

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

Antibiotice SA has appointed the George Butunoiu Executive Search SRL to provide specialized assistance in the recruitment and selection process according to the provisions of the GEO no. 109/2011 on the corporate governance of public enterprises, with the subsequent amendments and additions.

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

- a. to be graduates of higher education completed with a bachelor's degree in one of the following fields: economics, law, marketing, international trade;
- b. to have at least a 10-year experience in the basic profession;
- c. to have at least a 3-year experience in a relevant management position within a private entity with a turnover of at least 1,000,000 EUR and at least 50 employees registered in the last fiscal year, or in a public authority with a number of at least 50 employees;
- d. to have a good reputation from a professional point of view;
- e. to have a full exercise capacity and not to have convictions for offences against property by disregarding trust, corruption offences, embezzlement, crimes of forgery, tax evasion, crimes under the Law no. 656/2002 on the prevention and sanctioning of money laundering and on setting up of certain measures for the prevention and combating terrorism financing, republished, with subsequent amendments;
- f. not be part of more than two management boards of public enterprises.

B. The shortlisting criteria are the following:

- g. relevant experience in a position similar to that of an administrator in a large enterprise;
- h. post-graduate studies in fields relevant to the basic professional activity or to the field of the company's activity, completed with diplomas issued by accredited higher education institutions;
- i. a thorough risk management knowledge;
- j. a thorough knowledge of strategic planning and performance management;
- k. a thorough knowledge of corporate governance.

C. Submission procedure:

- The candidates' application files will be post mailed to the Antibiotice SA, headquartered in 1 Valea Lupului St., postal code 707410, Iași County, on paper, in a sealed envelope, with the following mention: "*Selection procedure for the Antibiotice's Administrator, the Candidate's surname and name*" - to the attention of the Legal Department - no later than 03.01.2021.
- The candidates will separately send their CVs to the human resources recruitment agency by e-mail: ca-antibiotice@georgebutunoiu.com.

Notice: 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:

- List of documents;
- Identity card in copy according to the original;
- Curriculum Vitae in Romanian;
- Copies of the study documents according to the original;
- Copies of the documents proving the current working relationships according to the original;
- Two letters of recommendation, containing the names and contact details of the signatories;
- Criminal and Fiscal Record in original;
- An affidavit regarding the seniority in work and management positions – filled out according to the form found on the Antibiotice's website under the section Corporate Governance;
- An affidavit regarding the non-involvement in a conflict of interest situation - filled out according to the form found on the Antibiotice's website under the section Corporate Governance;
- An affidavit on the authenticity of the diplomas presented in copies - filled out according to the form found on the Antibiotice's website under the section Corporate Governance;
- An affidavit stating the independence of the administrator as per the law no. 31/1990 on the trading companies - filled out according to the form found on the Antibiotice's website under the section Corporate Governance;

All the required documents are mandatory for validating the candidacy. In case of incomplete application files, the applicants will be informed about the deficiencies found, giving them a 24-hour period to remedy the situation, after which the candidacy will be invalidated if the necessary completions are not made.

Corporate governance legislation does not provide for a procedure for contesting the rejection / invalidation of an application. In order to ensure maximum transparency in the recruitment and selection process, we will respond promptly to the candidates' requests for clarification, provided that they request only information relating to their candidacy and not involving the results obtained by other candidates. Any requests for clarification are submitted in the same way as the application files within a maximum a 24-hour period from the receipt of the results, and the candidate will receive a reply within a maximum of 3 working days from the registration date of the application. Requests for clarification do not suspend the selection process.

The declaration of intent will only be requested from the shortlisted candidates.

By submitting the application file, the candidates give their implicit consent for their personal data be processed for the purpose of the recruitment and selection procedure. At the end of the selection process, the documents of the candidates who will not be confirmed for the position will be returned to the applicants upon request within a 30-day period or destroyed after this 30-day period.

This announcement was published in two national publications in Romania, on the consultant's website (www.georgebutunoiu.com) and on the Antibiotice website (www.antibiotice.ro).