

REMEDIA Communication with investors policy

General Information

Farmaceutica REMEDIA's investor communication policy is set at a consolidated level and applies to all entities within the group, including Farmaceutica REMEDIA - Distribution & Logistics, 100% owned by Farmaceutica REMEDIA S.A.

REMEDIA Group is committed to comply with the relevant capital market regulations, including the regulations applicable to the Bucharest Stock Exchange. The company also adheres to the Code of Corporate Governance of the Bucharest Stock Exchange and to the best practices established by the Romanian Association for Investor Relations (ARIR), ensuring that all communications are conducted in a responsible and transparent manner.

Farmaceutica REMEDIA considers maintaining an open dialog with investors an essential pillar for transparency and trust in the long term. The communication policy is regularly reviewed to reflect best practices and current market requirements. The company also protects the confidentiality of sensitive information related to strategies and operations, ensuring that there is no selective disclosure or manipulation of information

Purpose of the policy

The aim of the policy is to provide a clear framework for communicating with investors, ensuring fair access to relevant information and building relationships based on trust and integrity, in line with international best practice.

Policy objectives

- *Ensuring transparency:* Consistent, accurate and comprehensive disclosure of financial and non-financial information.
- *Equal access to information:* Ensuring that all investors have simultaneous access to the same relevant information.
- *Regulatory Compliance:* Complying with all local and international regulations.
- *Relationship Building:* Promote open and constructive dialog between the company and investors.
- *Protecting confidentiality:* Responsible management of privileged and confidential information.

Policy implementation

The Investor Communications Policy will be followed by all relevant departments within the REMEDIA Group, in particular the Investor Relations team, senior management and the Board of Administrators. Persons responsible for investor communications shall follow the principles set out in this policy to ensure transparency, accuracy and regulatory compliance.

Principles of communicating with investors

- 1. Transparency:** All information is communicated openly and fairly, without omissions.
- 2. Accessibility:** Investors have equal and real-time access to relevant information.
- 3. Accuracy:** Information communicated is accurate and verified.
- 4. Proactivity:** The company initiates regular communication without simply waiting for requests for information.
- 5. Compliance:** All communications comply with applicable laws and regulations.
- 6. Responsiveness:** Investors receive prompt and effective responses to inquiries.
- 7. Confidentiality:** Sensitive information is protected as required by regulations.

Company communication strategy

Farmaceutica REMEDIA is dedicated to maintaining an open and responsible dialog with investors, reflecting the values of transparency, integrity and long-term performance. Communication with investors is essential to ensure market confidence and to clearly present the company's strategic direction. REMEDIA's commitment is to provide relevant and accessible information, thereby supporting informed decision making and strengthening the relationship of trust with all stakeholders.

REMEDIA therefore uses a variety of communication channels to ensure effective and accessible interaction with investors. These channels include:

- 1. Company's official website:* the dedicated [Investor Relations](#) section on REMEDIA's official website serves as the main platform for publishing all essential information for investors through [regular reports](#). The [Corporate Governance Regulation](#) and other relevant documents for transparency regarding the company's business are found in the "[Corporate Governance](#)" section. A link to the Bucharest Stock Exchange website will be posted on the website, in the section dedicated to the evolution of the company's shares.
- 2. Regular financial reports:* REMEDIA publishes annual, half-yearly and quarterly financial reports, which include information about the company's performance, strategic plans and other relevant details. These reports are essential to provide investors with a complete picture of the state of the company. REMEDIA publishes an annual financial calendar, including dates for publishing financial reports and organizing meetings with investors to present financial results.
- 3. Social networks and newsletters:* In order to broaden access to information and to keep in touch with investors, REMEDIA uses social networks and regularly distributes newsletters. These channels provide quick updates on important events, financial results and other relevant information.
- 4. Conference calls and webinars:* REMEDIA organizes conference calls and webinars after the publication of financial reports or on the occasion of important events. These sessions allow for direct interaction with investors, giving them the opportunity to ask questions and better understand the company's evolution.
- 5. Investor events:* REMEDIA organizes an annual "Business at its Home" event for shareholders and investors. This event provides a platform to showcase financial

results, future strategies and important projects, facilitating an open dialog between management and investors. Attendees have the opportunity to speak directly with the management team and gain a better understanding of the company's growth prospects.

In addition to regular communications, Farmaceutica REMEDIA will issue ad-hoc communications to investors and shareholders in case of major events or unforeseen strategic decisions that may significantly influence the company's performance. These communications are designed to provide relevant information in a timely manner, thus ensuring transparency and protecting the interests of all stakeholders and will be disseminated through the company's website and the communication platforms of the Bucharest Stock Exchange and the Financial Supervisory Authority.

Commitment to transparency

REMEDIA communicates openly and promptly any material information, ensuring that key information is accessible and accurate for all investors.

Fair access

All investors are given equal access to company information, without preferential disclosure, so as to encourage trust and fairness.

Active and constructive dialog

REMEDIA capitalizes on investor feedback through regular events and meetings, strengthening an open and sustainable relationship.

Investor Communications Responsibilities

Farmaceutica REMEDIA appoints a dedicated team in charge of investor relations, ensuring clear, timely and compliant communication. This includes:

- **Investor Relations Team:** the specialized department that manages all interactions with investors, ensuring transparency and access to the necessary information. The team is responsible for publishing financial reports, organizing investor events and managing regular communications.
- **General Director:** plays an important role in approving communication strategies and provides support in communicating the major issues that influence the company.
- **Board of Administrators:** Involved in approving the main communication policies and strategies and overseeing compliance with applicable regulations.
- **Operational departments:** work with the Investor Relations team to provide accurate data and information to be properly communicated to investors.

They all work together to ensure unified, coherent communication in line with REMEDIA's values and objectives.

Consequences of non-compliance

Violation of the communication policy can seriously damage REMEDIA's reputation and may result in internal sanctions, such as disciplinary action for those involved. In addition, there may be legal and financial risks if non-compliance with market regulations causes harm. The company will take necessary measures to ensure the correct application of the policy and compliance with corporate governance rules.

Policy review and dissemination

The Communications with Investors Policy is reviewed periodically to ensure alignment with current regulations and industry best practices. Any updates or changes to the policy are approved by REMEDIA management and disseminated through the official website and other relevant communication channels. Through these measures, the company ensures that investors and employees have continuous access to the latest version of the policy.

Contact persons

For questions regarding The communication with investors policy, the main representative is Florin CADIA from the Investor Relations Department, available at florin.cadia@remedia.ro or phone +40 745 962 413.

If the subject matter requires specific expertise, other authorized individuals within the company may respond to provide clarity and relevant information, ensuring complete and effective communication. This may include members of the company's senior management or managers from specific departments.

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Chairman of the Board of Administrators,

„TARUS” – Valentin Norbert TARUS e.U.

Valentin – Norbert TARUS