

## Remuneration Report for the year 2024

### 1. Legal basis

This remuneration report is prepared in accordance with the provisions of article 107 of Law no. 24/2017 on issuers of financial instruments and market operations and article 55 paragraph 3 of GEO no. 109/2011 on the corporate governance of public enterprises.

The remuneration of the administrators is established by the mandate contracts approved by the General Meeting of Shareholders and the remuneration of the general manager is established by the mandate contract approved by the Management Board. The amount of the remuneration is determined in accordance with the provisions of G.E.O. no. 109/2011 on the corporate governance of public enterprises.

In the case of Antibiotice S.A. managers, the remuneration granted during the financial year 01.01.2024 - 31.12.2024 was established as follows:

- the administrators and the general manager in office until 16.04.2024 received remuneration in accordance with GEO no. 109/2011 in force on the date they signed the mandate contracts,
- the administrators and the general manager in office after 16.04.2024 received the remuneration established in accordance with GEO no. 109/2011 amended and supplemented by Law no. 187/2023.

The amounts established for the payment of the remuneration in 2024 were presented and approved in the General Meeting of Shareholders as a distinct chapter in the Income and Expenditure Budget for 2024.

1.1 Regarding the remuneration of the administrators in office until 16.04.2024, the GEO no. 109/2011 establishes the following: art. 37.) *“The remuneration of the members of the management board or, as the case may be, of the members of the supervisory board is established by the general meeting of shareholders in the structure and limits provided for in paragraphs (2) and (4). (2) The remuneration of the non-executive members of the management board or of the supervisory board consists of a fixed monthly allowance and a variable component. The fixed allowance cannot exceed twice the average over the last 12 months of the average gross monthly salary for the activity carried out according to the main object of activity registered by the company, at class level according to the classification of activities in the national economy, communicated by the National Institute of Statistics prior to the appointment. The variable component is established on the basis of financial and non-financial performance indicators negotiated and approved by the general meeting of shareholders, different from those approved for executive administrators, determined in compliance with the methodology provided for in article 31 paragraph (5) and which also aim at the long-term sustainability of the company and ensuring the compliance with the principles of good governance. The amount of the variable component of non-executive members may not exceed a maximum of 12 fixed monthly allowances. (3) The remuneration of the executive members of the management board or of the supervisory board shall consist of a fixed monthly allowance which may not exceed 6 times the average over the last 12 months of the average gross monthly salary for the activity carried out according to the main object of activity registered by the company, at class level, according to the classification of activities in the national economy, communicated by the National Institute of Statistics prior to the appointment, and of a variable component. The variable component shall be based on financial and non-financial performance indicators, negotiated and approved by the general meeting of shareholders, different from those approved for non-executive directors, determined in compliance with the methodology provided for in article 31 paragraph (5). (4) The variable component of the remuneration of the management board members or the supervisory board members shall be reviewed annually, depending on the level of achievement of the objectives included in the management plan and the degree of fulfillment of the financial and non-financial performance indicators approved by the general meeting of shareholders, an annex to the mandate contract. (5) The general meeting of shareholders shall ensure, when establishing the fixed monthly compensation of each member of the management board or, as the case*

may be, of each member of the supervisory board, determined according to paragraphs (2) and (4), that it is justified in relation to the specific duties, the attributions within the advisory committees, the number of meetings, the objectives and the performance criteria established in the mandate contract.”

Regarding the remuneration of administrators in office from 16.04.2024 to 31.12.2024, article 37 of GEO no. 109/2011 establishes the following: “(1) The remuneration of the members of the management board or, as the case may be, of the members of the supervisory board is established by the general meeting of shareholders in the structure and limits provided for in paragraphs (2) and (4). (2) The remuneration of the non-executive members of the management board or of the supervisory board consists of a fixed monthly allowance. The fixed monthly allowance may not exceed 3 times the average over the last 12 months of the average gross monthly salary for the activity carried out according to the main object of activity registered by the company, at class level, according to the classification of activities in the national economy, communicated by the National Institute of Statistics prior to the appointment. The level of remuneration is proposed by the remuneration committee of the management board or of the supervisory board of the public enterprise, approved by the Agency for Monitoring and Evaluation of the Performance of Public Enterprises and approved by the general meeting of shareholders, taking into account the reference criteria in the private sector, as well as the complexity of the operations carried out by the public enterprise.

