

Announcement
on the selection of a non-executive administrator, member of the
Management Board of ANTIBIOTICE S.A.

Antibiotice SA has appointed the executive search company George Butunoiu to provide specialized assistance in the recruitment and selection process in accordance with the provisions of the GEO no. 109/2011 on corporate governance of public enterprises, with the subsequent amendments and completions.

A. To be included in the long list, candidates must meet the following mandatory requirements:

- a. to hold a bachelor's degree diploma in the pharmaceutical/medical field;
- b. to have at least a 10-year professional experience, from which at least one-year experience in a relevant management position (Director, Member of a Management Board, Chief of Department, Manager, etc.);
- c. to demonstrate fluency in the Romanian and English languages;
- d. to have a good reputation from professional point of view;
- e. to have a full exercise capacity and do not have convictions for offenses against the patrimony by failing to trust, corruption offenses, embezzlement, forgery, tax evasion, offenses under Law no. 656/2002 on the prevention and sanctioning of money laundering and on setting up of certain measures for the prevention and combating the terrorism financing, republished, with the subsequent amendments.
- f. not be part of more than two management boards of public enterprises.

B. Criteria on which selection / classification will be made to include candidates on the short list are:

- g. to have post-graduate studies in fields relevant to the basic professional activity and / or the company's field of activity, awarded with diplomas issued by accredited higher education institutions;
- h. to have a relevant experience within entities that coordinate or operate in the pharmaceutical-medical sector: state authorities, medicine manufacturers with at least 750 employees, national distributors of pharmaceutical products with at least 500 employees, medical service providers with at least 300 employees;
- i. to have a relevant experience in communication and relationship with authorities and stakeholders;
- j. to have a sound knowledge on the corporate governance (GEO no. 109/2011 on corporate governance of public enterprises);
- k. to have an experience in the strategic planning, risk management, organizational and performance management;
- l. to have an experience in elaborating and implementing development and modernization strategies.

C. How to apply:

- the candidates' application files will be mailed to *Antibiotice SA* headquartered in 1, Valea Lupului, postal code 707410, Iași County, on paper, in a closed and sealed envelope on which the following mention will be made: "*Selection procedure for the Antibiotice's Administrator, the Candidate's Surname and First Name*" to the attention of the Legal Department until 10.08.2018 at the latest.
- separately, the candidates will also send their CVs to the human resources recruitment agency, to the mail address: ca-antibiotice@georgebutunoiu.com.

Note! Submission of the application files in physical form (on paper) is mandatory for the validation of applications.

The application files must contain the following documents, filed and numbered:

- Opis;
- One copy of the identity document conforming to the original
- Curriculum Vitae in Romanian;
- Copies of study papers conforming to the original;
- Copies conforming to the original proving the current working relationships;
- Two letters of recommendation, containing the names and contact details of the signatories;
- Criminal Record and Tax Offence Record in original;
- An affidavit regarding the seniority in work and management positions – filled out according to the form that is found on the Antibiotice’s website in the corporate governance section;
- An affidavit stating the non-involvement into a conflict of interest situation - filled out according to the form that is found on the Antibiotice’s website in the corporate governance section;
- An affidavit stating the authenticity of the diplomas presented in copies - completed according to the form that is found on the Antibiotice’s website in the corporate governance section;
- An affidavit stating the independence of the administrator according to the Law 31/1990 on the trading companies - completed according to the form that is found on the Antibiotice’s website in the corporate governance section;

All the required documents are mandatory to validate the candidacy. In the case of incomplete application files , applicants will be informed of the identified shortcomings, giving them a 24-hour period to remedy the situation, after which the candidacy will be invalidated if there will not be made the necessary additions.

Explanatory note:

The corporate governance legislation does not provide for a procedure to challenge a candidate's rejection / invalidation. From the desire to ensure maximum transparency in the recruitment and selection process, we will promptly respond to the candidates' requests for clarifications, provided that they only request information referring to their candidacy and not the results obtained by the other candidates. Any requests for clarification must be submitted in the same way as the application file within 24 hours from the receipt of the results, and the candidate will receive a reply within 3 working days from the date of filing the application. Requests for clarification do not suspend the selection process.

The statement of intent will only be requested from the short-listed candidates.

By submitting the application file, the candidates give their consent by default that their personal data be processed for the purposes of recruitment and selection procedure. At the end of the selection process the documents of candidates that will not be selected will be returned to applicants upon request within a 30-day period or will be destroyed after a 30-day period. At the time of employment, candidate selected will have the obligation to submit copies of all employment documents (copies of labour contracts, employment record book or certificates).

Note: *this announcement was published in two national publications from Romania, on the website of the consultant (www.georgebutunoiu.com) and on the Antibiotice’s website (www.antibiotice.ro).*