

## Extraordinary announcement

Richter Gedeon Nyrt. (the "**Company**") hereby announces that on February 26, 2018 on the basis of its mandate from the Board of Directors of the Company it approved the Statutes of the Richter Gedeon Nyrt. Employee Participation Program Organization (the "**Richter EPP Organization**") and the respective incentive policy related to the allocations to be provided in the framework of Employee Participation Program to certain of its titleholders and key employees (the "**Incentive Policy**").

The Metropolitan Court registered the Richter EPP Organization by its order no. 83.Pk.60.128/2018/2, under the name of "*Richter Gedeon Nyrt. Munkavállalói Résztulajdonosi Program Szervezet*" (in English: *Richter Gedeon Nyrt. Employee Participation Program Organization*). The order according to the notice received on April 13, 2018 became final and executable on March 28, 2018.

The aim of the establishment of the Richter EPP Organization is to strengthen the performance and loyalty of the titleholders and key employees through the sharing the success of the Company.

The personal scope of the Incentive Policy extends to the titleholders and key employees defined therein (the "**Participants**"), The Participants are enrolled in the program and submitted to the Incentive Policy on the basis of their employment relationship.

In the framework of the realization of the Incentive Policy, the Company will transfer in two rounds to the Richter EPP Organization as non-monetary contribution the following amounts of its HUF 100 nominal value, HU0000067624 serial number ordinary shares (the "**Shares**"):

- (i) Until May 28, 2018, the amount of 148,511 Shares; and
- (ii) Until June 30, 2018, the amount of Shares to be calculated as set forth in the Incentive Policy.

In the framework of the first EPP program which will close by the end of February 2019, the Participants will acquire the cash counterpart of the Shares.

The Company will make announcements about the transactions related to the treasury shares to be provided to the Richter EPP Organization.

**Gedeon Richter Plc.**