



## Company Policy

SOFTIP company is one of the most important suppliers of IT products and services in Slovakia.

In relation to their mission to „be a preferred and sought-after partner for their clients, bringing added value to the implementation of their business plans“, SOFTIP perceives quality, information security, cyber resilience, socially responsible business, correct communication, and compliance with principles of fair-play as a continuous process of improvement of all activities of the Company. Ultimate responsibility for the established integrated management system, its acceptance by all the employees and permanent improvement thereof lies with the Company management.

Management of the Company is therefore committed to follow the following principles:

Being a key and a credible partner for their clients and stakeholders, constantly bringing added value, stability, continuity and quality based on the principles of ethical, transparent, anti-corruption and secure behavior.

Build reputation of the Company and strengthen the position of preferred provider of IT services and solutions in the Slovak and foreign markets. Nurture fair relationships with strategic partners and external service providers based on mutual trust, common fight against corruption and high quality of the provided products and services. Collectively contribute to achieving objectives of the Company.

Constantly improve qualifications, competence and personal development of employees through effective education system, process- and project management. Raise their awareness of the principles adopted by the company, build a company based on trust and cooperation between management and staff.

Permanently improve the Integrated Management System with regard to the identified internal and external relations and expectations of stakeholders in accordance with the applicable requirements of the standards ISO 9001, ISO 10006, ISO 14001, ISO 45001, ISO 37001, ISO 37301, ISO/IEC 27001, ISO/IEC 27018, ISO/IEC 25001, ISO/IEC 20000-1, ISO 22301 and EU Regulation (GDPR).

Constantly improve processes using an effective system of risk and opportunity management to further develop the Company, increase customer satisfaction with the products and services and to achieve a high level of ethical, transparent, anti-corruption and safe conduct.

Ensure maximum possible protection of confidential information and personal data by increasing security awareness of employees and relevant stakeholders in accordance with the established System of Information Security Management including cybersecurity, EU Regulation (GDPR) and with the Act No. 18/2018 Coll. on protection of personal data.

Ensure a high level of care of the safety and health protection at work. Prevent incidents and increase employee and relevant stakeholders' awareness on occupational safety and health administration.

Permanently improve Company relationship towards the environment. Prevent pollution, reduce negative impacts on the environment and increase environmental awareness of employees and relevant stakeholders.

Ensure compliance with legal and other regulatory requirements relating to Company activities and provided products and services.

Approved in Banská Bystrica on 24. 02. 2026 with effect from 01. 03. 2026.

**Ing. Martin Vlčko**  
Chairman of the Board of Directors and CEO

**Sulamit Vazagová**  
Authorised agent for IMS