

**Proposal of the Board of Administrators of the Commercial Society  
Farmaceutica REMEDIA S.A.**  
referring to the point 8 of the **OGMS Convening as of 15/16 April 2020**

Establishing the remuneration for the members of the Board of Administrators, the General Director, as well as for the Directors with a mandate contract, and the maximum limit up to which additional remuneration and other benefits from the unconsolidated net profit can be granted, all for the period 01.05.2020 - 30.04.2021, as follows:

- The compensation of the Board of Administrators, the General Director and the Directors with a mandate contract is limited to a maximum of 150.000 lei gross per month;
- The annual bonus for the members of the Board of Administrators of the General Director and of the Directors with a mandate contract, with the approval of the Board of Administrators, is limited to a maximum of 15% of the net profit, according to the mandate contracts, after the approval of the annual financial statements (amount that includes all fees).

Mandate of the Board of Administrators to determine, depending on the performance achieved, the distribution of benefits for the members of the Board of Administrators, the General Director, as well as for the Directors with a mandate contract.

**Farmaceutica REMEDIA S.A.**  
PRESIDENT of the BOARD of ADMINISTRATION

**„TARUS” - Valentin Norbert TARUS e.U”**