

Tenable Holdings, Inc. Modern Slavery Statement

1. Introduction

Modern slavery takes various forms, each of which deprives a person's liberty and exploits an individual for personal or commercial gain. The Modern Slavery Act 2015 (*UK*) (a UK Act) and the Modern Slavery Act 2018 (*Cth*) (an Australian Act) (collectively, the "Acts") define modern slavery to include the offences of slavery, servitude and forced or compulsory labor and human trafficking.

Tenable Holdings, Inc. and companies within its group (collectively, "Tenable") fully support the aims of the Acts and is committed to opposing modern slavery in all of its forms wherever we do business around the world. Tenable adopts a zero-tolerance approach to modern slavery and intends to comply with this statement and other applicable Tenable policies, as well as the requirements of the Acts, to ensure that our operations and supply chain are in no way complicit in the violation of human rights.

2. Structure, reporting entities and the process of consultation

Tenable Holdings, Inc. is a public company incorporated in the United States and listed on NASDAQ, and is the ultimate parent company of the Tenable group and wholly owned subsidiaries, including, Tenable, Inc., Tenable Network Security Limited (UK), Tenable Network Security Ireland Limited (Ireland), and Tenable Network Security Pty Ltd (Australia).

This statement is a joint Modern Slavery Statement made on behalf of all Tenable's wholly owned subsidiaries, including:

- (a) Tenable Network Security Limited (UK), as required under the Modern Slavery Act 2015 (*UK*), and
- (b) Tenable Network Security Pty Ltd (Australia), as a 'Reporting Entity' as defined under the Modern Slavery Act 2018 (*Cth*).

Each of the entities listed have been consulted and involved in the preparation of this statement.

3. About Tenable's Operations

Tenable is the Exposure Management company, assisting tens of thousands of organizations of all sizes around the globe to manage and measure their modern attack surface to accurately understand and reduce cyber risk. Tenable software solutions are available via the cloud or as downloads for installation at customer sites.

4. Supply Chain

As a multinational organization, Tenable engages multiple suppliers around the world to help deliver its products and services to its customers and to support its operations. Our suppliers are a key component of our success and we always seek to partner with ethically sound, like-minded suppliers, who are professional and highly skilled service providers. Given the nature of our business, we believe that we are unlikely to have significant risk of inadvertently contributing to modern slavery. Most procurement consists of software or services unlikely to have a connection to modern slavery or any form of forced or coerced labor. Despite the minimal risk, Tenable always commits to ensure that we engage ethical and reputable businesses to assist us in providing our products and services. Our procurement function, which manages our supply chain, operates primarily from the United States and works with all functions, including Legal, Finance and Compliance teams, and across all Tenable's global entities to ensure that any potential risks in our supply chain are identified and mitigated in advance of onboarding a new supplier. If our pre-contract due diligence raises any issues then we either seek to conduct enhanced due diligence or engage an alternative supplier. We ask and expect all our suppliers globally to commit to complying with all applicable laws, including laws that safeguard against modern slavery and other human rights violations. Tenable demonstrates this commitment when onboarding suppliers by conducting appropriate due diligence and ensuring robust contractual provisions and applicable

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policies are in place between the parties, and we would immediately terminate any contract where we discovered the supplier was involved in modern slavery, human trafficking, child labor or any form of forced, coerced or compulsory labor taking place in its supply chain or in any facet of its business dealings.

5. Ethical Commitments & Policies

Tenable is committed to act with integrity in all our business activities. Tenable employs a multi-pronged approach to ensure its employees and third-party suppliers are aware of and committed to these same ethical standards:

- Tenable's employee handbook is available to all employees and the contents are acknowledged by employees at the time of hire and annually. We ensure all employees are aware at the time of hire and throughout their employment of the standards to which we hold ourselves, including our commitment to prohibit discrimination and harassment, ensure employee safety, conduct business ethically, and provide a framework for individuals to report on, and Tenable to investigate, any concerns or misconduct. Employees are required to undertake appropriate training at regular intervals that serve to reinforce our company wide commitment to conducting our business dealings with the utmost probity.
- Tenable publicly demonstrates its commitment to these principles by publishing its Human Rights Policy, Code of Conduct and Business Ethics and this Modern Slavery Statement. These policies are reviewed on an ongoing basis and relevant training sessions are provided to employees on related legal obligations and to ensure the values set out in these policies are regularly disseminated.
- Tenable also ensures that appropriate enquiries are made when onboarding suppliers and that appropriate contractual commitments are entered into with each supplier. We also published a Supplier Code of Conduct so suppliers are aware of our commitment to ethical dealings, both internally and throughout our supply chain.

6. Reporting Concerns & Ongoing Review

Tenable provides employees with a number of options where employees can report any concerns they may have in relation to a breach of this statement, any of Tenable's related policies or a suspected breach of applicable laws. Tenable's Legal Department and Office of the General Counsel are primary escalation points for the reporting of any concerns. Tenable also provides access to a confidential Ethics Hotline, the details of which are communicated via our policies, website and regular trainings provided.

Tenable also has a published policy against retaliation for employees who report any concerns under this statement or any policy or law.

Tenable fully supports the complete eradication of modern slavery, forced or coerced labor and human trafficking and commits to demonstrate this support by continuing its due diligence efforts by reviewing its own policies, procedures and processes and its supply chain relationships.

Approval

This statement has been approved in respect of the fiscal year ending on December 31, 2023 by the Board of Directors of Tenable Holdings, Inc. on 22 May 2024. Tenable intends to review and update this statement annually.

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Michelle Vonderhaar
Company Secretary