



In attention of: Mr. Ionica Tiberiu-Danut
Ref.: Information request GMS 27.04.2020

Dear Mr. Ionica Tiberiu-Danut,

Regarding the questions you formulated for the Ordinary General Meeting of Shareholders summoned for 27.04.2020, we are hereby informing you that shareholders may ask questions about subjects for which the GMS is competent, related to the topics on the agenda of the meeting. SNN has already answered these questions regarding the compliance with the provisions of Law no. 544/2001 on the free access to public-interest information to a similar previous request. In this regard, you were told that the information you requested is commercial information in relation to the competition environment, and cannot be made public. Therefore, according to the provisions of art. 185 and 198, paragraph (1) and (2) from ASF Regulation no. 5/2018, SNN will communicate the following:

As a preliminary aspect, we emphasize the fact that according to the provisions of Regulation no. 5/2018, shareholders are entitled to ask questions regarding topics on the agenda of the general meeting of shareholders and the agenda of the general meeting of shareholders does not include aspects regarding incentives, bonuses, premiums or other benefits granted to SNN employees. Thus, we consider that, from this perspective, SNN is not legally obligated to provide this information to you.

1. What is the list for the incentives, bonuses, premiums (e.g. Easter premiums) or other material benefits granted to employees? What is the legal basis for granting them?

SNN employees do not receive holiday premiums (Easter, Christmas, etc.). The personnel expenses are presented in the financial reports published on the SNN website in the section related to the General Meeting of Shareholders of 27.04.2020. These expenses are mainly incurred

according to the Labor Code, Social dialog law no. 62/2011 and the provisions of CCM SNN, but this is information that is part of the salary policy of the company. At the same time, CCM SNN contains certain commercial information and which, in relation to the competition environment and the provisions of art. 1¹ let. d) of Law no. 11/1991 on combatting unfair competition, as further amended and supplemented, constitutes a commercial secret, and its disclosure may affect the interests or activities of the company.

2. How many persons out of the total number of employees benefit from each category from the list above (incentives, bonuses, etc.)?

See the answer to question 1 and the preliminary aspects indicated above.

3. What are the criteria for distributing to employees the amounts from the fund for the employees' participation in the profit?

The criteria for distributing to employees the amounts from the fund for the employees' participation in the profit are set by a resolution of the Board of Directors and represent commercial information in relation to the competition environment.

4. Is there a system of financial benefits for retiring employees?

See the answer to question 1 and the preliminary aspects indicated above.

5. What are the conditions under which I can study (read) the Collective Employment Contract concluded on company level?

The Collective Employment Contract is not a subject related to the topics that are on the agenda of the GMS of SNN of 27.04.2020, and the company is obligated, according to GEO no. 25/2019, to protect the know-how and undisclosed business information that constitutes commercial secrets against illegally acquiring, using and disclosing information. Moreover, we reiterate the aforementioned preliminary aspects, namely the fact that this question does not pertain to the agenda of the general meeting of 27.04.2020.

Cosmin Ghita

Chief Executive Officer

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Dan Laurentiu Tudor

Deputy Chief Executive Officer

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