

WIT Pharma Limited Liability Company

## Social Responsibility Policy

APPROVED by the General Director of WIT Pharma LLC, D. F. Klimchuk; approval date 15 January 2026.

The Social Responsibility Policy of WIT Pharma LLC (the “Company”), as an integral part of management, sets out the core principles aimed at balancing the interests of all stakeholders and maintaining proper business conduct.

In its activities the Company is guided by the following core principles:

- Responsible engagement with all stakeholders. In negotiations the Company seeks to balance the interests of all parties and treats every partner and client with equal respect regardless of their market position.
- Compliance with the legislation of the Russian Federation, international treaties and agreements, and customary business practice and ethics.
- Support for fair competition and opposition to all forms of corruption, including extortion and bribery. Offering rewards to government officials in connection with their duties is strictly prohibited.
- Maintaining working conditions based on honesty and respect. Discrimination and harassment of any kind — based on sex, race, nationality, origin, status, religion, affiliation or other grounds — are not tolerated.
- Support for human rights and freedoms, including employees’ right to association.
- Careful use of natural resources in the interests of future generations.
- Employees are the Company’s core value. The Company develops its people, unlocks their potential and provides competitive remuneration and social benefits.
- Occupational health and safety. The Company works to reduce accidents and illness and maintains a proper level of safety and health for every employee.
- Transparency of financial reporting and timely payment of taxes as a contribution to the financial stability of the state.

Adherence to the principles of social responsibility benefits and contributes to the success of both the Company and each employee.

General Director, WIT Pharma LLC

/ D. F. Klimchuk

*Approved document. The original bearing signature and seal is available on request.*