

CURRICULUM VITAE



PERSONAL INFORMATION

Name	ENE MIHAI
City	Bucharest
Telephone	+40 745 765 554
E-mail	mihai.ene@practicesa.ro mihai.ene@spheragroup.com
Date of birth	MARCH 7, 1975
Military service	Completed – Discharged sub-lieutenant Ministry of National Defense
Job title/ Professional area	

PROFESSIONAL EXPERIENCE

- Period
- Job Title
- Employer

FEBRUARY 2022 – UP TO DATE

MEMBER OF THE BOARD OF DIRECTORS

MEMBER OF THE AUDIT AND RISK COMMITTEE

SPHERA FRANCISE GROUP SA <https://spheragroup.com>

Sphera Franchise Group SA was incorporated in May 2017 to consolidate all operated brands, KFC, Pizza Hut Dine-In and Pizza Hut Delivery under one company prior to the initial public offering on the Bucharest Stock Exchange.

Following a successful IPO, the Sphera's shares floated on the Main Market of the Bucharest Stock Exchange in November 2017 under "SFG" symbol. Since September 2018, SFG shares are included in the main index of Bucharest Stock Exchange, BET, that includes the most representative companies of the Romanian capital market and since March 2022, in FTSE Global Micro Cap index.

Currently Sphera operates in Romania 3 successful international brands, KFC, Pizza Hut and Taco Bell, and KFC in Republic of Moldova and Italy.

- Main activities and responsibilities

Establishes the main activity and development directions of the Company;
Establishes the accounting policies and the financial audit system and approves the financial planning;
Drafts the annual report, approves the annual and interim individual/consolidated financial statements of the Company, prepares the business plan and the income and expense budget for the following year, organizes the general meetings of shareholders and implements the resolutions adopted by the general meetings of shareholders;
Decides to establish or close the Company's secondary offices without a legal personality, located in Romania or abroad, and appoints or revokes their managers;

Represents the Company in relation to the General Manager and to the Company managers, as the case may be;
 Approves the general strategy of the Company, within the limits set by the general meeting of shareholders;
 Approves significant changes to the business model
 Approves significant changes to the organizational chart of the Company, following the recommendation of the General Manager, ensuring that the structure can provide cautious risk management, efficient control mechanisms, operational efficiency and sustainable profitability;
 Approves key policies applicable within the Company with a view to increasing operational efficiency;
 Makes proposals to establish and liquidate branches or to start or stop operations in any country, following the recommendation of the General Manager and within the limits set by the general meeting of shareholders;
 Approves the acquisition of shareholding in other companies, the issuance of shares and bonds for any branches, as well as any other decisions with a view to exercising the rights granted by the shares held in the branches, observing the limits set by the general meeting of shareholders;
 Receives and analyzes the periodic reports from the Audit and Risk Committee, after its establishment, on the adequacy of the internal control systems of the Company and the general risk management framework;
 Assesses the performance of the Company managers.
 Approves the internal regulations of the Board's advisory committees.

<ul style="list-style-type: none"> • Period • Job Title • Employer <p>• Main activities and responsibilities</p>	<p>APRIL 2021 – UP TO DATE</p> <p>PUBLIC- PRIVATE PARTNERSHIP EXPERT FOR THE PROJECT “CARE COURSES FOR EMPLOYEES- RESPONSIBILITY FOR PROGRESS” SMIS CODE 136051 (POCU)</p> <p>SC STAR CONSULTING & TRAINING SRL</p> <p>Provides support to define a partnership between the public sector, private sector, and members of the target group.</p> <p>Organizes work meetings in view of establishing a public-private partnership</p> <p>Cooperates with the implementation team to gather and organize the meeting between employers, training providers, public authorities in the area;</p> <p>Drafts the documentation and selection criteria of the participants</p> <p>Organizing the meetings, drafting, and submitting the minutes, the submitted documents</p> <p>Drafting, together with the Partner Coordinator, of the attendance list</p> <p>Submits the meeting calendar to the participants</p> <p>Participates to the work meetings organized within the public - private partnership and communicates the minutes of the meeting to the participants</p> <p>Drafting the strategic agenda</p> <p>Applies and abides by the regulation in force related to the Labor Health and Safety norms</p> <p>JANUARY 2021 – UP TO DATE</p> <p>BUSINESS OPERATIONAL DIRECTOR</p> <p>SC STAR CONSULTING & TRAINING SRL</p>
---	---

