

To: BURSA DE VALORI BUCUREȘTI S.A.
AUTORITATEA DE SUPRAVEGHERE FINANCIARĂ

CURRENT REPORT 38/2024

According to Law nr. 24/2017 regarding issuers of financial instruments and market operations, ASF regulation nr. 5/2018 regarding the issuers of financial instruments and market operations and/or the Bucharest Stock Exchange Rulebook for Multilateral Trading System.

Date of report	08.10.2024
Name of the Company	Holde Agri Invest S.A.
Registered Office	Intr. Nestorei nr. 1, Corp B, Etaj 10, Sector 4, Bucharest
Phone	+40 754 908 742
Email	investors@holde.eu
Trade Registry No.	J40/9208/2018
Fiscal Code	39549730
Subscribed and paid share capital	RON 121,273,584
Total number of shares	121,273,584 shares, of which 120,577,734 ordinary class "A" shares and 695,850 preferred class "B" shares
Market where securities are traded	MTS AeRO Premium, symbol HAI

Important events to be reported: Change of the Company's CFO

The management of Holde Agri Invest S.A. (hereinafter referred to as the "Company informs investors about the change of Mr. Bogdan Serghiescu from the position of Chief Financial Officer (CFO) of the Company, with the role being assumed by Mr. Bogdan Lungu. The change at the CFO level comes into force as of October 8, 2024, Mr. Bogdan Lungu's mandate being granted for an indefinite period of time.

Bogdan Lungu is an executive with 24 years of experience in the financial and operational fields. Throughout his career, he has held leadership positions in various companies such as Tiriac Holding, Mantor Group, and SevenX Group, where he significantly contributed to optimizing financial functions, monitoring investment, and implementing of the group-level strategies. Over the course of his professional career, Bogdan Lungu has been involved in financial restructuring processes, negotiated contracts with financial institutions, and implemented measures to optimize cash flow and reduce costs.

As the Company's CFO, in addition to coordinating the activities of the financial department, Bogdan Lungu will work closely with the management team to contribute to the achievement of the Company's medium and long-term objectives.

Mr. Bogdan Serghiescu, who held the CFO position from September 1, 2024, until the appointment of Mr. Bogdan Lungu, will continue to contribute to the Company's activity as Interim CEO.

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More information regarding Mr. Bogdan Lungu's experience is available in the CV attached to this current report.

Chairman of the Board of Directors

Iulian-Florentin Circiumaru

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CURRICULUM VITAE

BOGDAN LUNGU

CAREER HISTORY

May 2022 – Sep 2024 **SevenX Group**
Investment advisor

MAIN TASKS AND ACCOUNTABILITIES

- Involvement in the analysis of potential investments/targets
- Monitoring the existing investments of the Group
- Providing assistance to investees on specific matters
- Preparing business cases for the acquisition of specialized assets

May 2018 – April 2022 **Mantor Group**
Group CFO

MAIN TASKS AND ACCOUNTABILITIES

- Responsible for overall Finance function for the group's entities
- Responsible for Banks related activities, loans contracting, covenants fulfilment
- Coordination of Accounting, Controlling, tax audits for VAT reimbursements
- Due diligence finance responsibility for selling one of the Group's subsidiaries
- Preparing business plans, cash-flow forecast, budgets and analyzing variances actual vs. budget, preparing Financial Statements and managerial reports
- Responsible for Group cash flow optimization and solutions proposal for crisis management

Apr 2016 – Apr 2018 **Totalsoft**
Project Manager – International Division

MAIN TASKS AND ACCOUNTABILITIES

- Responsible for successful ERP implementation for multinational companies, including their foreign subsidiaries (e.g. US, China, etc.)
- Managing and leading the project team and co-ordination of the partners
- Managing project within the defined budget, timeline and KPIs

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- Working closely with users to ensure the project meets business needs

Nov 2011– July 2015
Chief Operating Officer

Tiriac Holding

MAIN TASKS AND ACCOUNTABILITIES

- Responsible for several divisions (real estate, leasing, energy) generating a consolidated annual turnover of around 100 mn EUR
- Involved in decision making process regarding strategic projects/objectives
- Monitoring the companies' results and evolution
- Involved in negotiations with banks
- Providing support regarding finance function
- Responsible for specific one-off projects (e.g. solar plant development etc.)

