

To: Bursa de Valori București S.A.

Autoritatea de Supraveghere Financiară

CURRENT REPORT 41/2025

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.

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| Date of report | 02.10.2025 |
| Name of the Company | ROCA INDUSTRY HOLDINGROCK1 S.A. |
| Registered Office | 4 GARA HERASTRAU street, BUILDING A, Floor 3, Sector 2, Bucharest |
| Phone | +40 31 860 21 01 |
| Email | investors@rocaindustry.ro |
| Website | www.rocaindustry.ro |
| Registration nr. with Trade Registry | J40/16918/2021 |
| Fiscal Code | RO 44987869 |
| Subscribed and paid share capital | 248,672,220 lei |
| Total number of shares | 248,672,220 |
| Symbol traded instruments | ROC1 |
| Market where securities are traded | BSE Regulated Market, Standard Category |

Important events to be reported: Appointment of the CEO

The management of ROCA Industry HOLDINGROCK1 S.A. (hereinafter referred to as "ROCA Industry" or the "Company") informs the market that, during the meeting dated 2 October 2025, Mrs. Camelia Ene renounced to his position as Chief Executive Officer of the Company, the last day of her mandate being 31 October 2025. During the same meeting, the Board of Directors appointed Mr. Ioan-Adrian Bindea as interim Chief Executive Officer of the Company for a period of six months, starting on 1 November 2025, until 30 April 2026.

Mr. Ioan-Adrian Bindea is the main architect of ROCA Industry project and previously served as Chief Executive Officer of the Company from 29 June 2022, until 22 January 2025, and was Chairman of the Board of Directors from the establishment of the Company until September of this year. His experience within ROCA Industry in these positions will ensure an interim period focused on continuing the holding's development strategy, without disrupting its activity and performance.

Statement of Rudolf-Paul Vizental, Chairman of the Board of Directors

"We thank Camelia Ene for her dedication and contribution during her mandate as CEO of ROC1 and wish her success in her future endeavors."

I am confident that, in the current context, Ionuț Bindea is the most suitable solution to take over the interim mandate, with the clear objective of ensuring the continuity of the strategic direction assumed by the Holding, a direction that prioritizes the refurbishment and digitalization of processes. We aim to continue on this path to consolidate and accelerate the company's development, resulting in sustainable growth that creates real value for shareholders and strengthens the Holding's position in the market."

Statement of Camelia Ene

"During the valuable months spent with ROCA Industry, of which the last 10 as CEO, I had the opportunity to contribute together with the ROCA Industry team and the teams from the five portfolio companies to challenging projects that impacted the segments in which the company operates, with the goal of consolidating and developing the holding in the long term.

I would like to thank the team for their support and wish them success in continuing the project of creating regional champions."

ROCA Management SLR, through permanent representative Rudolf-Paul Vizental
President of the Board of Directors