

To,
THE MINISTRY OF HEALTH
Str. Cristian Popișteanu nr. 1-3, Sector 1, București

The Agency for Monitoring and Evaluation of the Performance of Public Enterprises
Str. General Ion Emanoil Florescu nr. 1, sector 3, București

The undersigned Antibiotice S.A., with its registered office in the municipality of Iași, str. Valea Lupului nr.1, registered with the National Trade Register Office under no. J1991000285223, tax code no. 1973096, legally represented by the general director – Mr. Ioan NANI

we hereby submit the Report for the fourth quarter of 2025 on the achievement of key performance indicators, prepared in accordance with the provisions of Article 57, paragraph 4 of G.E.O. no. 109/2011 on the corporate governance of public enterprises.

General Director,
Mr. Ioan NANI

Financial Director,
Mrs. Paula COMAN

Annex no. 1

EXECUTIVE ADMINISTRATOR / GENERAL DIRECTOR INDICATORS

Year	Financial indicators						Total	
	The investment policy		Financing	Operations	Profitability			
	Capital expenditure rate	C&D	EBITDA3) Debt/EBITDA3 ratio)	Receivables turnover rate	Operating profit margin	Net turnover growth rate4)		
	%	million lei	no.	no.	%	%		
2025 planned	2.86%	20	2,18	2.1	17.00%	5.21%		
2025 expected ¹	6.45%	23.30	3.92	2.11	11.08%	-4.41%		
degree of achievement	100.00%	100.00%	55.60%	100.00%	65.20%	0.00%		
indicator weight	10.00%	10.00%	5.00%	10.00%	5.00%	10.00%	50.00%	
weighted degree of achievement	10.00%	10.00%	2.78%	10.00%	3.26%	0.00%	36.04%	

Year	Non-Financial Indicators							Total	
	Operational			Governance		Environment			
	Customer-related indicators	Employee-related indicators	Innovation-related indicators6)	Indicators related to the corporate governance		Sustainability indicators	Environmental indicators		
	Customer satisfaction score	Average number of training hours per employee	Share of sales of new services and products	Board meeting attendance rate	Establishing risk management policies	Reducing the water consumption	Energy consumption1)		
	%	no. of h	%	%	YES/NO	%	MWh		
2025 planned	80%	46	0.40%	100%	YES	-1%	0.024		
2025 expected ¹	93%	46	0.44%	100%	yes	-8.9%	0.029		
degree of achievement	100%	100%	100.00%	100%	100%	100%	83%		
indicator weight	10%	5.00%	10.00%	5%	10%	5%	5%	50%	
Weighted degree of achievement	10%	5.00%	10.00%	5%	10%	5%	4%	49.17%	

¹Expected 2025- an estimate of the degree of achievement of key performance indicators based on preliminary unaudited financial results available on January 20, 2026.

An estimated total degree of achievement of key performance indicators – 85.21%, as expected (Article 13, paragraph 3 letter b of Annex 2 to GD 639/2023).

General Director,
Mr. Ioan NANI

Financial Director,
Mrs. Paula COMAN

Annex no. 2

INDICATORS - NON-EXECUTIVE ADMINISTRATORS

Year	Financial Indicators						Total
	Investment policy	Financing	Operations	Profitability		Dividend policy	
CapEx	Current liquidity ratio	Inventory turnover rate	Net profit margin	Growth rate of net turnover achieved in the EU (including RO)	Dividend payout rate		
million lei	no.	no.	%	%	%		
2025 Planned	75	1	4.48	8.00%	7.03%	50.00%	
2025 Expected ¹	89.30	1.93	3.66	7.9%	-4.31%	90.00%	
Degree of achievement	100%	100%	100%	99%	0%	100%	
Indicator weight	10%	10%	10%	5%	10%	5%	50%
Weighted degree of achievement	10%	10%	10%	5%	0%	5%	39.95%

Year	Non-Financial Indicators						Total
	Operational		Guvernance		Average		
Customer-related indicators	Employee-related indicators	Indicators related to corporate governance		Sustainability indicators	Environmental indicators		
Customer retention rate	Number of safety trainings	Establishing an employee safety system	Rate of independent members on the management board	Number of board meetings	Promoting sustainable procurement - significant % of suppliers (80% of CA) signatories to the code of conduct for partners	Emissions in scope 12)	
%	no.	YES	%	no.	%	Tons of CO2e	
2025 Planned	80.00%	4	YES	>51%	12	80%	-2.49%
2025 Expected ¹	100.00%	4	YES	>51%	12	80%	-2.49%
Degree of achievement	100.00%	100.00%	100%	100%	100,00%	100%	100.00%
Indicator weight	10%	10%	5%	5.00%	5.00%	5%	10%
Weighted degree of achievement	10.0%	10.0%	5.0%	5.0%	5.0%	5.0%	1.0%
							50.00%

¹Expected 2025 – an estimate of the degree of achievement of key performance indicators based on preliminary unaudited financial results available on January 20, 2026.

Estimated total degree of achievement of key performance indicators – 89.95%, as expected (Article 13, paragraph 3 letter b of Annex 2 to G.D. 639/2023).

General Director,
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Financial Director,
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