(3) The remuneration of the executive members of the management board or the supervisory board consists of a fixed monthly allowance and a variable allowance. The fixed monthly allowance may not exceed 3 times the average over the last 12 months of the average gross monthly salary for the activity carried out according to the main object of activity registered by the company, at class level, according to the classification of activities in the national economy, communicated by the National Institute of Statistics prior to the appointment. The fixed monthly component of the executive members of the management boards may exceed 3 times, but not more than a maximum of 6 times the average over the last 12 months of the average gross monthly salary for the activity carried out according to the main object of activity registered by the company, at class level, according to the classification of activities in the national economy, communicated by the National Institute of Statistics for the monthly periods in which the company cumulatively meets at least the following conditions:

- a) it has no outstanding debts to the general consolidated budget;
- b) it has no outstanding debts to suppliers and other creditors;
- c) it has implemented investment programs according to execution schedules;
- d) it has no previous accounting losses and it does not record current accounting losses.

The variable component cannot exceed 6 times the average over the last 12 months of the average gross monthly salary for the activity carried out according to the main object of activity registered by the company and it will be based on financial and non-financial performance indicators, negotiated and approved by the supervisory public authority, determined in compliance with the methodology approved by joint order of the Minister of Finance and the Secretary General of the Government and it is granted only if at least the following conditions are cumulatively met:

- a) it has no outstanding debts to the general consolidated budget;
- b) it has no outstanding debts to suppliers and other creditors;
- c) it has implemented investment programs according to execution schedules;
- d) it has no previous accounting losses and it does not record current accounting losses;
- e) the level of the profitability rate determined as the ratio between net profit and turnover is higher than 5%;
- f) the increase in turnover in the current year compared to the previous year is higher than 2.5%.

(4) The variable component of the remuneration of the members of the management board or the supervisory board is reviewed annually, depending on the level of achievement of the objectives included in the management plan and the degree of fulfillment of the key performance indicators approved by the general meeting of shareholders, an annex to the mandate contract.”

1.2 Regarding the remuneration of the general director in office until 16.04.2024, the article 38 of GEO no. 109/2011 establishes the following:“ The remuneration of directors is established by the management board and it may not exceed the level of remuneration established for the executive members of the management board. It is the only form of remuneration for directors who also act as managers. (2) The remuneration consists of a fixed monthly allowance established within the limits provided for in article 37 paragraph (3) and a variable component consisting of a share of the company's net profit, the granting of shares, stock-options or an equivalent scheme, a pension scheme or another form of remuneration based on performance indicators. (3) The approved financial and non-financial performance indicators constitute elements against which the variable component of the remuneration for the company's directors is determined. “

Regarding the remuneration of the general director in office during the period 16.04.2024 - 31.12.2024, article 38 of GEO no. 109/2011 establishes the following “(1) The remuneration of directors is established by the

management board and it cannot exceed the level of remuneration established for the executive members of the management board. It is the only form of remuneration for directors who also act as managers. (2) The remuneration of directors consists of a fixed monthly allowance and a variable allowance. The fixed allowance cannot exceed 6 times the average over the last 12 months of the average gross monthly salary for the activity carried out according to the main object of activity registered by the company, at class level, according to the classification of activities in the national economy, communicated by the National Institute of Statistics prior to the appointment. The variable component will be based on financial and non-financial performance indicators, negotiated and approved by the supervisory public authority, different from those approved for non-executive directors, determined in compliance with the methodology approved by joint order by the Ministry of Finance and the General Secretariat of the Government. (3) The approved key performance indicators constitute elements against which the variable component of the remuneration for the company's directors is determined. (4) The remuneration of the members of the management board is established by the supervisory board. The provisions of paragraphs (1) and (2) are also applicable to the members of the management board. (5) The ceilings provided for in paragraph (2) for the fixed monthly remuneration and, respectively, for the variable remuneration may be exceeded in the case of public enterprises whose net turnover exceeds, in the year preceding the selection of the administrator or the increase in remuneration, the equivalent in lei of the amount of 50 million euros or another level provided for by law for large enterprises. The level of remuneration that exceeds the ceilings provided for in paragraph (2) will be proposed by the remuneration committee of the management board of public enterprises based on a justification report, endorsed by AMEPIP and approved by the general meeting of shareholders, taking into account the reference criteria from the private sector in which the public enterprise operates, as well as the complexity of the operations carried out by it."