<ul style="list-style-type: none"> • Main activities and responsibilities 	<p>Developing and maintaining solid relations with the relevant members of the company (collaborators, clients).</p> <p>Recruiting, training, and guiding the staff towards the development of the company</p> <p>Analyzing the financial data and developing efficient strategies to reduce costs and increase the profits of the company</p> <p>Drafting market research studies to identify new opportunities of development</p> <p>Cooperating with the general manager of the company to determine the most efficient approach to identify new opportunities of development</p> <p>Drafting and managing the new services and projects throughout pilot periods</p> <p>Drafting and submitting business plans</p> <p>Investment payback</p> <p>Drafting business development concepts</p> <p>Drafting long term strategies for the business development.</p>
<ul style="list-style-type: none"> • Period • Job Title • Employer <ul style="list-style-type: none"> • Main activities and responsibilities 	<p>JANUARY 2021 – UP TO DATE</p> <p>TRADE OPERATIONS MANAGER</p> <p>EUROACCES FOUNDATION</p> <p>Developing and maintaining solid relations with the relevant members of the company (collaborators, clients).</p> <p>Recruiting, training, and guiding the staff towards the development of the company</p> <p>Analyzing the financial data and developing efficient strategies to reduce costs and increase the profits of the company</p> <p>Drafting market research studies to identify new opportunities of development</p> <p>Cooperating with the general manager of the company to determine the most efficient approach to identify new opportunities of development</p> <p>Drafting and managing the new services and projects throughout pilot periods</p> <p>Drafting and submitting the business plans</p> <p>Investment payback</p> <p>Drafting business development concepts</p> <p>Drafting long term strategies for the business development.</p>
<ul style="list-style-type: none"> • Period • Job Title • Employer 	<p>SEPTEMBER 2009 – UP TO DATE</p> <p>GENERAL MANAGER AND MEMBER OF THE BOARD OF DIRECTORS</p> <p>SC PRACTIC SA, www.practicesa.ro</p> <p>Practic SA is a joint stock company, traded on RASDAQ market, since November 1996 up to the year 2015, when it was transferred on the AeRO market. The main activity of the company is the lease of owned or leased real estates. Food and non-food supply trade units, bank branches, pharmacies, HORECA units have operated within the spaces owned by the company. Therefore, throughout the last decade and a half, the company has become a benchmark and one of the main operators of services and commercial premises in Bucharest. Whereas, the decline of the traditional street trade increased because of the development of the modern commercial platforms, the company decided to draft certain feasibility and</p>

impact studies in view of developing those specific locations that could provide an important economic growth. Consequently, the company got involved in several real property purchases – lands and buildings - throughout 2001-2015, therefore the current portfolio of PRACTIC SA is different to the initial one, and the economic potential of the newly purchased real properties provides an important perspective for the years to come. Currently, PRACTIC SA holds an asset portfolio of approximately **92 000 000 euro** comprising 33 000 sq. m street commercial premises located in premium areas and areas with an intense pedestrian traffic in the proximity of food and agricultural markets, approximately 10 000 sq. m of office buildings and lands.

- Main activities and responsibilities

Organization and management of the company, drafting the strategic plan of promoting the Company Mission, objectives and development of the business plan to generate income, profitability, sustainability and progress of the company;
Supervision of the operations of the company to ensure an efficient management, high quality of the services provided and an efficient cost of human resources;
Draft proposals of annual budgets of income and expenses;
Negotiation and conclusions of contracts with bank institutions to obtain credit lines;
Coordination of the process of transposing corporate governance principles into internal regulation;
Prudent risk management of the company resources in compliance with the norms and regulation in force;
Drafting activity reports and financial analysis to determine the progress and status of objective completion;
Negotiation of the collective labor contract;
Establish the rights, duties and responsibilities of the personnel;
Approval of the organizational structure and internal regulation of the Company;
Representing the company with any individual or legal entity or competent authority (including, but not limited to, Trade Registry, Romanian National Bank, Custom authorities, Competition Council, Labor Inspectorate, Financial Supervisory Authority, Bucharest Stock Exchange, tax authorities and/or any other public authorities).

