

ADDENDUM NO. _____
TO THE CONTRACT OF MANDATE NO. _____/_____

THE PARTIES

Antibiotice S.A. with the registered office in Iași, 1 Valea Lupului St., registered at the Trade Registry Office under no. J22/285/1991, VAT no. 1973096, represented by the General Meeting of Shareholders, and

Mr. _____ residing in _____ holder of the identity card, series _____ no. _____ PIN _____, as non-executive administrator of ANTIBIOTICE S.A.

On the grounds of :

- art. 37 of GEO no. 109/2011 on the corporate governance of public enterprises, which regulates the manner in which the General Meeting of Shareholders establishes the remuneration of the Management Board members,

- art. 25 of the Annex 2 to GD no. 722/2016 for the approval of the methodological norms for applying some provisions of GEO no. 109/2011 which regulates the method of establishing the performance indicators for non-executive administrators as well as the weight of financial, operational and corporate governance indicators in the total indicators.

considering the Decisions no. 10 and 11 of the GMS of 27.04.2023, they concluded this Addendum with the following clauses:

- I. Annex A to the contract is amended by including the 2023 financial and non-financial performance indicators:

No.	2023 Financial Performance Indicators	Weighting degree	Planned for 2023
1	TURNOVER (thousand lei)	5%	560,512
2	GROSS PROFIT (thousand lei)	5%	50,007
3	ARREARS (thousand lei)	5%	0
4	TOTAL EXPENSES PER 1,000 LEI INCOME (lei)	5%	914

No.	2023 Non-Financial Performance Indicators	Weighting degree	Planned for 2023
1.	Government social policies (gender equality, work, health)	20%	100%
2.	Establishment of the risk management policies and risk monitoring	20%	100%
3.	Monitoring of transparency and communication processes	20%	100%
4.	Reviewing, evaluating and reporting of the administrator's and director's performance	20%	100%
Total financial and non-financial indicators		100%	

II. For performance indicators achieved in a proportion less than 85 % the administrator will not be granted the variable remuneration component.

III. For performance indicators achieved in a proportion equal to or greater than 85 % a variable component of remuneration equal to 12 fixed gross monthly allowances will be granted to the non-executive administrator, according to art. 8 of the contract and art. 37 of GEO no. 109/2011.

IV. All the other clauses of the Mandate Contract no. _____/_____ remain unchanged.

This Addendum has been drawn up today, 27.04.2023 in three copies, one for the Public Tutelary Authority, one for ANTIBIOTICE S.A. and one for the Administrator, each copy having the same legal force.

ANTIBIOTICE S.A.

The General Meeting of Shareholders through the representative of the majority shareholder, empowered with the mandate no. _____

Mr./ Ms. _____

Non-Executive Administrator,

Mr. _____

ADDENDUM NO. _____
TO THE CONTRACT OF MANDATE NO. _____/_____

THE PARTIES

Antibiotice S.A. with the registered office in Iași, 1 Valea Lupului St., registered at the Trade Registry Office under no. J22/285/1991, VAT no. 1973096, represented by the General Meeting of Shareholders, and

Mr. _____ residing in _____ holder of the identity card, series _____ no. _____ PIN _____, as executive administrator of ANTIBIOTICE S.A.

pursuant to art. 3, item 2, letter f of GEO no. 109/2011 on the corporate governance of public enterprises, taking into account the Decision no. 10 and Decision no. 11 of the GMS of 27.04.2023, concluded this Addendum with the following clauses:

V. Annex A to the contract is amended by including the 2023 performance indicators:

No.	2023 Financial Performance Indicators	Weighting degree	Planned for 2023
1	TURNOVER (thousand lei)	10%	560.512
2	GROSS PROFIT (thousand lei)	15%	50.007
3	ARREARS (thousand lei)	15%	0
4	TOTAL EXPENSES PER 1,000 LEI INCOME (lei)	10%	914

No.	2023 Non-Financial Performance Indicators	Weighting degree	Planned for 2023
1.	Government social policies (gender equality, work, health)	10%	100%
2.	Production capacity utilization not less than 60%	10%	60%
3.	Achieving a minimum 80% customer satisfaction rate in the domestic market	10%	80%
4.	Average number of continuous training hours per employee	10%	40
5.	Monitoring of transparency and communication processes	10%	100%
Total financial and non-financial indicators		100%	

VI. Annex B to the contract will have the following content:

No.	2023 Indicators Executive administrator -General Director	Weighting degree	Q I 2023	Q II 2023	Q III 2023	Q IV 2023	Planned for 2023
1	TURNOVER (thousand lei)	25%	128,821	270,659	405,050	560,512	560,512
2	GROSS PROFIT (thousand lei)	25%	12,048	28,405	34,753	50,007	50,007
3	ARREARS (thousand lei)	25%	0	0	0	0	0
4	TOTAL EXPENSES PER 1,000 LEI INCOME (lei)	25%	924	913	919	914	914

VII. For the performance indicators achieved according to Chapter VII of the contract and art. 37 para. 3 of GEO no. 109/2011 on the corporate governance of public enterprises, the executive administrator will receive the annual and quarterly variable component under the conditions and in the amount established by art. VII of the Mandate Contract no. 1812P/24.02.2020 and by the additional documents concluded with the Management Board.

VIII. All the other clauses of the Mandate Contract no. 3186 P/09.04.2020 remain unchanged.

This Addendum has been drawn up today, 27.04.2023, in three copies, one for the Public Tutelary Authority, one for ANTIBIOTICE S.A. and one for the Executive Administrator, each copy having the same legal force.

ANTIBIOTICE S.A.

The General Meeting of Shareholders through the representative of the majority shareholder, empowered with the mandate no. _____

Mr./ Ms. _____

Executive Administrator,

Mr. _____