

People & Responsibility Policy for cyan Security Group GmbH ("cyan")

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Owner: Legal & Compliance Department
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1. INTRODUCTION

At cyan, we see it as our responsibility not only to act as a technological leader, but also to operate in an environmentally, socially and ethically sustainable manner. Sustainability and responsibility are not an add-on for us, but a core part of our identity and corporate culture.

This policy summarizes our key principles in the areas of human rights and labor standards and serves as a binding framework for our daily actions – both internally and in our interactions with business partners along the entire value chain.

A particular focus of our objectives for the coming years lies on equal opportunities and inclusion: we aim to increase the proportion of women, especially in technical roles and leadership positions, integrate people with registered disabilities into our workforce, and continuously increase training hours per employee.

This Labor & Human Rights Policy describes our commitments and operational objectives in relation to key labor and human rights risks. It serves as a guideline for all internal and external stakeholders and is part of our consistently lived corporate responsibility.

2. SCOPE

This policy applies to all employees, management and business partners of cyan and is valid across all business areas as well as all affiliated companies.

It establishes a framework for our daily actions throughout the entire organization.

3. COMMITMENTS

cyan is committed to complying with and promoting the following principles:

3.1. Occupational Health and Safety

cyan is committed to providing all employees with a safe, healthy and secure working environment. Through regular risk assessments and targeted preventive measures, we ensure that work-related hazards are identified at an early stage and effectively minimized. As part of the onboarding process, all new employees receive comprehensive training on occupational safety, fire protection and emergency procedures. Relevant policies are available at any

time via the intranet. In addition, qualified employees have been appointed and trained as fire safety officers and first aid responders. Their contact details are available within the organization.

Risk assessments are conducted regularly and include:

- ergonomic workplace assessments
- identification of psychological stress factors
- implementation of preventive and corrective measures

Results are documented, communicated and integrated into continuous improvement processes.

3.2. Employment Conditions and Social Dialogue

cyan promotes long-term, stable and fair employment relationships based on mutual respect, transparency and equal opportunities.

cyan recognizes the right of employees to freely associate and engage in collective bargaining in accordance with applicable laws.

Even in the absence of a formal employee representation body, cyan promotes open and constructive communication between employees and management. Employees can raise concerns, suggestions or complaints at any time. Confidentiality and fairness are ensured.

Any form of retaliation against employees exercising their rights is strictly prohibited.

3.3. Career Management & Training

cyan provides employees with development opportunities and training as part of annual feedback and performance discussions.

3.4. Work-Life Balance

cyan actively supports a healthy balance between work, family and personal life. We offer flexible working models such as flexitime, home office and workation opportunities to accommodate individual needs.

These measures contribute to employee satisfaction, equal opportunities and mental well-being.

3.5. Child Labor & Forced Labor

cyan strictly rejects any form of child labor or forced labor.

This commitment applies both internally and across our supply chain. We expect the same standards from all business partners.

Contracts include binding clauses to ensure compliance. Cooperation with partners involved in human rights violations is excluded.

3.6. Non-Discrimination

cyan promotes an open, inclusive and diverse working environment based on equality, respect and appreciation. Any form of discrimination based on gender, ethnicity, religion, disability, age, sexual orientation or any other protected characteristic is not tolerated. Employees who feel discriminated against or harassed are encouraged to report concerns confidentially.

Employees may also seek external support from independent counseling organizations where appropriate.

3.7. Fundamental Rights & International Standards

cyan is committed to respecting internationally recognized human rights, in particular the UN Guiding Principles on Business and Human Rights, as well as compliance with all applicable national labor laws.

We expect our business partners to adhere to these principles.

3.8. Responsibility within the Supply Chain

cyan is committed to upholding high labor and human rights standards throughout its supply chain.

This includes:

- rejection of forced labor, child labor and discrimination
- fair working conditions, including fair remuneration and working hours
- safe and respectful working environments

These requirements are contractually binding.

Serious violations may result in immediate termination of the business relationship and legal consequences.

3.9. Reporting and Speak-Up

cyan encourages employees and external stakeholders to report any concerns related to human rights, labor conditions, discrimination or misconduct.

Reports can be submitted confidentially to:

- the HR department
- the Compliance function

All reports are handled confidentially, fairly and without retaliation.

cyan ensures that no employee will suffer any disadvantage for raising concerns in good faith.

4. OPERATIONAL OBJECTIVES

cyan has defined measurable objectives to continuously improve labor and human rights standards over the next 2–5 years. Progress towards these objectives is monitored regularly and reviewed as part of cyan's sustainability and HR processes.

4.1. Equal Opportunities & Diversity

- Increase the share of women in technical roles by 50% by 2030 (baseline 2024: 30%)
- Further develop fair and transparent recruitment and promotion processes

4.2. Working Conditions & Safety

- Maintain zero reportable workplace accidents (achieved in 2025; baseline 2024: 1 incident)
- Annual safety trainings for all employees
- Annual assessment of psychological risks and implementation of at least one improvement measure

4.3. Training & Development

- 10 training hours per employee per year (baseline 2024: 4 hours; 2025: 10)
- By 2027, each employee receives at least two days per year for training
- Annual training for all managers on fair leadership and inclusion by 2026

4.4. Anti-Discrimination & Complaint Handling

- At least two anonymous employee surveys per year
- 100% of reported cases investigated and resolved within 30 days

4.5. Monitoring

cyan monitors key labor and human rights indicators on a regular basis, including:

- salary development in relation to inflation
- benchmarking of salaries against market standards
- training participation rates
- employee satisfaction indicators

5. VALIDITY, COMMUNICATION AND CONTACT

This policy is binding and available via the company intranet.

For questions, the HR team is available at any time.

The policy is regularly reviewed and updated as necessary.

6. RESPONSIBILITY

Responsibility for the implementation and monitoring of this policy lies with management and the HR department.

All employees are expected to comply with and support these principles.

This Labor & Human Rights and Social Responsibility Policy has been approved by the management.

Vienna, January 1, 2026



Markus Cserna

CEO

Cyan Security Group GmbH