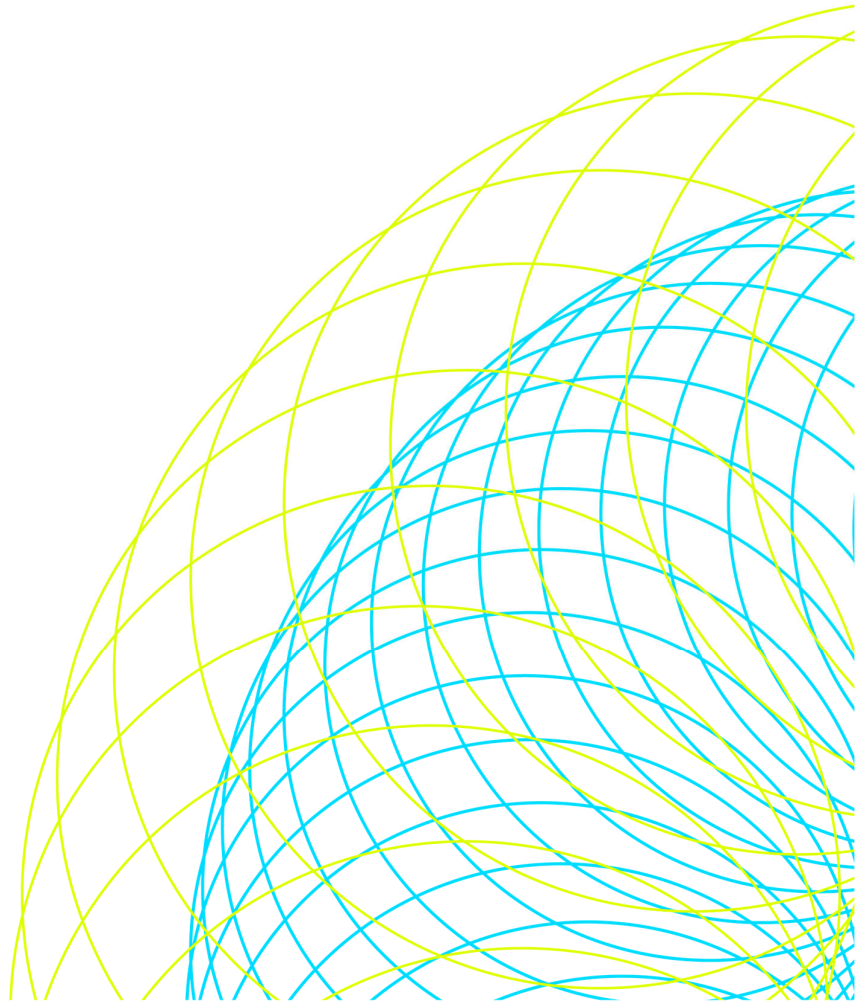


Statement on Human Rights and Working Conditions

Cyviz Transparency Act



Background and market

Cyviz AS (the “Company”) was established in 1998 and is headquartered in Stavanger, Norway. The Company is listed on Euronext Growth at the Oslo Stock Exchange (ticker: CYVIZ) and is the parent company in the Cyviz group.

The Company has 100% ownership of the following subsidiaries: Cyviz LLC (USA), Cyviz Limited (United Kingdom), Cyviz BV (The Netherlands), and Cyviz Pte Ltd (Singapore), which all together represent “Cyziv” or the “Cyziv Group”. Cyviz is also represented in the United Arab Emirates through branch offices.

Cyziv is a global technology and platform provider of high-quality, intuitive solutions for Corporate Spaces, Command & Control, and Innovation & Envisioning, powered by our in-house developed hardware and software, unique methodology, and expertise. The technology and platform provider serves global enterprises and governments with the highest requirements for usability, security, and quality. The cross-platform experience Cyviz delivers to manage and control systems and resources across the enterprise makes Cyviz the preferred choice for customers with complex needs.

Cyziv has experience centres (CEC) in the US, Europe and Asia Pacific regions. With 158 employees located at 17 locations worldwide, Cyviz has a powerful local presence in our markets.