- Period
- Job Title
- Employer

MAY 2014 – DECEMBER 2021

MEMBER OF THE BOARD OF DIRECTORS

Piata Obor Market & Trade Center <https://piataoborbucuresti.ro>

"Piata Obor" is the most extensive project of agricultural and food market in Bucharest. This investment project is a benchmark for Bucharest, especially due to the concept of organized, coordinated, and balanced development of an area previously used the same manner as the initial years of trade markets, to which the urban planning positive impact is added. Related to the public health and safety issue, the activity of the shops follows the level of the European standards. The new concept is the perfect mix between modern and traditional, for the most attractive prices.

<ul style="list-style-type: none"> • Main activities and responsibilities 	<p>Provides a good management of the financial resources and patrimony of the Company;</p> <p>Submits the income and expenses budget for the following year and the necessary revisions during the fiscal year to the General Meeting of Shareholders,</p> <p>Approves the organizational chart, job titles sheet, the organization and operation regulation and the internal regulation;</p> <p>Approves the marketing strategy and advice the management how to get clients and diversify services to increase incomes;</p> <p>Acknowledges the calculation of the fees for products and services within the area of activity of the company and submits it for approval to the Local Council,</p> <p>Approves the Management Plan drafted by the General Manager/Managers of the Company, having the ability to decide the completing or revision of the plan.</p>
<ul style="list-style-type: none"> • Period • Job Title • Employer 	<p>JUNE 2019 – NOVEMBER 2019</p> <p>ADMINISTRATIVE OFFICER FOR THE PROJECT "THE CAPACITY OF THE LABOR UNIONS IN THE SANITARY AREA TO DRAW UP ALTERNATIVE PUBLIC POLICIES"</p> <p>SMIS CODE 112427 (POCA 2014-2020)</p>
<ul style="list-style-type: none"> • Main activities and responsibilities 	<p>EUROACCES FOUNDATION</p> <p>Cooperates with the team of Member 2 for the planning and organization of the events of the project</p> <p>Provides support throughout the good development of the professional activities within the project</p> <p>Involvement in the delivery of continuous training programs and plans and other teaching documents</p> <p>Participates to the events organized within the project, cooperates with the participants, and provides a good development of the events</p> <p>Supports the activities development monitoring by controlling the flow of documents and information.</p>
<ul style="list-style-type: none"> • Period • Job Title • Employer 	<p>MARCH 2023 – UP TO DATE</p> <p>MEMBER OF THE BOARD OF DIRECTORS</p> <p>SEPTEMBER 2009 – JANUARY 2015</p> <p>GENERAL MANAGER AND MEMBER OF THE BOARD OF DIRECTORS</p> <p>SC UNIVERSAL SA, http://www.universalsa.ro</p>
<ul style="list-style-type: none"> • Main activities and responsibilities 	<p>Universal SA is a company where the main object of activity is the lease of owed or leased real estates, with a portfolio of approx. 29 000 sq. m of street commercial premises, premium spaces located on the main streets and boulevards in Bucharest such as: Victoriei Avenue, Dorobantilor Street etc.</p> <p>Drafting, implementing, and conducting the development strategies and policies of the company, representing the interests of the Company with third parties, individuals, or legal entities, public or private;</p> <p>Coordination and supervision of the annual plan of incomes and expenses;</p> <p>Analyzing, summing up and submitting the activity of the company to the General Meeting of the Shareholders/ Stockholders, Board of Directors, departments, various institutions, etc.</p>

- Period
- Job Title
- Employer

SEPTEMBER 2009 – JANUARY 2015

GENERAL MANAGER

SC METEOR SA, <http://www.meteorsa.ro>

METEOR SA is a company where the main object of activity is the lease of owned or leased real estates, with a portfolio of approx. 14 000 sq. m of street commercial premises, premium spaces located on the main streets and boulevards in Bucharest such as: Unirii Square, Dorobantilor Street, Mosilor etc.

- Main activities and responsibilities

Drafting, implementing, and conducting the development strategies and policies of the company, representing the interests of the Company with third parties, individuals, or legal entities, public or private; Coordinating and supervising the annual plan of incomes and expenses; analyzing, summing up and submitting the activity of the company to the General Meeting of the Shareholders/ Stockholders, Board of Directors, departments, various institutions, etc.

