

1 Introduction

InfoGuard stands for innovation, quality, and integrity. Cybersecurity is our passion. Trust is our foundation. Customer satisfaction is our motivation.

This Code of Conduct defines our values and principles of conduct, which are binding for all employees, managers, and business partners. Our goal is to create a respectful, safe, and ethically responsible work environment.

2 Our values and guiding principles

- **Integrity:** We act honestly, transparently and responsibly.
- **Trust:** Our collaboration with one another, as well as with our customers, partners and suppliers, is based on trust, respect and reliability.
- **Respect:** We respect everyone, regardless of their background, gender, religion, sexual orientation or other personal characteristics.
- **Passion:** Cybersecurity is our passion; it unites us and drives us to deliver the very best for our customers.
- **Innovation:** We encourage creativity and new ideas for sustainable technological solutions. Together, we create innovations that continually inspire us.
- **Customer Satisfaction:** We strive to offer the highest standards of service and quality. Customer satisfaction is the foundation of our success.
- **Sustainability:** We are committed to environmentally friendly and sustainable business practices.
- **Communication:** We communicate respectfully and with appreciation, both internally and externally.
- **Responsibility for new technologies:** We are committed to using new technologies, such as artificial intelligence (AI), ethically and responsibly. We ensure that these technologies do not cause discrimination or have negative social impacts, and that they always respect users' privacy.

3 Ethical Conduct and Compliance with the Law

Our company places great value on ethical behaviour and integrity. We always act honestly and transparently, treating everyone with respect and dignity, and expect the same from our business partners.

We protect confidential information and respect the privacy of our colleagues and customers.

We comply with all applicable laws, particularly in the areas of data protection (DSG, GDPR), IT security and employment law.

Bribery and corruption are strictly prohibited. Gifts and invitations must comply with internal guidelines. Similarly, conflicts of interest must be avoided and disclosed. The provisions of the *'Regulations on Gifts and Conflicts of Interest'* apply.

Our company undertakes not to use any conflict materials, i.e. no raw materials from conflict-affected regions, and not to engage any suppliers who do not also comply with these requirements. Furthermore, we undertake not to enter into any contractual relationships with sanctioned individuals or countries. In doing so, we adhere to SECO's sanctions guidelines.

4 Data Protection and IT Security

We protect all confidential data relating to our customers, partners and employees in accordance with the applicable data protection

regulations, other statutory provisions (in particular professional and trade secrets) and internal guidelines.

All employees are obliged to comply with IT security policies and not to disclose any information to third parties.

The use of company resources (email, the internet, software) must be carried out responsibly and in accordance with internal guidelines.

5 Working Environment

Our company promotes a safe, healthy and respectful working environment. As a central part of our corporate culture, every employee contributes to ensuring that our workplace is a place of well-being and productivity.

We actively promote the health of our employees through programs and measures under our Workplace Health Management scheme (WHM), which support physical and mental wellbeing. Complaints or conflicts should be addressed openly and resolved constructively.

We are committed to treating all employees equally. Discrimination, bullying and harassment of any kind will not be tolerated. We protect the integrity of our employees both internally and externally in dealings with our contractual partners and take the necessary measures in the event of any breaches. Our *'Regulations on the Protection of Personal Data'* apply in this regard.

Our company does not tolerate any form of child labour. All employees must be of the statutory minimum working age. We also expect our business partners to comply with these requirements.

We are a signatory to the collective agreement for the mechanical, electrical and metalworking industries.

6 Responsibility towards the Environment and Society

Social responsibility is important to us – we support local initiatives and promote sustainable IT solutions.

Our company operates an Environmental Management System (EMS) certified to ISO 14001:2015 and supports opportunities for sustainable development and climate neutrality. We minimise our environmental footprint through resource-efficient working practices.

7 Consequences of Breaches

Breaches of this Code may result in disciplinary action, up to and including dismissal, or legal consequences.

Reports of breaches may be made anonymously and confidentially via internal channels and the relevant contact points. We ensure that no reprisals are taken against those who report breaches in good faith.

8 Final Provisions

Every employee is required to be familiar with this Code of Conduct and to apply it in their day-to-day work. Managers have a particular responsibility to act as role models.

This Code will be reviewed regularly and amended as necessary.

Baar, August 2026
InfoGuard AG, Switzerland