

Antibiotice **at**

THE INVESTOR RELATIONS COMMUNICATION POLICY

1. General information / Purpose of the policy

The Investor Relations Communication Policy describes the principles and practices that Antibiotice S.A. applies in order to communicate relevant information with integrity, in a timely, fair and accurate manner to all interested parties, especially to capital market participants – shareholders, investors and financial analysts. The aim is to ensure equal treatment and access to all investors to information on our corporate policies and events, the company's financial performance, sustainability and our business strategies to help them make an informed investment decision. This policy serves as a best practice guide in communicating with stakeholders.

2. The communication strategy of Antibiotice S.A.

2.1. The company's communication objectives in relation to investors include:

- providing clear, accurate and transparent information about the business and its performance;
- increasing investor confidence and satisfaction by promoting an open dialogue and constant interaction;
- establishing a solid reputation and a trustworthy image on the financial market through effective and appropriate communication;
- informing investors about the company's strategies and development plans;
- ensuring that investors are aware of the developments and changes within the company, as well as the risk factors and potential opportunities;
- promoting the transparency and responsibility of the management team, thus contributing to the attractiveness of the company on the capital market.

2.2. Communication tools

To communicate effectively with investors, Antibiotice S.A. uses various communication tools, such as:

1. Annual, semi-annual and quarterly reports, which will provide information on the financial and operational performance of the company.
2. Sustainability reports – communicating the company's commitment to responsible practices, environmental impact and other sustainability issues;
3. Conferences dedicated to financial results – the company organizes teleconferences related to quarterly and annually financial results.
4. Company website (Investors Section) (<https://www.antibiotice.ro/investitori-php/>)
→ The Investors section on the Antibiotice S.A. website includes the following subsections of interest/dedicated pages:
 - Shareholder information, where the following can be accessed:

- The calendar of events – the company makes available to investors the financial calendar, where the main events during a year are presented (<https://www.antibiotice.ro/investitori-php/calendar-evenimente/>)
 - IR Presentations (Investor Relations) – the company provides investors with a regularly updated presentation, which includes the most important aspects related to strategy, financial and operational planning (<https://www.antibiotice.ro/prezentari-ri/>);
 - Investor Meeting – it is where investor conference calls are announced and where conference call recordings and transcripts are displayed (<https://www.antibiotice.ro/investitori-php/financial-information/intalnire-cu-investitorii-si-analistii/>);
 - Investor events (<https://www.antibiotice.ro/eveniment-2/>) – Investor Day events and events organized by a third-party broker, exchange, capital market associations in which the company participates are displayed here.
- Financial information (<https://www.antibiotice.ro/investitori-php/financial-information/>) – annual, quarterly and annual financial reports as well as financial results (profit and loss account, balance sheet) in MS Excel or similar format are uploaded here.
 - General Meetings of Shareholders (<https://www.antibiotice.ro/investitori-php/financial-information/adunari-generale-ale-actionarilor/>) – here the convening notices, the materials related to the items on the agenda, the decisions and the votes will be available, so that the shareholders are aware of the decisions taken.
 - Investor Relations contact (<https://www.antibiotice.ro/contact-relatii-cu-investitorii/>)
 - here one can find the contact details (email address – relatiicuinvestitorii@antibiotice.ro and phone numbers) of the specialists for the relationship with the investors.
 - The Corporate Governance section on the Antibiotice S.A. website includes the following subsections / dedicated pages:
 - Governance Structures (<https://www.antibiotice.ro/investitori-php/corporate-governance/structuri-de-guvernanta/>) – the composition of the Management Board, the Advisory Committees, the Management Team will be displayed here.
 - Reference documents (<https://www.antibiotice.ro/investitori-php/corporate-governance/documente-de-referinta/>) – the Articles of Association, the Certificate of fiscal registration and the Certificate of registration.
 - Governance documents (<https://www.antibiotice.ro/investitori-php/corporate-governance/documente-de-guvernanta/>) – where the Corporate Governance Code, the Regulations of the Advisory Committees and policies will be displayed.
 - 5. Current reports at the Bucharest Stock Exchange – financial reports, changes in the shareholding structure and any significant events that could influence the price of the company's shares, as well as disclosures regarding insider information will be published.
 - 6. Press releases – the company's activity is constantly presented through press releases to ensure the dissemination of information to the widest possible audience.

7. Social Media Platforms – the presence of the company in the online space by promoting the results and evolution of the company, manufactured products, etc. Of the social media pages owned by Antibiotice S.A., we note the following as channels for promoting information of interest to shareholders and investors: Antibiotice's page on LinkedIn (<https://www.linkedin.com/company/antibioticeis/>), the corporate Facebook page (<https://www.facebook.com/AntibioticeIasi/>) and the Youtube channel (<https://www.youtube.com/channel/UCzKsvHxBiLGv5U9N-qlFQxYQ>).

All these tools are used to facilitate the quick and equal access of all interested parties to the key aspects of the company's activity.

2.3 Investor and analyst relations representatives

The Antibiotice S.A. representatives responsible for the communication with analysts, shareholders, potential investors and capital market regulators are the Chairman of the Management Board (in special cases), the General Director, the Financial Director, the Strategic Planning and Portfolio Management Director, the Legal and Corporate Governance Director, the National Sales Director and the Director – Business Development and International Sales and Investor Relations Department.

