

APPIAN CORPORATION
WHISTLEBLOWER POLICY
(Adopted May 5, 2026)

At Appian Corporation (“Appian”), we are committed to doing business with integrity and complying with all laws and policies. We believe in open communication and a culture of honesty.

The purpose of this Policy is to reinforce business integrity at Appian by providing a safe and reliable way for you—our employees, officers, directors, and independent contractors—to report good-faith concerns about potential wrongdoing, confidentially and anonymously if desired, without fear of retaliation.

This Policy is a supplement to our Code of Conduct and covers a broad range of activities, which we collectively call “Violations.”

SCOPE OF MATTERS COVERED

We encourage you to report good-faith concerns regarding any of the following, which are all considered Violations:

- ❖ **Financial and Auditing Matters (“Fraudulent Auditing and Accounting Activities”):**
 - Fraud, deliberate error, gross negligence, or recklessness in the preparation, evaluation, review, or audit of Appian’s financial statements.
 - Fraud, deliberate error, gross negligence, or recklessness in the recording and maintaining of Appian’s financial records.
 - Deficiencies in or noncompliance with our internal accounting controls.
 - Misrepresentation or false statements to management, regulators, outside auditors, or others by a senior officer, accountant, or other employee regarding a financial matter.
 - Deviation from full and fair reporting of our results or financial condition.
- ❖ **Ethics Violations:** Suspected violations of our Code of Conduct or Code of Ethics and Business Conduct.
- ❖ **Corporate Policy Violations:** Suspected violations of any other Appian policies or procedures.
- ❖ **Legal Violations:** Suspected violations of law or fraudulent activities other than Fraudulent Auditing and Accounting Activities.

If requested, we also ask that you provide truthful information in connection with an inquiry or investigation by a court, an agency, law enforcement, or any other governmental body.

As an officer or director, if you are aware of a potential Violation and do not report it, your inaction may be considered a Violation of this Policy.

APPIAN PROHIBITS RETALIATION

We have a strict policy against retaliation. We will not tolerate any form of adverse action, discipline, threats, or intimidation against anyone for:

- ❖ Raising a good-faith concern under this Policy.
- ❖ Otherwise cooperating in an investigation.

This non-retaliation policy applies equally to all sorts of Code of Conduct and other policy or law violations, not just accounting and auditing issues.

If you believe you have been subjected to retaliation or the threat of retaliation, please immediately report the alleged retaliation to our Human Resources Department and General Counsel. We will take prompt and appropriate corrective action if a violation of this non-retaliation policy is confirmed.

- ❖ **Note on False Reports:** A party who knowingly and intentionally files a false report or provides false or deliberately misleading information in connection with an investigation may face disciplinary action, up to and including termination of employment in accordance with applicable laws and procedures.

HOW TO REPORT A CONCERN

We encourage you to promptly report any concerns using the methods below. You may choose to identify yourself or remain anonymous.

Note: Regardless of the reporting method selected below, please make your report factual, not speculative, and include as much specific information as possible to allow investigators to adequately assess and investigate the concern. The reports should, to the extent possible, include dates, times, witnesses, and any other details related to the alleged Violation.

Direct Reporting

- ❖ **Discuss with Your Manager:** We encourage you to first discuss the situation with your direct manager.
- ❖ **Email:** Send a message to compliance@appian.com.
- ❖ **Contact a Senior Leader:** If you are uncomfortable speaking with your manager, believe they have not properly handled your concern, or believe they are involved in the alleged Violation, you may contact:
 - The General Counsel
 - The Chief Financial Officer
 - A member of the Audit Committee
 - Our Human Resources Department

Anonymous Reporting

If you do not feel comfortable speaking with any of the above contacts or prefer to remain anonymous, you can use the following methods:

- ❖ **Email:** Send a message from an anonymous email address to compliance@appian.com
- ❖ **Mail:** Send a report by regular mail to:

General Counsel
Appian Corporation
7950 Jones Branch Drive
McLean, Virginia 22102

- ❖ **Phone Hotline:** Leave an anonymous message by phone at **866-858-6314**.

INVESTIGATION AND HANDLING OF REPORTS

The General Counsel is responsible for administering this Policy, and they or their designee will handle the reports.

- ❖ **Accounting or Auditing Matters:** The General Counsel will promptly notify the Audit Committee of all complaints related to Fraudulent Auditing and Accounting Activities. The Audit Committee will determine whether there is an adequate basis for an investigation.
 - If an adequate basis for an investigation exists, the General Counsel will appoint one or more investigators to promptly and fully investigate any claims under the direction and oversight of the Audit Committee. The Audit Committee may also appoint others to oversee the investigation.
 - If the reporting party is not anonymous, the General Counsel will confidentially tell the reporting person that the complaint was received and whether an investigator has been assigned.
 - Upon conclusion of any investigation, if the reporting party is not anonymous, Appian also will advise them that any sustained Violation has been addressed and, if we can, the specific resolution. However, due to confidentiality obligations, there may be times when Appian cannot provide the details regarding any corrective or disciplinary action that was taken.
- ❖ **All Other Complaints:** Complaints regarding matters other than accounting or auditing will be investigated by the General Counsel or their designee. The General Counsel or their designee will determine whether there is an adequate basis for an investigation.
 - The General Counsel may refer any investigation to another appropriate department, such as Human Resources.
 - Upon receipt of the complaint, the General Counsel or designee will confirm receipt of the complaint and whether an investigator has been assigned.

- ❖ **Corrective Action:** If the investigation confirms a Violation, Appian will promptly take appropriate corrective action against the persons involved, which may include termination. Depending on the type of Violation, the matter may also be referred to governmental authorities for civil or criminal proceedings.

CONFIDENTIALITY

Information disclosed during the course of any investigation will, to the extent practical and appropriate, remain confidential, except as may be reasonably necessary under the circumstances to facilitate the investigation, take remedial action, or comply with applicable law.

PRESERVATION OF RIGHTS

Exercise of Legal Rights: Nothing in this Policy in any way prohibits or is intended to restrict or impede employees from exercising protected rights or otherwise disclosing information as permitted by law.

Reporting to Law Enforcement: Nothing in this Policy is intended to prevent any individual from reporting information to federal or state law enforcement, regulatory, or administrative agencies when you have reasonable cause to believe a violation of a federal or state statute has occurred. A report to external agencies may be made instead of, or in addition to, a report through Appian's channels.

POLICY REFERENCE

Document Name	Version	Policy Owner	Policy Number	Effective Date
Accounting & Auditing Whistleblower Policy	1.0	General Counsel	1	April 25, 2017
Whistleblower Policy	2.0	General Counsel	2	May 5, 2026