

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

CURRENT REPORT 26/2026

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	30.09.2026
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.	J2018009208408
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: Appointment of Chief Financial Officer

The management of Holde Agri Invest S.A. (hereinafter referred to as the "Company") informs investors of the appointment of Mr. Victor Tamaș as Chief Financial Officer (CFO) of the Company, effective 1 October 2026. Mr. Tamaș replaces Mr. Adrian Pîrciu, whose tenure with the Company ends on 30 September 2026.

Mr. Victor Tamaș has over 20 years of experience in finance and accounting, having held Chief Financial Officer and Chief Executive Officer positions at companies in the energy, media and entertainment sectors. His experience includes overseeing financial activities at group level, budgeting and cash flow management, financial reporting in accordance with IFRS, and managing relationships with banks and external auditors. In his most recent role as Chief Executive Officer of HAGAG Distribuție și Furnizare, Mr. Tamaș oversaw the company's operational and financial activities. Further information about his professional experience is available in the CV attached to this current report.

Within the Company, Mr. Victor Tamaș will be responsible for overseeing the group's financial activities, including budget planning and financial reporting, as well as managing relationships with financing institutions.

The Company thanks Mr. Adrian Pîrciu for his contribution during his tenure as Chief Financial Officer.

Chairman of the Board of Directors

Iulian-Florentin Circiumaru

Holde Agri Invest S.A.

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Headquarters: Intr. Nestorei nr. 1, Corp B, Etaj 10, Sector 4, București, Romania

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VICTOR ADRIAN TAMAS

Director General | Chief Financial Officer | Senior Financial Professional

PROFESSIONAL SUMMARY

Results-driven Director General and CFO with 20+ years of progressive financial leadership across Romanian energy, media, and entertainment sectors. Deep expertise in ANRE-regulated gas distribution, M&A due diligence, IFRS financial reporting, and public tender management under the Anghel Saligny National Investment Program. Recognized for building robust financial models, managing complex multi-entity corporate structures, and delivering actionable insight to executive and regulatory stakeholders.

CORE COMPETENCIES

ANRE Regulatory Compliance	IFRS Financial Reporting	M&A Due Diligence
DCF Valuation & Financial Modeling	Public Tender Management	WACC / Tariff Calculation (ANRE)
Budget & Cash Flow Planning	Multi-Entity Corporate Finance	Big-4 Audit Coordination (KPMG, BDO)
Executive Leadership	Tax Planning & Compliance	Advanced Excel & Python Automation
Account Reconciliation	Payroll & Payables/Receivables	Property Tax & Expense Control
Strategic Planning & Forecasting	Banking & Credit Facility Management	Corporate Governance & Compliance

PROFESSIONAL EXPERIENCE

Director General | 2025 – September 2026

HAGAG Distribuție și Furnizare SRL (formerly BTD Distribuție și Furnizare SRL)

Romanian natural gas distribution and supply company established via corporate spinoff (August 2025), operating under ANRE regulatory oversight.

- Lead all executive and financial operations of the company following the corporate spinoff from BTD Group.
- Manage ANRE regulatory compliance, including tariff filings and reporting obligations for the 2025-2029 regulatory period.
- Oversee ongoing KPMG and BDO audit engagements, including IFRS-compliant financial statement preparation and cash flow reconciliation.
- Manage a portfolio of UAT concession contracts across multiple Romanian municipalities won under the Anghel Saligny National Investment Program.
- Coordinate banking relationships and credit facility documentation supporting gas infrastructure public tenders.
- Supervise legal proceedings, ANAF compliance matters, and supplier contract negotiations.

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Senior Consultant - Management & Strategy | 2025**Natural Gas Distribution Operator (Confidential)**

- Developed and revised revenue and expense budgets; produced operational and investment cash flow projections and working capital analyses.
- Coordinated financial and legal due diligence for potential acquisition of gas distribution assets.
- Conducted critical analysis of enterprise value using DCF and comparative valuation methodologies.
- Analyzed ANRE-regulated distribution tariffs and performed operator benchmarking.
- Coordinated acquisition procedures with the Competition Council and CEISD; monitored legal proceedings.
- Managed banking documentation and bank guarantee procurement (bid bonds and performance bonds) for public infrastructure tenders.

Chief Financial Officer | 2023 – 2025**Mediamex Investment (Mediafax Group)**

Leading Romanian multi-platform media company with millions of print and online consumers across business, entertainment, and lifestyle verticals.

