

Supplier Code of Conduct of cyan Security Group GmbH (“cyan”)

Version: 2.0
Effective Date: 1 January 2026
Owner: Legal & Compliance Department
Review Cycle: Annual

1. PURPOSE

cyan is committed to conducting its business in an ethical, lawful, and socially responsible manner. This Supplier Code of Conduct defines the minimum standards that all suppliers, service providers, and business partners (“Suppliers”) must adhere to when working with or on behalf of cyan. Compliance with this Supplier Code of Conduct is a mandatory condition for any business relationship with cyan. Suppliers are expected to actively support cyan’s commitment to ethical, sustainable, and responsible business practices.

2. SCOPE OF APPLICATION

This Code applies to all Suppliers of cyan globally, including their employees, subcontractors, and affiliates. Suppliers are expected to ensure that these principles are also implemented throughout their own supply chains.

3. COMPLIANCE WITH LAWS AND REGULATIONS

Suppliers must comply with all applicable laws, regulations, and industry standards in the countries in which they operate.

This includes, in particular:

- labour and employment laws
- data protection and privacy laws (including GDPR, where applicable)
- anti-corruption and anti-bribery laws
- environmental regulations

4. HUMAN RIGHTS AND LABOUR STANDARDS

Suppliers must respect and uphold internationally recognised human rights, including the principles set out in the UN Guiding Principles on Business and Human Rights.

In particular, Suppliers must ensure:

- No child labour
- No forced or compulsory labour
- Respect for freedom of association and collective bargaining
- Fair wages and working hours in accordance with applicable laws
- Safe and healthy working conditions

Any form of harassment, abuse, or discrimination is strictly prohibited.

5. NON-DISCRIMINATION AND EQUAL OPPORTUNITY

Suppliers shall promote equal opportunities and prohibit discrimination based on characteristics such as gender, age, ethnic origin, religion, disability, or sexual orientation.

6. HEALTH AND SAFETY

Suppliers must provide a safe and healthy working environment and implement appropriate measures to prevent accidents, injuries, and occupational illnesses.

7. ENVIRONMENTAL RESPONSIBILITY

Suppliers are expected to minimise their environmental impact and comply with applicable environmental laws and standards.

This includes:

- responsible use of resources
- reduction of waste and emissions
- continuous improvement of environmental performance

Suppliers are encouraged to implement environmental management systems and define measurable sustainability objectives where applicable.

8. BUSINESS INTEGRITY AND ANTI-CORRUPTION

Suppliers must conduct their business with integrity and in accordance with fair competition principles.

In particular, Suppliers must not:

- engage in any form of bribery or corruption
- offer or accept improper advantages
- participate in anti-competitive practices

9. DATA PROTECTION AND INFORMATION SECURITY

Suppliers must ensure an adequate level of data protection and information security. Where personal data is processed on behalf of cyan, appropriate data processing agreements must be concluded, and applicable legal requirements must be fulfilled. Suppliers must implement appropriate technical and organisational measures to protect confidential information.

10. USE OF SUBCONTRACTORS

Suppliers may only engage subcontractors with prior approval from cyan where required. Suppliers remain fully responsible for ensuring that subcontractors comply with this Code.

11. REPORTING AND WHISTLEBLOWING

Suppliers are encouraged to report any violations of this Code or applicable laws. Reports can be submitted confidentially to: legal@cyansecurity.com. cyan ensures that no retaliation occurs against individuals who report concerns in good faith.

Suppliers shall ensure that their employees have access to channels to report concerns without fear of retaliation.

12. MONITORING AND COMPLIANCE

cyan reserves the right to assess and verify compliance with this Supplier Code of Conduct. Suppliers are expected to cooperate with reasonable requests for information.

Suppliers are expected to implement appropriate due diligence processes to identify, prevent, and mitigate risks related to human rights, environmental impact, and ethical business conduct. Such processes should be proportionate to the size and nature of the Supplier's operations. Suppliers are expected to cooperate fully with such assessments. Suppliers shall maintain appropriate documentation to demonstrate compliance with this Code and provide such information upon reasonable request by cyan.

In the event of suspected non-compliance with this Supplier Code of Conduct, cyan reserves the right to conduct an assessment or audit, either directly or through a third party, to verify compliance.

13. CONSEQUENCES OF VIOLATIONS

Violations of this Code may result in corrective measures, suspension, or termination of the business relationship. In cases of serious or confirmed violations, cyan reserves the right to terminate the business relationship with immediate effect.

14. ACKNOWLEDGEMENT

Suppliers confirm that they have read, understood, and agree to comply with this Supplier Code of Conduct. This Code forms an integral part of the contractual relationship with cyan. Suppliers' management is responsible for ensuring compliance with this Code and for implementing appropriate internal controls.

Vienna, January 1, 2026

A handwritten signature in blue ink, appearing to read "M Cserna".

Markus Cserna

CEO

Cyan Security Group GmbH