

10 YEARS ANNIVERSARY

AG EXECUTIVE

CATALYZER FOR COMPETITIVENESS IN AGRIBUSINESS &
AGRO – FOOD



WHO

WE ARE?

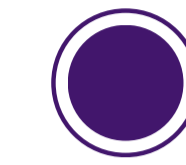
Created in 2015, in Bucharest, Romania

- ▶ Market leader of integrated HR-related and strategic consultancy services for agro-food & pharma sectors in Romania with more than 50% market share in the agribusiness segment.
- ▶ 66% of our customers come back for more cooperation with us after their first project with Agxecutive
- ▶ More than 1000 professionals trained in open and in-house training formats, both digital / hybrid and face-to-face





Mission:



Strategic advisory for agro-food

Vision:



Top of mind strategic partner for international executive missions

Values:



Intelligence
Expertise
Strategy
Recognition
Trust
Premium

WHO WE ARE?

A team of 7 full time

in-house consultants, 2 of them certified trainers, 3 of them recruiters, with a cumulated sector-related experience exceeding 15 years

More than 200

customers served during our 10 years of existence, with more than 90% of them being multinational companies

We are the market leader

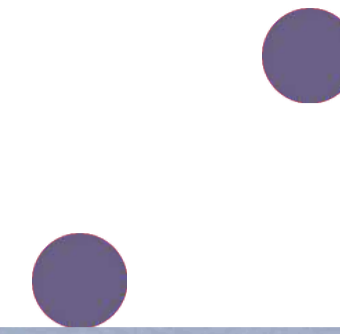
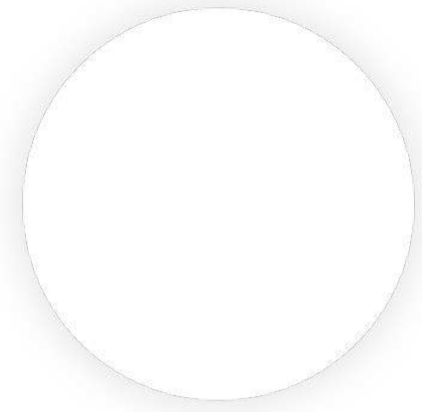
of competitiveness enhancement services for agribusiness sector in Romania and the Black Sea region with a +50% market share in 2021

More than 1000 candidates

interviewed so far in our recruitment activity



WHO WE ARE?



- ▶ **We are an integrator**

with an exclusive 10 years-old agro-food history on strategic consulting, professional training, executive recruitment, market strategy, marketing strategies and personnel leasing

- ▶ **Unique blend of expertise**

inside a highly skilled team of certified consultants specialized in agro-food, with a total experience capital of almost 20 years in this field

- ▶ **Focus on creating fresh human resources**

adapted to the specific needs of the most exigent employers in a general context of talent scarcity



A DECADE OF GROWTH

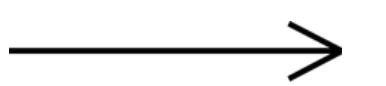


Over the years, we have encountered and conquered numerous challenges, each one an opportunity to push boundaries and redefine what is possible. From addressing complex supply chain issues to embracing digital transformation, we have continuously evolved to stay ahead of the curve and provide our clients with the strategic guidance they need to thrive.

Our team of industry experts has poured their heart and soul into every project, tirelessly working to deliver exceptional results. We have navigated the intricate web of regulations, harnessed the power of data analytics, and fostered innovation to unlock new avenues of growth for our clients.

As we celebrate this milestone, we want to express our deepest gratitude to our clients and partners who have placed their trust in us. Your unwavering support has been the fuel that drives us forward, and we are committed to continuing our journey together, unlocking new possibilities and shaping the future.