- Directed month-end and year-end closing under IFRS standards, liaising with GL, Tax, and Controlling departments.
- Led statutory financial statement preparation and coordinated external audit sign-off with Big-4 auditors.
- Supervised AP, AR, and G&A processes; reviewed trial balance and P&L for group compliance.
- Implemented process automation initiatives across Finance Operations, improving reporting efficiency.
- Managed and developed the Finance Operations team in collaboration with the Head of Finance.

Chief Financial Officer | 2018 – 2025**Prosperya Financial Management**

Romanian group investing in media, new media, education, and technology - developing integrated value creation models across current and emerging markets.

- Maintained full P&L and balance sheet responsibility across a multi-entity group structure.
- Managed IFRS month-end close, statutory audits, tax filings, and regulatory compliance across group entities.
- Designed financial controls, policies, and reporting procedures to support field operations and protect finance integrity.
- Provided ad hoc financial analysis and strategic recommendations to senior management.

Note: Held concurrently with the Genetrix SA CEO role (2018-2025), reflecting separate operational mandates within a related group structure.

Chief Executive Officer / Chief Accountant | 2016 – 2025**Genetrix SA & Teleferic Prahova SA**

Related cable transportation operators serving Valea Prahovei, Romania's principal mountain tourism zone. Promoted from Chief Accountant (2016-2017) to CEO (2017-2025).

- Held full P&L and operational responsibility for cable car operations across both entities.
- Negotiated and managed vendor, supplier, and service contracts to ensure operational continuity.
- Implemented organizational policies and investment plans to maximize operational efficiency and ROI.

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- Prepared monthly, quarterly, and annual financial reports in compliance with Romanian accounting standards.
- Managed A/P, A/R, payroll, reconciliations, and GJ entries including accruals and auditor adjustments.
- Defined and implemented the financial department operating workflow.
- Represented the companies before fiscal and local authorities; negotiated reimbursement arrangements with key suppliers.

Chief Accountant | 2013 – 2016***Mediapro Entertainment & Consultancy Group***

Multi-entity group operating in Real Estate, Cinematographic Exploitation, Financial Management Services, and Entertainment Production.

- Managed the Accounting Department across multiple group companies spanning real estate, film, and entertainment.
- Oversaw fiscal policy compliance, billing and collections, and external auditor and government agency liaison.
- Prepared and presented detailed monthly and quarterly management reports to senior leadership.

CFO (Interim) / Chief Accountant | 2009 – 2013***Compania de Productie Intertainment SA - Buftea, Ilfov***

- Acted as de facto CFO for two years (2010-2012), with primary day-to-day responsibility for all financial activities.
- Built an Excel-based cash flow projection model used to size the credit line required for the company's organic development.
- Managed accounting, forecasting, strategic planning, legal, property management, investor relations, and partnership compliance.

Financial Analyst | 2007 – 2009***Compania de Productie Intertainment SA - Buftea, Ilfov***

- Developed balance sheet and cash flow forecasting models, enabling stronger financial control.
- Identified balance sheet risks in a joint venture; represented the Finance Director in commercial negotiations.
- Monitored and reported monthly performance versus budget (P&L and cash flow).
- Designed project profitability financial models for use across the company.

Chief Accountant | 2006 – 2007***Liberis Publication - Bucharest***

- Directed all bookkeeping functions: A/R, A/P, payroll, journal entries, billing & collections, and monthly financial reporting.
- Designed and implemented the accounting system and organizational workflow for the financial department.

Accountant | 2003 – 2006***Compania de Productie Intertainment SA - Buftea, Ilfov***

- Prepared annual corporate tax returns and employee taxation documentation.
- Contributed to project accounting teams ensuring compliance with financial guidelines and budgetary allowances.

EDUCATION & QUALIFICATIONS

Certified HR Inspector - IREXON Institute (2013)

BSc Accounting & Management Information Systems - BAMF / Academy of Economic Studies, Bucharest (2003)

Baccalaureate - Economic Profile - "Mircea Vulcanescu" High School, Bucharest (1999)

LANGUAGES & TECHNICAL SKILLS

Languages: Romanian (Native) | English (Professional - written and spoken)

Technical: Advanced Excel (financial modeling, DCF, cash flow, openpyxl automation) | IFRS Reporting | ERP/accounting systems | Python (data processing, document automation) | ANRE tariff calculation tools

Auditors worked with: KPMG, BDO