1.3 Regarding the obligation to prepare a Remuneration Report and to ensure transparency in relation to the remuneration of executive and non-executive directors, the GEO no. 109/2011 and Law no. 24/2017 establish:

Article 39 of GEO 109/2011: (1) "The remuneration and benefits offered according to the law or the mandate contract to administrators and directors within the unitary system, respectively to the members of the supervisory board and members of the management board, in the case of the dual system, shall be recorded in the annual financial statements and in the annual report of the nomination and remuneration committee, the management board or the supervisory board and shall include the remuneration and other benefits granted by the company and its subsidiaries. (2) The payment of professional liability insurance may be ensured by the public enterprise; it is not part of the remuneration and it shall be mentioned in the mandate contract. Other benefits shall also be mentioned in the mandate contract, such as covering representation, transport, per diem expenses, but the aforementioned are not limitative. (3) The policy and criteria for the remuneration of administrators and directors, in the case of the unitary system, respectively to the members of the supervisory board and members of the management board, in the case of the dual system, such as and the level of remuneration and other benefits offered to each administrator and director are made public on the public enterprise's website, under the care of the chairman of the management board or the supervisory board."

Article 55 of GEO 109/2011: "(2) The nomination and remuneration committee within the management board or, as the case may be, within the supervisory board shall draw up an annual report on the remuneration and other benefits granted to administrators and directors, respectively members of the supervisory board and members of the management board during the financial year.

(3) The report provided for in paragraph (2) shall be submitted to the general meeting of shareholders which approves the annual financial statements. The report shall be made available to shareholders in accordance with Article 39 paragraph (1) and it shall include at least information on:

- a) the structure of the remuneration, with an explanation of the weight of the variable and fixed components;
- b) the performance criteria underlying the variable component of remuneration, the ratio between the performance achieved and the remuneration;
- c) the considerations justifying any annual bonus scheme or non-monetary benefits;
- d) any supplementary or early retirement schemes;

e) information regarding the duration of the contract, the negotiated notice period, the number of damages for termination without just cause.”

Article 107 of the Law no. 24/2017 - *The issuer shall prepare a clear and easy-to-understand remuneration report, which provides a comprehensive overview of the remuneration, including all benefits, regardless of form, granted or due during the latest financial year, to individual managers, including newly recruited and former managers in accordance with the remuneration policy provided for in article 106. (2) The remuneration report shall contain, as appropriate, the following information on the remuneration of each manager: “a) the total remuneration broken down by components, the relative proportion of fixed and variable remuneration, an explanation of how the total remuneration complies with the adopted remuneration policy, including how it contributes to the long-term performance of the issuer, and information on how the performance criteria have been applied; b) the annual change in remuneration, the issuer’s performance and the average remuneration based on the full-time equivalent of the issuer’s employees who are not managers over at least the last 5 financial years, presented together in a manner that allows comparison; c) any remuneration received from any entity belonging to the same group; d) the number of shares and share options granted or offered, as well as the main conditions for exercising the related rights, including the exercise price and date, together with any changes thereto; e) information on the use of the possibility of recovering variable remuneration; f) information on any deviation from the procedure for implementing the remuneration policy set out in Article 106(8)-(12) and on any derogations applied in accordance with Article 106(6), including explanations on the nature of the exceptional circumstances and an indication of the specific elements from which the derogation was made. (3) Issuers shall not include in the remuneration report special categories of personal data of managers within the meaning of Article 9(1) of Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation) or personal data relating to the family situation of each manager. (4) Issuers shall process the personal data of directors included in the remuneration report pursuant to this article in order to increase transparency regarding the directors' remuneration, to increase the directors' accountability and shareholders' oversight of their remuneration. Without prejudice to longer periods provided for by sectoral legislative acts of the European Union directly applicable in Romania or by national sectoral legislative acts transposing European directives, after 10 years from the publication of the remuneration report, issuers shall no longer make available to the public, pursuant to paragraph (7), the personal data of directors included in the remuneration report in accordance with this article. (5) The provisions of paragraph (4) shall apply without prejudice to the possibility of processing, by issuers, the personal data of directors, for other purposes, in accordance with the regulations in force. (6) The remuneration report relating to the most recent financial year shall be put to a vote at the annual ordinary general meeting of shareholders provided for in article 111 of Law no. 31/1990, the opinion of the shareholders at the general meeting on the remuneration report, resulting from the vote, having an advisory nature. The issuer shall explain in the next remuneration report how the vote of the general meeting was taken into account. (7) Without prejudice to article 105 paragraph (22), after the ordinary general meeting of shareholders, the issuers shall make the remuneration report available to the public on their websites, free of charge, for a period of 10 years, and may choose to keep it available for a longer period, provided that it no longer contains the personal data of the managers. The financial auditor/audit firm carrying out the statutory audit shall verify whether the information provided for in this article has been provided. The managers of the issuer, acting within the limits of their competences conferred by the applicable rules, have the collective responsibility to ensure that the remuneration report is drawn up and published in accordance with the requirements of this law. The issuer's managers are liable for breach of the issuer's responsibilities set out in this paragraph.”*