-FLORIN CONSTANTIN, FOUNDER OF AGXECUTIVE



AGRO-FOOD & PHARMA INTEGRATOR

A holistic approach - Leader of competitiveness enhancement services for the agro-food & pharma sectors in the Black Sea Region



- ▶ **Strategic Consulting**
HR consulting - profiling, evaluation, organizational change management, 360° career management strategies, organizational design + go-to-market strategies, board analysis
- ▶ **Market Intelligence**
We base our recommendations on verified facts & figures cross-checked regularly with relevant stakeholders
- ▶ **Continuous Professional Training**
Customized team - building and technical-commercial training programs, since 2016 we have trained more than 1000 professionals
- ▶ **Executive Recruitment**
Head hunting recruitment via an exclusive, retainer-based mandate
- ▶ **Personnel Leasing**
Supporting with payroll, admin & training the ambitious companies willing to have a close, but financially light, technical and commercial presence in our region via dedicated teams

WHY SHOULD YOU WORK WITH AGEXECUTIVE

- ▶ In a highly competitive market, where nobody seems to be able to find the right people, we are successfully recruiting the best talents by applying solid proof human intelligence methodologies.
- ▶ We are therefore securing privileged access to the most qualified network of stakeholders: both decision makers and candidates
- ▶ In a fast moving and highly competitive sector where it is difficult to control the trends and to detect the weak signals which will become the future trends, through our exclusive focus, our best-in-class expertise, our unique analytical skills, our critical thinking and our cumulated experience of more than 15 years, we are able to deliver high added value market intelligence



SUCCESSFUL MISSIONS

Recruited the CEO

of a multinational supplier company following local team turnaround in a context of global merger between two mother companies

Staffed all N-1 country board

level positions of the biggest inputs distribution actor in Romania, international investment fund, centralizing critical product management and supply chain functions in a post M&A operation

Trained in negotiations skills

both sales and purchases, the front and back office teams of the global seeds market leader for added-value field crops to sustain the internal strategic challenge of promoting crop protection together with seeds



Trained the board

of an emerging national distributor after a deep rebranding and market repositioning resulting in a quick-win short-term action plan following strategic SWOT analysis

Given long-term strategic consultancy

services to a regional market leading software editor aiming to develop a management ERP and a market place

Provided board-level strategic advisory services

for 3 banks active in Romania

Recruited executive positions

outside Romania: Ukraine, Hungary, Czech Republic, France etc.

Provided PR advisory services

to the CEO of a top multinational distributor

TRANSITION MANAGEMENT



CHANGE

TRANSITION & TURNAROUND

Agxexecutive Team took over for 6 months the transitional management of the Romanian subsidiary of a multinational food company with a turnover of +10 Mil. EUR/year which was losing money for the last 15 years in Romania:

Total turnaround of the management team

hiring new professionals: Country Manager, KAM for Modern Trade, CFO etc.

In the meanwhile negotiation with all

IKA

and passing successfully a historical price increase of more than 20% due to the inflation spike of Summer 2022

Controlled and reduced costs

Managed the relationship with the strategic suppliers from abroad to stop automatic tariffs increases

Succeeded to deliver a monthly EBIT of +8%

at the end of the mandate, in line with shareholders' expectations which was never achieved before in Romania



EXECUTIVE RECRUITMENT

RECRUITMENT IN NUMBERS

Over 30 recruitment projects

annually carried out for beneficiaries, national and international companies

Middle and top management positions

recruited with an exclusive mandate, based on the experience of our consultants of over 10 years

Unique head-hunting process

based on detailed initial analysis and taking references from the market

4 consultants

100% involved in these projects, with solid experience

Recruitments at national level, but also in the region

France, Czech Republic, Bulgaria, Hungary, Serbia, Germany, Poland



RECRUITMENT IN NUMBERS

UPDATE at Q1 - 2025:

10 recruitment projects

2 of which have international exposure, extended beyond the borders of Romania

For 7 beneficiaries:

- 2 companies with Romanian capital and presence of over 30 years
- 2 companies from the world top of cereal traders
- a multinational organic certification organisation
- a global animal nutrition producer
- a farming group of international scale, operating over 12.000 ha in Romania

Positions recruited:

- 4 roles in financial-accounting departments
- 2 roles in plant production
- 2 commercial roles at national level
- 2 Country Manager roles at international level – for EU countries



THE NEXT GENERATION

TRAINING COMPANIES

We aim to train and coach the Technical-Commercial consultants

We deploy full long-time training cycles

where, depending on the need expressed by the employer and the needs found in the teams' feedback, we create 4-5 step structures, starting from: simple analyses, to field shadowing, board meetings, trainings in which we bring expertise and a vast portfolio of trainers and within which we assume concrete tasks.

At the end, we don't come with "thank you, bye", but with concrete solutions and structured reports. We take teams to the next level!