Accountability for human rights and decent working conditions

The Board of Directors of Cyviz AS (the “Board”) is the driving force and holds the accountability for Cyviz’ respect for human rights and decent working conditions throughout the group, as embedded in our Code of Conduct and governance system.

The Board and Cyviz’ management acknowledge that our global presence is associated with the risk of serious violation of human rights and unacceptable working conditions. For example, Cyviz has offices and partners in regions where discrimination based on gender, ethnicity, religious belief, and low occupational safety, exploitation of labour, and poor working conditions is not uncommon. Furthermore, our value chain holds an inherent risk of negative impact on human rights and working conditions through our suppliers of e.g. hardware, electronics and logistics. Hence, efforts have been directed to enhance our frameworks and processes, competence and awareness to mitigate such risks, and strengthen our effort to ensure sustainable operations and growth. The Board fully supports the activities contained within this statement and will be involved in ensuring decent working conditions and compliance with human rights.

Assessment of Cyviz’ own organization

A good working environment is important to Cyviz. Cyviz conducts an annual engagement survey among employees, serving as a vital tool for monitoring well-being and gathering feedback for management, and ensuring a feed-back loop between employees and the leadership teams. To assess the implementation and impact of the new organizational structure implemented on 1 September 2024 on both the workplace environment and leadership dynamics, Cyviz conducted a pulse survey. With a response rate of nearly 85%, the survey revealed an employee engagement score of over 75%. A new follow-up pulse survey will be conducted in Q2 2025 to monitor the ongoing deployment of the organizational structure. This initiative has also played a crucial role in building a strong feedback platform and nurturing a culture of transparency: The survey results are shared with all leadership teams and presented in plenary sessions, accompanied by actionable leadership initiatives aimed at driving continuous improvement.

To comply with requirements of employee representation, Cyviz AS has elected employee representatives in Norway to ensure employees' interests are brought up and addressed.

At Cyviz, diversity brings broader perspectives, contributing to improved processes both strategically and operationally. Given that the industry is traditionally male-dominated, Cyviz focuses on increasing the percentage of women both overall and in leadership positions. Cyviz' staff are, in general, well-educated men and women, altogether representing 31 nationalities of various ethnic origins. Of the eight members in the executive management group, one is a woman, while three of the five board members are female. As of the close of 2024, Cyviz employed a diverse workforce comprising twenty-three (23) female and one-hundred and thirty-five (135) male employees. Cyviz works to improve diversity through our recruiting and employee development processes and is in that respect implementing management training and performance metrics. Cyviz is committed to fostering a culture of inclusivity and fairness, exemplified by a non-discriminatory and equal wage and benefits structure for all employees.

While Cyviz is not part of any collective agreement, employees are paid market salaries higher than tariffs. All staff are on contracts based on applicable labour acts and ILO conventions, including regulated work hours, with no union membership restrictions. With sophisticated technological solutions, the Cyviz Group needs educated and experienced staff and is not directly exposed to forced labour or child labour.

Health and safety risk within Cyviz is primarily related to practical work installing control rooms, and workload. Cyviz has implemented a health, safety, and environment framework to ensure a healthy and safe workplace. Zero work-related injuries were reported over the last year, and sick leave is low (1 % of total working hours in 2024).

Cyziv is aware that its products and services, such as control rooms, could be used for illegal purposes, e.g. facilitate illegal sharing of data. This is outside of Cyviz' influence. Cyviz does not handle large volumes of personal data. The exposure will increase with our offering of cloud-based software services. Cyviz will improve privacy processes to ensure diligent handling of personal data on our and customers' behalf for compliance with applicable privacy regulations.

