

**TERMS AND CONDITIONS OF THE IMPLEMENTATION OF THE STOCK OPTIONS PLAN FOR
THE REFERENCE PERIOD 2022**

This document aims to establish the terms and conditions for the implementation of the Stock Options Plan approved by OGSM resolution no. 3/15.12.2022 (the "**Plan**"). Capitalized terms used herein shall hereinafter have the meaning assigned to them in the Plan, unless otherwise specified.

The conditions and terms of implementation of the Plan for the Reference Period 2022 are as follows:

1. Performance Condition Measurement Date: April 24, 2023

Under the condition of the approval by the GSM of the financial statements related to the financial year ended on December 31, 2022, it is found that the General Performance Conditions established in the Plan regarding the Reference Period 2022 have been fulfilled, the Net Margin recorded in the Reference Period 2022 being [9.86%].

2. Grant Date : April 24, 2023

3. Normal Vesting Date: April 24, 2024

4. The total number of Shares that can be acquired related to the 2022 Reference Period: 524,183 shares.

5. The percentage of the total number of Shares that can be acquired and the number of Options granted to each of the Eligible Participants are as indicated in the table below.

6. List of Eligible Participants :

6.1. Eligible Originators

No. crt.	Name and surname	Position occupied	The percentage of the total number of Shares that can be acquired corresponding to the Reference Period 2022	Number of Options granted related to the Reference Period 2022
1.	Liviu Zagan	General Manager	57.0000%	298,784
2.	Matei Georgescu	Development Manager	19.000%	99,594
3.	Cosmin Mizof	Capital Markets Liaison Manager	4.0000%	20,967

Holde Agri Invest S.A.

6.2. Eligible Directors

No. crt.	Name and surname	Position occupied	The percentage of the total number of Shares that can be acquired corresponding to the Reference Period 2022	Number of Options granted related to the Reference Period 2022
1.	Bogdan Serghiescu	Deputy General Manager	2.8000%	14,677
2.	Adrian Pirciu	CFO	2.4000%	12,580
3.	Marius Botea	Technical Manager	2.8000%	14,677
4.	Robert Lisenche	Investment Manager	2.0000%	10,483
5.	Razvan Tudor	Commercial Manager	2.0000%	10,483
6.	Dragos Grigore	Asset manager	1.0000%	5,241

6.3. Eligible Employees

No. crt.	Name and surname	Position occupied	The percentage of the total number of Shares that can be acquired corresponding to the Reference Period 2022	Number of Options granted related to the Reference Period 2022
1.	Bogdan Gheorghescu	Operations Manager	1.4000%	7,338
2.	Dan Raicescu	Asset Manager	1.0000%	5,241
3.	Nicolae Pitac	Precision Agriculture Manager	1.0000%	5,241

7. For the Reference Period 2022, no special performance conditions will be established.