OUR MOST REQUIRED MODULES:

- ▶ **B2B Negotiation Cycle**
- ▶ **Soft skills in negotiations**
- ▶ **Public speaking**
- ▶ **Safety & Security at work**
- ▶ **Performance investments in agricultural farms**
- ▶ **Financial analysis**
- ▶ **Efficient communication in the team / between departments (psychotherapy method)**
- ▶ **Conflict resolution**
- ▶ **Stress management**
- ▶ **Product presentation to the client**

Is there any other topic you'd like? Let's develop it
together! →

TRAINING IN NUMBERS

UPDATE at Q1 - 2025:

7 face-to-face trainings

with over 180 participants

9 digital training sessions

with over 200 participants

Training programs carried out with multinational & local companies

6 trainers who delivered their experience

Topics covered: financial analysis & smart investments in agricultural farms, trading & stocks, genetic optimisation, nutrition & biostimulation etc.

**3 training sessions carried out via
UNIVAGX**

Together with 2 sponsors



PERSONNEL LEASING

YOU DON'T HAVE A SUBSIDIARY IN ROMANIA?

At Agxecutive, we offer payroll services (personnel leasing)

To companies in the agri-food sector that wish to have on-site staff representation in Romania, but without the administrative and tax burdens of opening a local subsidiary. We treat each employee as a VIP, which is normal given the responsibilities imposed on professionals in our sector.

Our employment contracts under Romanian law for any payroll project

Are of indefinite duration, provided the beneficiary company commits to us for at least two years and guarantees the payment of any penalties related to the possible early termination of the subscriptions and commitments we take out on your behalf, including operational leasing of company vehicles or mobile phone subscriptions.

We work with an advance payment at the beginning of the quarter and an adjustment based on actual expenses at the end of the quarter. The accounting and payroll services of our umbrella company are professionally provided by Nowium, one of the most renowned independent accounting, payroll and auditing firms in Bucharest.



**MARKETING &
COMMUNICATION
STRATEGY - ONLINE,
ATL & BTL**

CREATE AN UNIQUE MARKETING STRATEGY FOR YOUR BUSINESS

Creating a 360-degree strategy

for your brand's marketing and communication

Providing visibility to your business

through: digital marketing - collaborating with the best companies in the field

Accessing the latest promotion channels

in the written press and TV/radio and via social media

Providing access to the latest events in the field

Conducting negotiations with relevant decision-makers



2025-2026 MARKET INTEL STUDY



COMPETITIVENESS & HR TRENDS IN AGRO-FOOD & PHARMA

2025 - 2026

The only comprehensive, 100% focused on agro-food & pharma yearly study in the sector.

- ▶ Take management decisions based on real market intelligence. Every year we conduct a comprehensive and complex study to reveal the mechanics of the sector. To gain access to the study, get in touch with our team
- ▶ Find out the right comp&ben level, but also the expectations and needs of your talented employees or targeted candidates
- ▶ Get a solid information base that will help you make the right decisions within your organization. We give you all our critical findings, so that you can make the right strategic decisions at the right time!