July 2010 – Oct 2011 **Gemisa Investment Group**
Group CFO

MAIN TASKS AND ACCOUNTABILITIES

- Responsible for overall Finance & Accounting function for the group's entities
- Responsible for negotiations with banks and leasing companies in respect of ensuring the financial resources and/or refinancing existing credit facilities
- Involvement in the process of selling group entities to other investors (e.g. due-diligence process, SPA drafting etc.)
- Involvement in dealing with insolvency cases for reorganization purposes, including negotiations with banks and suppliers for debt restructuring
- Identifying and implementing measures to reduce costs, including the outsourcing of the non-core activities (e.g. IT function, HR & payroll, etc.)

Gemisa Investment Group controlled companies acting in various domains such as retail& distribution, services (medical, fleet management, payroll & recruitment) etc., generating a consolidated annual turnover of 18-20 mn EUR

June 2008 – Dec 2009
Group CFO

Neole Holding – private equity

July 2009- Dec 2009 - Flamingo Group - CFO

- Responsible for the overall performance of the Finance function
- Part of the Turnaround Team, having as main goal the recovery of the Group's operations
- Debt restructuring negotiation with banks & vendors
- Preparing business plans and cash-flow plans required for a successful turnaround
- Responsible for the due diligence results performed by an independent third party according to the banks' request
- Identifying and implementing measures to reduce costs and monitoring their

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effectiveness

June 2008- June 2009 – Neole Group – CFO

- Responsible for the overall performance of the Finance function within the Group
- Implement harmonized reporting package and financial policies
- Manage the relationship with accountants, banks, tax authorities, audit, legal and other providers
- Financial advisor to the Board, analyzing & articulating the key financial drivers (both risks & opportunities)
- Participation in due diligence projects of target companies, analyzing all financial and business risks and opportunities

Feb 2006– May 2008 Ernst & Young Romania Manager Global Financial and Accounting Service

MAIN TASKS AND ACCOUNTABILITIES

Sept 2007 – Feb 2008

- Acting as CFO for a company specialized in iron powder production, accountable for reaching specific targets such as (beside the usual CFO tasks):
 - (re)organizing the Finance function;
 - coaching the next Finance Manager of the company
 - finalizing the implementation of an ERP software

June 2006 – Aug 2007

- Co-managing a joint team Petrom – Ernst & Young, responsible with preparation and delivery of monthly Reporting Package to Management Team, as well as various analysis and reports
- Designing procedures and accounting instructions in accordance with IFRS, RAS and OMV/Petrom requirements
- Involvement in SAP implementation, in respect of Finance & Accounting aspects
- Responsible for designing and implementation of Procurement Procedures within Exploration & Production Division in accordance with OMV rules and guidelines, SAP Blueprints and legal requirements
- Providing assistance in designing the Procurement Procedures for Marketing Division

Other assignments

Responsible with preparation of consolidated financial statements of large corporations

June 2004– Jan 2006 LA Fantana, Belgrade, Serbia Chief Financial Officer

MAIN TASKS AND ACCOUNTABILITIES

- ☑ Responsible for the overall performance of the Finance function, including ERP implementation (Charisma)
- ☑ Designing, implementing and improving procedures within the business and monitoring the way they are applied
- Dealing with banks and leasing companies for financing purposes
- Investigating, defining and implementing solutions for improvement of cash-flow management, including receivables' management

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Sept 2000– May 2004 **Arthur Andersen and Ernst & Young**
Senior Consultant, Business Process Outsourcing/Business Risk Services

MAIN TASKS AND ACCOUNTABILITIES

- Coordinating and supervising complex engagements with teams up to 10 persons
- Preparing financial statements and managerial reports according to IFRS for both, local and multinational companies
- Providing internal audit and financial control services for multinational companies, including fraud investigations
- Being involved in audit engagements for leading companies from various domains such as oil & gas, building materials and power
- Providing assistance during fiscal controls projects

PROFESSIONAL EDUCATION

1995 - 1999 / Faculty of Accounting - Financial Management & Financial Analysis Academy of Economic Studies

Member of the Institute of Chartered Accountants and Certified Public Accountants in Romania ("CECCAR") since 2004

Association of Chartered Certified Accountants, UK (ACCA) – final stage