



Annual remuneration report of the senior management of Holde Agri Invest S.A. (the "Company")

In accordance with the provisions of Law no. 24/2017 on issuers of financial instruments and market operations, as subsequently amended and supplemented, the Board of Directors of the Company has prepared this annual remuneration report ("**Remuneration Report**") in accordance with the remuneration policy of the Company's directors, which includes the remuneration and other benefits granted to the Company's directors during the financial year ended 31 December 2025.

The Remuneration Report will be submitted to the advisory vote of the Company's ordinary general meeting of shareholders ("**OGMS**") on 27/28 April 2026, will be published on the Company's website at investors@holde.eu and will remain available to the public for 10 (ten) years from its publication, in accordance with the applicable legal provisions.

The Remuneration Report provides an overview of the remuneration, including all benefits regardless of form, granted or owed during the last financial year to each director individually.

Holde Agri Invest S.A.

Commerce Reg. No.: J2018009208408; CUI 39549730

Headquarters: Intr. Nestorei nr. 1, Building B, 10th Floor, Sector 4, Bucharest, Romania Paid-up Subscribed Share Capital 121,273,584 RON

www.holde.eu | contact@holde.eu

I. Remuneration structure of the Company's directors for the financial year 2024

Crt. no.	Name and function	Total remuneration (broken down by components), relative proportion of fixed and variable remuneration	Remuneration received from any entity belonging to the same group	The number of shares and stock options granted or offered, as well as the main conditions for exercising the related rights, including the strike price and date, together with any changes thereto	Information on the use of the possibility of recovery of variable remuneration	Information on any deviation/derogation from the procedure for the implementation of the exceptional remuneration policy
1.	Cîrciumaru Iulian-Florentin – non-executive member, chairman of the Board of Directors	60,000 RON, of which 100% fixed component and 0% variable component. Other benefits: N/A	Not applicable	Not applicable	Not applicable	Not applicable
2.	Aniței Mihai-Daniel – non-executive member of the Board of Directors ¹	17,250 RON, of which 100% fixed component and 0% variable component. Other benefits: N/A	Not applicable	Not applicable	Not applicable	Not applicable

¹ Mr. Aniței Mihai-Daniel resigned from office on 11 April 2025.

3.	Leca Alexandru-Leonard - non-executive member of the Board of Directors	60,000 RON, of which 100% fixed component and 0% variable component. Other benefits: N/A	Not applicable	Not applicable	Not applicable	Not applicable
4.	Zagan Liviu-Gabriel - non-executive member of the Board of Directors ²	17,250 RON, of which 100% fixed component and 0% variable component. Other benefits: N/A	Not applicable	Not applicable	Not applicable	Not applicable
5.	Maxim Enrico-Robert - non-executive member of the Board of Directors ³	51,750 RON, of which 100% fixed component and 0% variable component. Other benefits: N/A	Not applicable	Not applicable	Not applicable	Not applicable
6.	Serghiescu Bogdan-Catalin – provisional member of the Board of Directors	5,000 RON, of which 100% fixed component and 0% variable component. Other benefits: N/A	180,000 RON – Director of Holde Agri Invest S.A.	Not applicable	Not applicable	Not applicable

² Mr. Zagan Liviu-Gabriel resigned from office on April 11, 2025

³ Mr. Maxim Enrico-Robert resigned from office on November 12, 2025

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II. Annual change in the remuneration, issuer performance and average remuneration based on the full-time equivalent of the Company's employees who are not managers during the last 5 financial years

Annual change	Financial year 2021 compared to financial year 2020	Financial year 2022 compared to financial year 2021	Financial year 2023 compared to financial year 2022 ⁴	Financial year 2024 compared to financial year 2023 ⁵	Financial year 2025 compared to financial year 2024 ⁶
Remuneration of managers					
Cîrciumaru Iulian-Florentin – non-executive member, chairman of the Board of Directors	N/A	N/A	N/A	N/A	N/A
Aniței Mihai-Daniel – non-executive member of the Board of Directors	N/A	N/A	N/A	N/A	N/A
Leca Alexandru-Leonard - non-executive member of the Board of Directors	N/A	N/A	N/A	N/A	N/A
Maxim Enrico-Robert - non-executive member of the Board of Directors	N/A	N/A	N/A	N/A	N/A

⁴ The members of the Board of Directors were appointed as of 15.12.2022.

⁵ The members of the Board of Directors were appointed as of 15.12.2022.

⁶ The members of the Board of Directors were appointed as of 15.12.2022.

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Zagan Liviu-Gabriel - non-executive member of the Board of Directors	N/A	N/A	N/A	N/A	N/A
Company Performance					
EBITDA	Increased by 42%	Decreased by 54%	Decreased by 133%	Increased by 279%	Increased by 356%
Average remuneration based on the full-time equivalent of the Company's employees	N/A	N/A	N/A	N/A	N/A

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