## 2. Corporate Governance

Antibiotice S.A. is a joint-stock company, organized according to the Law no. 31/1990 on commercial companies, the Law no. 24/2017 on issuers of financial instruments and market operations and the GEO no. 109/2011 on corporate governance of public enterprises. The shareholder structure during 2024 was as follows:

- from 01.01.2024 to 22.11.2024

-	MINISTRY OF HEALTH, BUCHAREST, SECTOR 1	355,925,135	53.0173 %
-	INFINITY CAPITAL INVESTMENTS S.A., CRAIOVA DOLJ county	197,475,826	29.4153 %
-	Natural persons	89,230,167	13.2914 %
-	Legal persons	28,706,912	4.2761 %
-	TOTAL	671,338,040	100 %

- from 22.11.2024 to 31.12.2024

- MINISTRY OF HEALTH, BUCHAREST, SECTOR 1	355,925,135	53.0173 %
- INFINITY CAPITAL INVESTMENTS S.A. loc. CRAIOVA DOLJ county	87,475,826	13.0301 %
- Natural persons	112,524,950	16.7613 %
- Legal persons	115,412,129	17.1914 %
- TOTAL	671,338,040	100 %

According to the Articles of Association, the company is managed in a unitary system by a management board.

Until 16.04.2024, the board was composed of 5 (five) administrators and after this date, based on Decision no. 1 of the Extraordinary General Meeting, the Articles of Association were amended and the number of administrators is set at 7 (seven). The members of the management board are appointed by the general meeting of shareholders, upon the proposal of the selection and nomination committee which submits to the tutelary public authority, in order to formulate proposals for the appointment to the general meeting of shareholders, a short list for each position of administrator of the public enterprise, based on the selection criteria publicly communicated, by announcement, in the order of the ranking of the candidates for the respective position. The appointment of the members of the management board is carried out by the general meeting of shareholders from the short list of candidates drawn up by the selection and nomination committee.

The duration of the administrators' mandate is established by the articles of association and it cannot exceed 4 years.

For the appointment of administrators with definitive mandates, on 14.09.2023 the General Meeting of Shareholders launched the selection procedure established by GEO no. 109/2011. The procedure was suspended by law as a result of the non-operationalization of the Agency for Monitoring and Evaluation of Public Enterprises Performance (AMEPIP) until 06.03.2024. Starting with this date, the selection of Antibiotice S.A. administrators was resumed by the Ministry of Health and AMEPIP, and at the date of issuance of this report it was being finalized. Until the selection was finalized, the General Meeting of Shareholders appointed provisional administrators, and the Management Board appointed the general manager with a provisional mandate.

Considering the above

- Between 01.01.2024 and 16.04.2024, the composition of the management board was as follows:

- Mr. Ioan NANI – permanent executive administrator,
- Mr. Ionel DAMIAN – permanent non-executive administrator (01.01.2024-28.02.2024)
- Mr. Cătălin LUNGU – interim non-executive administrator (29.02.2024 – 16.04.2024)
- Mr. Lucian TIMOFTICIUC – permanent non-executive administrator
- Mr. Mihai TRIFU – permanent non-executive administrator
- Mr. Cătălin POPESCU – permanent non-executive administrator

- Between 16.04.2024 – 31.12.2024 the composition of the management board was as follows:

- Mr. Ioan NANI – interim executive administrator

- Mr. Ionuț -Sebastian IAVOR – interim non-executive administrator
- Mr. Cătălin LUNGU – interim non-executive administrator
- Mr. Mihai TRIFU – interim non-executive administrator
- Mr. Cătălin POPESCU – interim non-executive administrator
- Mrs. Aurelia TALPOȘ – interim non-executive administrator
- Mrs. Viorela ZAHARIA – interim non-executive administrator (29.05.2024 – 31.12.2024).