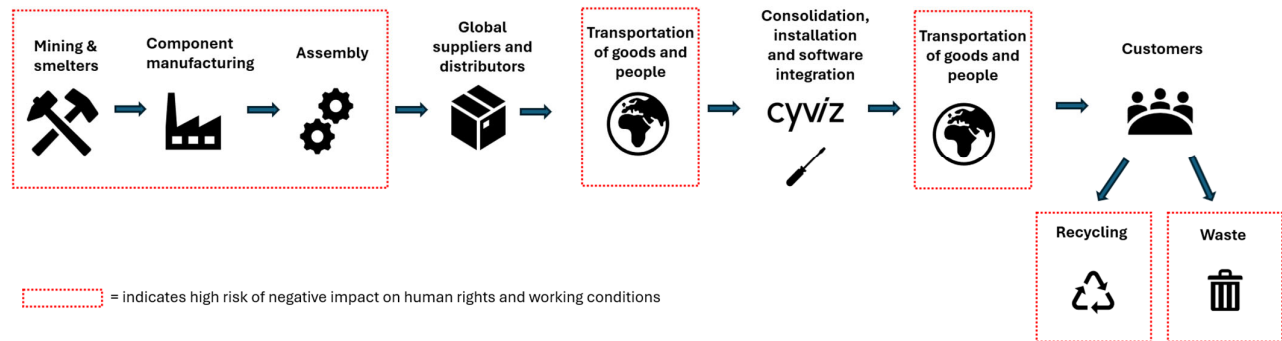
Cyziv has established procedures for reporting and handling of concerns, including whistleblowing. Concerns should be reported directly to either the immediate superior, employee representative, People or Compliance. The procedure enables anonymous reporting.

Summary of risk assessment of our workforce

Cyziv has not identified any adverse impacts on human rights and working conditions in our own organization. Cyviz acknowledges the inherent risks and the need to ensure continuous mitigation, processes to identify, report, and handle conditions causing potential harm to human rights and working conditions.

Value chain risk due diligence

A substantial part of Cyviz' products is hardware and electronics. A simplified illustration of the value chain shows where the risk of negative impact on social conditions is considered inherently high:



Extrusion of raw materials, production, and assembly in this sector are all associated with high risk when it comes to human rights and decent working conditions, re. ITUC's Global rights Index¹. Cyviz is exposed to the shipping and transportation industry, which is known for poor working conditions. Cyviz has established a Supplier Code of Conduct, outlining our requirements to suppliers and sub-contractors with regards to social conditions.

All major suppliers have been subject to initial review and assessment based on geographical risk, followed up with a more in-depth review focusing on sector, products, and enterprise risk. The priority going forward will be to collect more information about our suppliers' and partners' exposure and handling of social conditions, and to conduct more risk-based supplier audits while following up on potential findings with mitigating measures and dialogue. Cyviz has updated its Supplier Code of Conduct in 2025 to reflect this.

Summary of risk assessment of our value chain

Assessments and audits of our value chain have not identified any adverse impact on human rights and working conditions. Cyviz acknowledges the risk through our exposure to countries and markets where human and labour rights are regularly violated. Challenges remain in getting sufficient information from certain suppliers. Having conducted risk assessments, updated our Supplier Code of Conduct and supplier audit process, Cyviz has implemented procedures focused on due diligence, building competence, and awareness to manage social impacts and risks.

Request for information

There is a form on the Cyviz website to handle requests for information related to human rights and decent working conditions, as per the Transparency Act. Head of Compliance & Contract Management will ensure follow-up within the statutory three-week period.

¹ [Global Rights Index - International Trade Union Confederation \(ituc-csi.org\)](https://www.ituc-csi.org/)

Summary of due diligence and planned measures

Cyviz' priority going forward is to continue the initiated actions both focusing on our own organization and on handling of suppliers and business partners and their value chains. If an adverse impact is identified, we will initiate a dialogue with the affected stakeholders to understand any negative effects and determine adequate measures.

Going forward, Cyviz will:

- Ensure that roles of employee representatives as well as due diligence processes are fully implemented.
- Continue doing risk assessments of suppliers, business partners, and customers.
- Continue promoting our Supplier Code of Conduct.
- Conduct risk-based supplier audits.
- Launch Cyviz' Code of Conduct training to build competence and awareness in our organization.
- Embed human rights-related topics into our management training.
- Report any potential adverse impact to the management and the Board and implementation of corrective actions.

Oslo, 18 June 2025

Espen Gylvik (CEO) (sign)

Rune Syversen (Chairman) (sign)

Ingeborg Hegstad (Board member) (sign)

Patrick Kartevoll (Board member) (sign)

Nini Hoegh Nergaard (Board member) (sign)

Asta Ellingsen Stenhagen (Board member) (sign)