

## INFORMATION SECURITY POLICY

The information security policy (hereinafter: the Policy) aims to secure and protect the information, property and business reputation of the "Galenika" a.d. Belgrade company (hereinafter Galenika) from all risks, by establishing, implementing, monitoring, reviewing, maintaining and constantly improving the information security management system (ISMS).

The implementation of the Policy has a very significant role in maintaining the positive business status of Galenika during the implementation of basic business processes, providing support to all company employees, clients and other interested parties.

### The policy is based on the following principles:

- Management commitment of the Policy implementation;
- Roles defining and assigning general and special responsibilities for persons in charge of the Policy implementation;
- Identification of the property, owner and value of the property that needs to be protected;
- Establishing controls to ensure information protection;
- Risk assessment and management at an acceptable level through the definition, implementation and maintenance of ISMS.

### Effective implementation of the Policy ensures:

- Confidentiality, integrity, availability, secrecy and reliability of information;
- Protection of information from unauthorized access, theft and destruction;
- Business continuity;
- Constant improvement of information security with permanent education, checking and review of the level of information security in the Company;
- Compliance with legal and regulatory acts.

All Galenika employees are responsible for the implementation of the Policy and are obliged to comply with the defined ISMS policies and procedures, to report on observed weaknesses in the Company's system and to report security incidents to the competent persons for information security.

Belgrade, date:

18.06.2024

General Manager

A handwritten signature in black ink, appearing to read 'Ricardo Vian Marques', written over a blue circular stamp.

A blue circular stamp with the text 'AKCIONARSKO DRUŠTVO Galenika BEOGRAD' around the perimeter. The stamp is partially obscured by the signature.