In accordance with the provisions of article 35 paragraph 1 and 29<sup>1</sup> paragraph 5 of the GEO 109/2011, the provisional management board delegated the management of the company to the general manager, for a provisional mandate equal to the mandate of the management board, and after the appointment of permanent administrators, the selection for the appointment of the general manager with a 4-year mandate will be launched.

### 3. Remuneration Policy

Antibiotice S.A. has a Remuneration Policy approved by the General Meeting of Shareholders by the Decision no. 8 of 21.04.2021. The objective of the Remuneration Policy is to establish a legal and transparent remuneration framework according to clear principles, aimed at aligning the interests of shareholders with those of the company's administrators and directors. Also, the Remuneration Policy was adopted by reporting both to the applicable legal provisions and to the labor market specific to the company's object of activity, aiming to:

- create the necessary framework for attracting highly qualified personnel,
- contribute to increasing the level of the staff retention,
- offer flexible remuneration mechanisms related to the performance achieved by the company.

The Remuneration Policy can be read on the company's website at <https://www.antibiotice.ro/wp-content/uploads/2021/03/politica-de-remunerare-1.pdf>

Based on the definitive mandate contracts concluded for the period 18.04.2020-18.04.2024, the company granted in 2024 to the administrators:

- a fixed compensation for the months of January, February, March and ½ of April for a number of 4 (four) non-executive directors (Mr. Ionel DAMIAN, Mr. Lucian TIMOFTICIUC, Mr. Mihai TRIFU, Mr. Cătălin POPESCU) and 1 (one) executive administrator / general director (Mr. Ioan NANI),
- a variable component (due to the achievement of performance indicators for 2023) for a number of 4 (four) non-executive directors (Mr. Ionel DAMIAN, Mr. Lucian TIMOFTICIUC, Mr. Mihai TRIFU, Mr. Cătălin POPESCU)
- a variable component (due for achieving the performance indicators relating to the year 2023, for achieving the performance indicators relating to the entire contract period 2020-2024 and severance pay) for 1 (one) executive administrator / general director (Mr. Ioan NANI).

Under the definitive mandate contracts, the company does not owe any other remuneration or benefits to the non-executive directors or the executive administrator/general director.

Based on the provisional mandate contracts concluded for the period 16.04.2024-31.12.2024, the company granted in 2024 to the administrators:

- a fixed compensation for the months of ½ April, May-December, for a number of 6 non-executive directors (Mr. Ionuț -Sebastian IAVOR, Mr. Cătălin LUNGU, Mr. Mihai TRIFU, Mr. Cătălin POPESCU, Mrs. Aurelia TALPOȘ, Mrs. Viorela ZAHARIA (29.05.2024-31.12.2024) and to an executive administrator / general manager (Mr. Ioan NANI).

In accordance with the provisions of GEO no. 109/2011, the non-executive administrators and the interim executive administrators are not granted a variable component of remuneration.

Under the provisional mandate contracts, the company owes the non-executive administrators and the executive director a fixed compensation for the period 01.01.2025-14.04.2025.

Based on the definitive and provisional contracts, the non-executive administrators and the executive administrator/general director also benefit from:

- the reimbursement of expenses incurred justifiably in the interest of fulfilling the mandate, based on supporting documents,
- professional liability insurance policy.

Based on the definitive and provisional contracts, the executive administrator/general director also benefits from:

- mixed life insurance, health insurance,

The amount of the sums granted to administrators as remuneration in 2024 is as follows:

Total remuneration: 8.146 thousand lei, of which:

- the fixed component: 1.983 thousand lei
- the variable component: 6.163 thousand lei – related to the year 2023.

The amount of the variable component granted to administrators in 2024 is influenced by the termination of the mandate contract for the executive administrator, whom is paid the variable component due for meeting the performance indicators established by the shareholders for the entire period of the contract (2020-2024).

The variable component is directly correlated with the achievement of the financial and non-financial performance indicators of the administrators, established by the shareholders based on the Management Plan and taking into account the short-term profitability and sustainability objectives. The payment of the variable component is made only after the financial statements are audited by the external auditor and approved by the shareholders in the annual General Meeting. The degree of achievement of the annual performance indicators is certified by the financial statements and it is also separately approved by the shareholders. The payment of the variable component is separately approved by the shareholders, based on the financial statements and the external auditor's report.

The relative proportion of the fixed remuneration and the variable component is 310%, with shareholders aiming for the part of remuneration payable based on the degree of achievement of financial and non-financial performance indicators to have an increased weight in relation to the fixed compensation that is not directly linked to the achievement of the indicators.

