI. Amendment

The Company is continuously reviewing and updating its policies, and therefore reserves the right to amend this Code at any time for any reason.