

## THE REMUNERATION POLICY

### A. Legal basis

*Article 37 paragraph (2) of Government Emergency Ordinance no.109/2011: "The remuneration of the non-executive members of the Management Board or of the Supervisory Board consists of a monthly fixed indemnity and a variable component. The fixed indemnity cannot exceed twice the average for the last 12 months of the average gross monthly earnings per class 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 upon the basis of financial and non- financial performance indicators negotiated and approved by the General Meeting of Shareholders.*

*[...] The amount of the variable component of the non-executive members cannot exceed maximum 12 monthly indemnities."*

*Article 37 paragraph (3) of GEO no.109/2011: " The remuneration of executive members of the Management Board or of the Supervisory Board consists of a monthly fixed indemnity that cannot exceed 6 times the average for the last 12 months of the average gross monthly earnings for the activity carried out according to the main object activity registered by the company according to the classification of activities in the national economy, communicated by the National Institute of Statistics prior to the appointment, and from a variable component.*

*The variable component shall be based upon the financial and non-financial performance indicators, negotiated and approved by the General Meeting of Shareholders, different from those approved for the non-executive managers, determined in accordance with the methodology provided in art.31 paragraph(5).*

*Paragraph(4) The variable component of the members of the Management Board or the Supervisory Board shall be reviewed annually, depending upon 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, the annex to the mandate contract"*

*Article 38 paragraph 1 of OUGno.109/2011: " The remuneration of the managers is established by the Management Board and cannot exceed the level of the remuneration established for the executive members of the Management Board. It is the only form of remuneration for the managers who also fulfill the quality of administrators."*

*Article 38 paragraph 2 of GEO no.109/2011: " The remuneration consists of a monthly fixed indemnity established within the limits provided by Article 3 paragraph (3) and a variable component consisting of a share of the net profit of the company, the granting of shares, the stock-option or an equivalent scheme, a pension scheme or other form of remuneration based upon performance indicators."*

### B. The payment of the remuneration

*The remuneration of the non- executive members of the Management Board consists of a monthly fixed indemnity and a variable component.*

*The fixed indemnity cannot exceed twice the average for the last 12 months of the average gross monthly earnings per class according to the classification of activities in the national economy, communicated by the National Institute of Statistics prior to the appointment.*

The variable indemnity will be granted annually, depending upon the percentage of the achievement of objectives, performance criteria and the involvement in the working groups set up the company level of each member of the Management Board.

Objectives of the Management Board's non-executive members for 2019:

INDICATORS - NON-EXECUTIVE ADMINISTRATORS	Weighting degree	2019 Planned
Sales income (thousand lei)	5%	403.286
Gross profit (thousand lei)	5%	34.876
Arrears (thousand lei)	5%	0
Total expenses at 1000 lei total revenues	5%	914
Government social policies (gender equality, work, health)	20%	100%
Establishing risk management policies and risk monitoring	20%	100%
Monitoring of transparency and communication processes	20%	100%
Revision, evaluation and reporting of the performance of the administrator and director	20%	100%
<b>Total - Management Board</b>	<b>100%</b>	<b>100%</b>

The remuneration of executive members of the Management Board consists of a monthly fixed indemnity that cannot exceed 6 times the average for the last 12 months of the average gross monthly earnings for the activity carried out according to the main object activity registered by the company according to the classification of activities in the national economy, communicated by the National Institute of Statistics prior to the appointment, and from a variable component. The variable component shall be based upon the financial and non-financial performance indicators, negotiated and approved by the General Meeting of Shareholders, different from those approved for the non-executive managers.

Objectives of the Management Board's executive members for 2019:

INDICATORS - EXECUTIVE ADMINISTRATORS	Weighting degree	2019 Planned
Sales income (thousand lei)	10%	403.286
Gross profit (thousand lei)	15%	34.876
Arrears (thousand lei)	15%	0
Total expenses at 1000 lei total revenues	10%	914
Governmental social policies (gender equality, work, health)	10%	100%
Utilization degree of manufacturing capacity not less than 60%	10%	60%
Achieving a customer satisfaction degree on the internal market of at least 80%	10%	80%
Average number of hours of continuing training per employee	10%	35
Monitoring of transparency and communication process	10%	100%
<b>Total Director General</b>	<b>100%</b>	<b>100%</b>

The variable component of the members of the Management Board or the Supervisory Board shall be reviewed annually, depending upon 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, the annex to the mandate contract.

The variable component of the Management Board members for the year 2019: 4.038.541 Lei.

The performance indicators mention above were approved by the shareholders through the GMS decision no. 7 from 18.04.2019, available for viewing at:  
<https://www.antibiotice.ro/wp-content/uploads/2019/03/Decisions-GMS-18.04.2019.pdf>