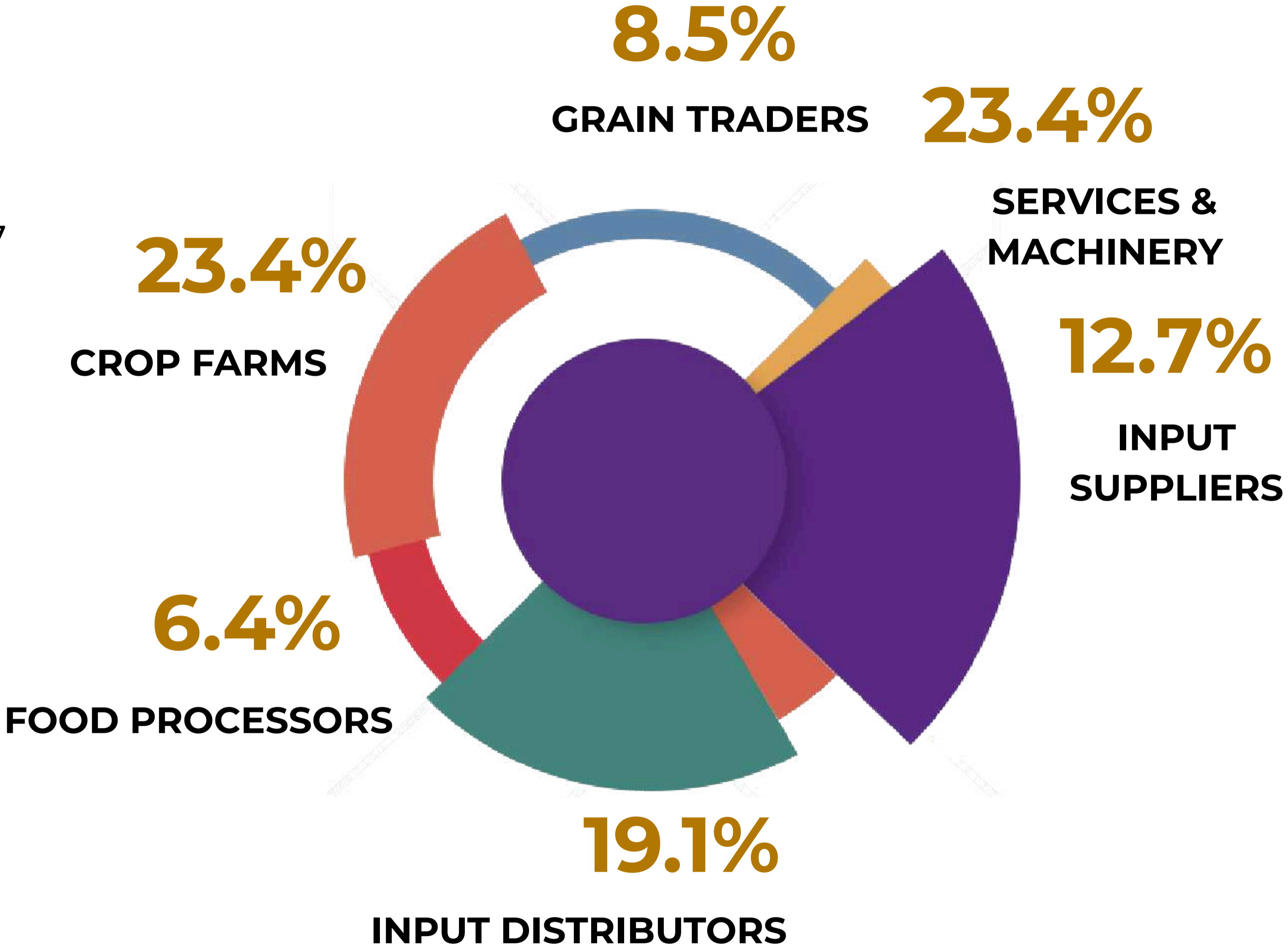
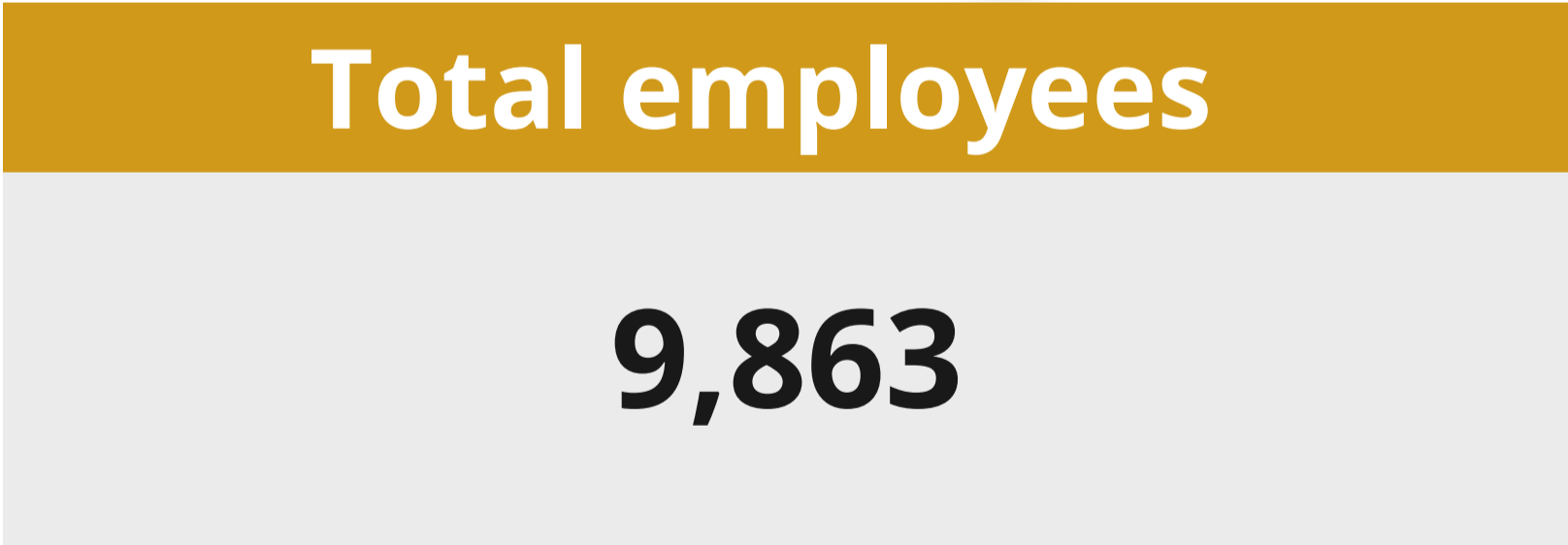
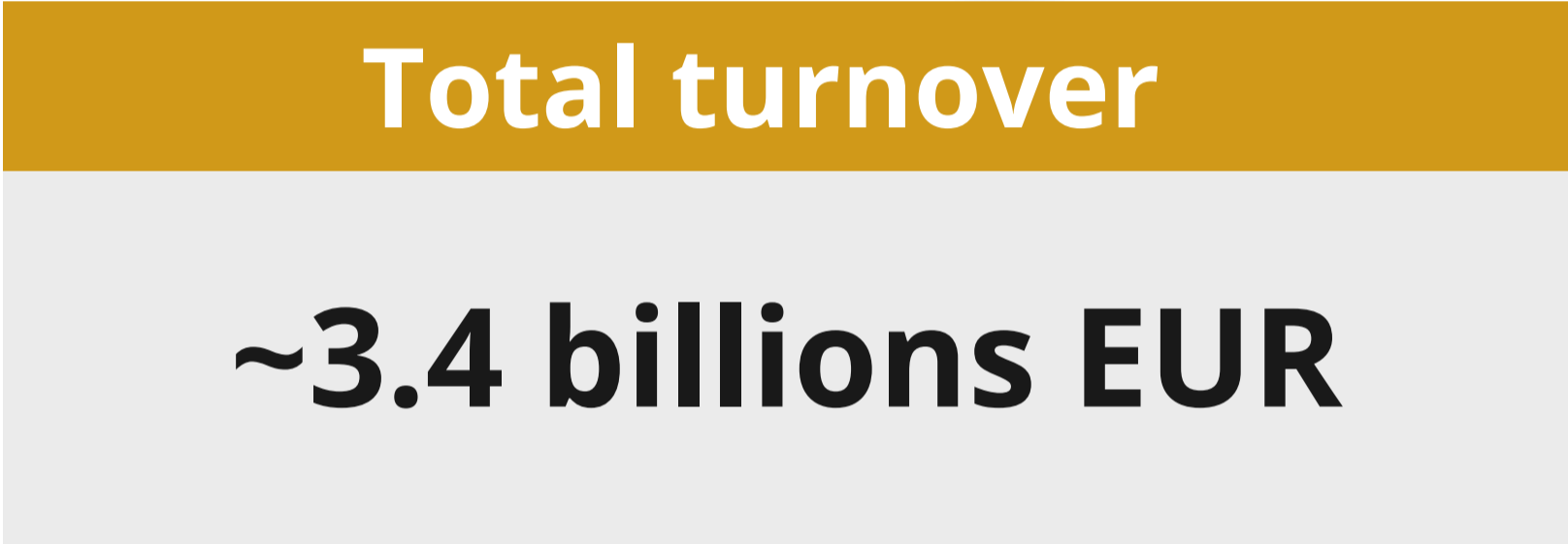


SEE DEMO 2025-26 / REQUEST A CUSTOMIZED OFFER

TOTAL COMPANIES

PARTICIPATING

in the 8th wave November 20225 - January 2026, of our agribusiness HR trends survey: 57 companies.



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