The remuneration granted complies with and it is in accordance with applicable legislation as well as the Remuneration Policy approved by the shareholders.

The amount of the fixed compensation and the variable component is in accordance with the limits established by GEO no. 109/2011 on the corporate governance of public enterprises.

4. Annual change in remuneration, company performance and average remuneration based on full-time equivalent of non-executive employees over at least the last 5 financial years, presented together in a manner that allows comparison

#### 4.1 The remuneration of administrators and directors

thousand lei

<b>Evolution of directors and administrators' remuneration</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Directors (total amounts)	1,909	1,659	1,620	2,924	6,136*
Fixed component	403	433	433	433	590
Variable component	1,506	1,226	1,187	2,491	5,546
Non-executive directors (total amounts)	1,468	1,146	1,218	1,233	2,010
Fixed component	535	619	618	617	1,393
Variable component	933	527	600	617	617

\* The additional difference compared to the previous year is determined by the termination of the mandate contracts of the final administrators concluded for the period 2020-2024 and the payment of the variable component related to the fulfillment of the indicators related to the entire contract period.

#### 4.2 The remuneration of employees

lei

<b>Year</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Average earnings evolution of the issuer's employees who are not managers	5,583	6,109	7,014	8,329	9,540

#### 5. The company performance

<b>Financial indicators</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Sales revenue (thousands of lei)	340.424	368.422	482.667	600.781	-
Turnover	NA	NA	NA	NA	675.011
Gross Profit (thousands of lei)	28.329	30.303	41.903	91.524	103.381
Arrears (lei)	0	0	0	0	0
Total expenses per 1000 lei income (lei)	926	922	920	857	851

#### 6. **Remuneration received from entities belonging to the same group**

- not applicable.

#### 7. **The number of shares and share options granted or offered, as well as the main conditions for exercising the related rights, including the exercise price and date, together with any changes thereto**

The non-executive administrators and the executive administrator/general director did not receive shares or stock options in 2024.



### **8. Information on the possibility of recovering variable remuneration**

The mandate contracts concluded with the company's administrators/directors include clauses that give the company the right to initiate legal proceedings to recover any amounts of money granted as remuneration to administrators or directors, which exceed the limits provided by law and the articles of association.

### **9. Information on any deviation from the procedure for implementing the remuneration policy provided for in Law no. 24/2017 in article 106 paragraph (8) - (12), as well as any derogations applied in accordance with article 106 paragraph (6) of the same normative act, including explanations regarding the nature of the exceptional circumstances and indication of the specific elements from which the derogation was made.**

In 2024, there were no deviations from the procedure for implementing the remuneration policy nor any derogations from its content.

### **11. Supplementary or early retirement schemes**

The non-executive directors and the executive administrator/general director did not benefit from additional or early pensions.

### **12. Information regarding the duration of the contract, the negotiated notice period, the amount of damages for termination without just cause.**

The permanent administrators had contracts concluded for a period of 4 (four) years according to article 28 paragraph 8 of GEO no. 109/2011. The provisional administrators concluded contracts for a period of 5 (five) months according to article 291 of GEO no. 109/2011.

The notice period for termination of the contract at the initiative of the administrators is 45 days.

The removal of administrators by the shareholders is effective immediately.

The amount of damages for revocation without just cause – compensation for the damage caused.

### **Conclusion**

This Remuneration Report is prepared by the Nomination and Remuneration Committee and it is approved by the Management Board in the meeting dated 12.03.2025.

This Remuneration Report was read by the statutory auditor Deloitte in accordance with the Audit Contract concluded with Antibiotice S.A. The statutory auditor Deloitte reported, based on the procedures performed as part of the audit of the financial statements, that the Remuneration Report was prepared, in all material respects, in accordance with the provisions of Law no. 24/2017, article 107.

According to the article 107 paragraph 6 of the Law no. 24/2017 on the issuers of financial instruments and market operations and article 55 paragraph 3 of GEO no. 109/2011 on corporate governance of public enterprises, this Remuneration Report is subject to approval by the Annual Ordinary General Meeting of Shareholders, held on \_\_\_\_\_.

Date of the report: \_\_\_\_\_

### **The Nomination and Remuneration Committee**

Mr. Ionuț-Sebastian IAVOR – President

Mrs. Viorela ZAHARIA – Member

Mrs. Aurelia TALPOȘ – Member