

Sustainability Policy of cyan Security Group GmbH (“cyan”)

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

1. INTRODUCTION

Sustainability is an integral part of cyan’s corporate responsibility and daily operations. cyan is committed to minimizing its environmental footprint and conducting its business in a resource-efficient, climate-conscious and responsible manner.

This policy outlines the key measures, principles and initiatives through which cyan actively contributes to environmental protection and sustainable supply chain management.

2. SCOPE

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

It establishes a binding framework for environmentally responsible and sustainable conduct throughout the organization and its supply chain.

3. REDUCTION OF ENVIRONMENTAL IMPACT

cyan is committed to reducing its environmental footprint through the following measures:

3.1. Climate-conscious Office Infrastructure

cyan operates from the ICON Tower in Vienna, a climate-neutral building constructed and operated according to high environmental standards.

The building is certified under LEED and BREEAM and utilizes energy-efficient systems for electricity and climate control, contributing significantly to the reduction of CO₂ emissions.

3.2. Environmentally Friendly Mobility

cyan actively promotes sustainable mobility solutions.

To reduce emissions related to commuting, cyan fully covers the cost of public transportation (Klimaticket) for its employees. This initiative supports environmentally friendly commuting behavior and reduces overall carbon emissions.

3.3. Waste Management and Circular Economy

cyan implements comprehensive waste separation and recycling practices across its offices.

In addition:

- IT equipment is reused, refurbished, or internally reassigned where possible
- Equipment that cannot be reused is donated to non-profit organizations

- Sustainable and recycled materials are used for employee-related products and giveaways

These measures contribute to reducing electronic waste and promoting circular economy principles.

3.4. Digital Work Practices

cyan promotes digital-first processes to reduce paper consumption and improve efficiency.

- Contracts are executed digitally
- Internal workflows (HR, finance, administration) are fully digitalized
- Tools such as SharePoint, BMD and Personio are used for document management and communication

This significantly reduces resource consumption and supports sustainable operations.

3.5. Sustainable Supply Chain Management

cyan is committed to responsible and sustainable procurement practices.

We only collaborate with suppliers who adhere to recognized environmental, social and ethical standards.

To ensure this, cyan has implemented a structured supplier management process:

- Self-assessment questionnaires covering environmental and social practices
- Review of certifications (e.g. ISO 14001, ISO 45001) and policies
- Risk-based supplier classification
- Additional due diligence or audits for higher-risk suppliers
- Regular monitoring (at least every two years)

Compliance requirements are contractually binding through:

- sustainability clauses
- Supplier Code of Conduct

In case of serious violations, cyan reserves the right to terminate business relationships immediately.

3.6. Environmentally Friendly Technologies

cyan uses environmentally conscious technologies and infrastructure.

- Cloud services (e.g. AWS Frankfurt) supporting low-carbon infrastructure and renewable energy certificates
- Selection of energy-efficient hardware and IT equipment

These measures contribute to reducing energy consumption and environmental impact.

3.7. Responsible Resource Use at Workplace

Employees are expected to contribute to resource efficiency through daily behavior:

- Efficient use of water and energy
- Proper waste separation
- Conscious use of lighting and equipment
- Compliance with building sustainability standards

Internal guidelines and building policies are available via the company intranet.

4. SUSTAINABILITY OBJECTIVES

cyan has defined measurable sustainability objectives to continuously improve its environmental and social performance.

Ongoing and achieved measures:

- Continued support for sustainable employee commuting through public transport
- Ongoing efforts to maximize reuse, refurbishment and donation of decommissioned IT equipment

Future targets:

- Progressive integration of sustainability and human rights requirements into supplier contracts by 2026
- Expansion of corporate social responsibility initiatives through partnerships with non-profit organizations

These objectives are regularly reviewed and further developed.

5. MONITORING AND CONTINUOUS IMPROVEMENT

cyan monitors selected sustainability indicators on a regular basis, including:

- Share of employees using public transport
- Percentage of reused or donated IT equipment
- Degree of digitalization of internal processes
- Number and risk classification of assessed suppliers

These indicators support continuous improvement and transparency of our sustainability performance.

6. RESPONSIBILITY

Responsibility for the implementation and monitoring of this policy lies with Management and the Office Management team.

All employees are expected to contribute to achieving these sustainability goals.

7. VALIDITY AND REVIEW

This policy is binding and communicated internally via the company intranet.

It is reviewed regularly and updated as necessary to reflect:

- regulatory developments
- internal changes
- evolving sustainability standard

Vienna, January 1, 2026

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

Markus Cserna

CEO

Cyan Security Group GmbH