

	<b>Information Security Management</b>	<b>Page1 / 1</b> <b>Version: 3.0</b> <b>Version date:</b> <b>15/01/2026</b>
	Information Security Management System/Privacy Information Management System Governance Policy	<b>References</b> DOC-SMSI-01

POLICY STATEMENT

In an increasingly digital and interconnected world, protecting information and personal data is a major strategic issue for organizations.

The rapid evolution of electronic exchange technologies and the rise of cybercrime risks and stricter regulatory requirements are profoundly transforming the relationship between *TEAMWILL* and its stakeholders. This relationship is now subject to strict security and compliance requirements, which guarantee reliable and secure services.

Aware of these challenges and the risks to which its activities may be exposed, the General Management of *TEAMWILL* , in consultation with all stakeholders, has decided to implement a structured approach aligned with international best practices by deploying an Information Security Management System (ISO/IEC 27001:2022) and a Privacy Management System (ISO/IEC 27701:2025). This approach aims to guarantee the confidentiality, integrity, and availability of information and the protection of personal data. It is based on compliance with standards, best practices, current regulations, and contractual requirements in order to strengthen the trust of stakeholders and support *TEAMWILL*'s competitiveness and brand image.

OUR OBJECTIVES

- This governance policy for the Information Security Management System (ISMS) and Privacy Information Management System (PIMS) aims to:
- Provide, in a sustainable manner, an information security and personal data protection framework covering all these systems and meeting the expectations of interested parties;
  - Ensure a secure environment that protects data, including personal data;
  - Develop skills in information security and personal data protection for the benefit of our staff through training and their involvement in the implementation of this policy;
  - Maintain an IT infrastructure that guarantees information security, personal data protection, and continuity of services provided;
  - Establish a partnership relationship with internal and external stakeholders;
  - Ensure compliance with legal, regulatory, and contractual requirements.

SCOPE

This policy applies to any natural or legal person duly authorized to access the information assets held by *TEAMWILL* or under its responsibility, regardless of where they are stored or processed.

It covers the ISMS and PIMS, implemented by *TEAMWILL* in the course of its activities.

This policy extends to all information assets, whether hosted and/or operated and/or stored directly by *TEAMWILL*, or entrusted to a third party in accordance with applicable legal, regulatory, and contractual requirements.

Its objective is to guarantee the protection, confidentiality, integrity, and availability of information, as well as respect for the privacy rights of the individuals concerned.

OUR COMMITMENTS

- To achieve the objectives set out above, Top management is committed to:
- Translate the guidelines of this policy into security and personal data protection objectives based on measures and performance indicators;
  - Evaluate and analyze performance in terms of information security and personal data protection on an annual basis;
  - Ensuring that services are delivered in compliance with legal, regulatory, and contractual requirements at all times;
  - Ensure ongoing compliance with the requirements of internal and external stakeholders in terms of information security and personal data protection;
  - Ensure the continuous improvement of ISMS and PIMS performance based on data analysis, including risk analysis in the areas of information security and personal data protection;
  - Provide the necessary resources to ensure that the ISMS and PIMS remain operational and evolve.

SECURITY IS EVERYONE'S RESPONSIBILITY.

**Anis CHAKROUN**  
**President Teamwill Group**