2.4 Direct communication with the investor relations team

For specific questions, investors can contact the Investor Relations team by email using the dedicated email address (relatiicuinvestitorii@antibiotice.ro) or on the phone by calling the number +40372 065 583.

The specialists from the Investor Relations Department ensure direct, easy and transparent communication with investors, providing answers regarding the financial performance, the shareholding structure, the value and the payment of dividends, the organization of quarterly and annual teleconferences, the organization of events dedicated to the company's investors and analysts such as the Investor's Day.

3. Disclosure Practices

3.1 Privileged information

Our company complies with the legal provisions in force regarding the disclosure of privileged information that could have an impact on the decisions of investors and the market, in a timely and transparent manner. At the company level, the Privileged Information Procedure SOP-RIN-008 is operational, regarding the protection of privileged information, the latter being assimilated and protected in the same way as the confidential information and the employees with access rights are periodically trained on the applicable rules.

The inside information includes, but it is not limited to:

- the financial results of the company;
- significant changes in assets and major operations;
- mergers, acquisitions and sales of business segments;
- obtaining financing for production development projects;
- concluded major contracts whose value exceeds 10% of the net turnover or total income;

- strategic business plans;
- dividend policy;
- public or private sale of securities;
- new licenses, patents or significant registered trademarks;
- the changes in the management of the company;
- takeover offers;
- reorganization of the company;
- other events that could affect the share price or the company's performance.

The timing of disclosure is crucial to ensure that all the investors have access to information simultaneously, thus preventing the unfair advantage for certain individuals or groups. Antibiotice S.A. has a number of specific guidelines for when and how privileged information is disclosed, such as after the close of trading on a particular day on the stock exchange or within a certain time frame after an event occurs. Thus, the Investor Relations specialists will prepare the current report that will be published after obtaining the approval of the General Director in less than 24 hours (usually after the closing of the trading day) at the Bucharest Stock Exchange, at the Financial Supervisory Authority and on the company's website.

The disclosure practices also include how information is disseminated to the public, usually through current reports at the Bucharest Stock Exchange, press releases and investor presentations. By following strict disclosure practices, our company wants to maintain transparency, to build trust with investors and to comply with the applicable securities regulations and to avoid legal and reputational risks.

3.2 The postponement of information publication

In certain situations, the company's management may decide to postpone the publication of privileged information, if it could harm the company's own interests. The purpose of the delay is to not mislead the public and to ensure the confidentiality of that information. Thus, the specialists from the Investor Relations Department, after having obtained the approval from the company's management, have the task of informing the Financial Supervisory Authority, without delay, about the decision to postpone the publication of the information.

3.3 The selective disclosure of information

As a general rule, the privileged information must not be disclosed to others unless they have been authorized to receive it and the use thereof for their own purposes is strictly prohibited. However, disclosing information to a select person or group, including investment analysts, investors or other market professionals, is considered to be a selective disclosure, which is illegal and prohibited.

3.4 The unintentional selective disclosure

If there has been an unintentional selective disclosure, the specialists from the Investor Relations Department will make the information public, as soon as possible, through a press release published on the website of the Bucharest Stock Exchange, a report submitted to the Financial Supervisory Authority and a report published on the company's website.

3.5 The silence periods

In order to avoid the potential for disclosure or even the perception or the occurrence of the selective disclosure of information, the company will observe a period of silence beginning 30 calendar days prior to the publication of quarterly, half-yearly or annual financial results. During this waiting period, no commentary will be provided on the operations or results of the interim or year-end financial reports.

During the silence period, the company will not initiate any meeting or telephone contact with investors, analysts or rating agencies, but it will respond to questions received regarding factual matters based on public or non-privileged information. If the company is invited to participate, during a period of silence, in meetings or conferences with investors and analysts organized by third parties, whether the acceptance of these invitations is appropriate will be determined, on a case-by-case basis. If such invitations are accepted, extreme caution will be exercised to avoid selective disclosure of privileged information.

3.6 The rumors and fake-news

In the event that rumors, speculation or false information about the Antibiotice S.A. activity will be published in the print media or online, including misleading investment recommendations that use our company's name, the company's management, through the specialists of the Investor Relations Department, will promptly issue a release on our company's standpoint through a current report that will be published on the website of the Bucharest Stock Exchange and on its own website, and the professionals within the Communication and PR Department will issue the same release in the print media. Our company will take immediate measures to prevent and stop attempts to defraud investors.

4. Compliance and Governance

The Communication Policy in Investor Relations of the Antibiotice S.A. is based on the laws and regulations of the capital market for listed companies, on the Corporate Governance Code of the company as well as on the Corporate Governance Code of the Bucharest Stock Exchange.

5. Policy Review

This Policy has been approved by the company's Management Board. The specialists of the Investor Relations Department will review this policy at least once every three years or whenever necessary and the significant changes will be subject to the approval of the Management Board.

Questions

All questions regarding this policy can be sent to the Investor Relations department at the email address: relatiicuinvestitorii@antibiotice.ro .

Final provisions

This policy enters into force on 22.11.2024, which is the date of its approval by the Management Board.

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