- Period
- Employer

JANUARY 2004 – AUGUST 2009

Howard Johnson Grand Plaza Hotel***, Bucharest**

Howard Johnson is an international hotel chain, member of Wyndham Hotel Group, the largest franchise in the worldwide hotel industry. The Howard Johnson Grand Plaza Hotel in Bucharest is a five stars hotel, with 285 rooms, located in the center of Bucharest.

- Job Title
- Main activities and responsibilities

DEPUTY GENERAL MANAGER

Management and coordination of a team of approximately 300 employees; determining the standards of the hotel products and services, participating in the development of the sales plans; development of the business by relating to the clients and the guest's satisfaction; drafting and monitoring the annual budget for the hotel operation, statistics, reports; team organization, recruiting, training, evaluation, motivation, support for the purchase of specific products or equipment.

- Job Title
- Main activities and responsibilities

OPERATIONAL DIRECTOR

Management and coordination of a team of approximately 90 employees: front office, concierge and housekeeping, providing an adequate operation for 24/7 and standards evaluation; coordination of daily arrivals and departures to/ from the hotel; daily inspection by survey of the guest rooms, cooperates with the security departments in the investigation of all the theft cases, behavior incidents, illegal guests in the rooms, etc.; monthly meetings in order to analyze the client balance and determine the measures needed to claim the debts of the liable clients; participating to certain special events organized by the hotel;

- Job Title
- Main activities and responsibilities

HOTEL DESK MANAGER

Management and coordination of a team of approximately 20 employees in front office and booking, providing a flowing and correct operation, such as: bookings, registration, guests invoicing, drafting the reports, statistics for

	<p>the management, staff management, recruitment, training, evaluation, motivation</p>
<ul style="list-style-type: none"> • Period • Job Title • Employer 	<p>DECEMBER 2000 – DECEMBER 2001</p> <p>DEPUTY GENERAL MANAGER</p> <p>Paltinis Hotel**, Sinaia</p> <p>Hotel located in the center of Sinaia, with a capacity of 191 rooms, a Romanian cuisine restaurant with a capacity of 140 people, brasserie salon with a capacity of 130 people, day bar, pizzeria and a treatment and spa center.</p>
<ul style="list-style-type: none"> • Main activities and responsibilities 	<p>Planning, organizing, coordination, management, and control of the hotel activities, drafting the development strategies of specific activities: development and promoting the hotel image throughout planning and coordinating the marketing and advertising activities; providing a good advertising and sale of hotel services; development of business relations with travel agencies; supervising the adequate use of the loyalty methods of the clients.</p> <p>Motivating the staff in view of maintaining an elevated level of the hotel standards; monitoring the efficient settlement of the client claim.</p>
<ul style="list-style-type: none"> • Period • Job Title • Employer 	<p>SEPTEMBER 1999 – JANUARY 2004</p> <p>OPERATIONAL DIRECTOR</p> <p>TURIST HOTEL**, Bucharest</p> <p>Management and coordination of a team of approximately 50 employees front office, concierge and housekeeping, providing an adequate operation for 24/7 and standards evaluation; participating in the development of the sales plans; development of the business by relating to the clients and the guests satisfaction; drafting and monitoring the annual budget for the hotel operation, statistics, reports; team organization, recruiting, training, evaluation, motivation, support for the purchase of specific products or equipment;</p>
<ul style="list-style-type: none"> • Period • Job Title • Employer 	<p>MAY 1999 – SEPTEMBER 1999</p> <p>HOTEL DESK MANAGER</p> <p>Best Western Parc Hotel***, Bucharest Best Western is one of the largest international hotel chains in the world. Best Western Parc – 267 rooms and 180 employees.</p> <p>Management and coordination of a team of approximately 19 employees in front office and booking, providing a flowing and correct operation, such as: bookings, registration, guests invoicing, drafting the reports, statistics for the management, staff management, recruitment, training, evaluation, motivation</p>
<ul style="list-style-type: none"> • Period • Employer • Job Title 	<p>DECEMBER 1996 – APRIL 1999</p> <p>Dorobanti Hotel***, Bucharest</p> <p>Hotel with 297 rooms located in the center of the town</p> <p>HOTEL DESK MANAGER</p> <p>Management and coordination of a team of approximately 25 employees in front office, booking, lobby and providing a flowing and correct operation of:</p>

bookings, registration, guests invoicing, drafting the reports, statistics for the management, staff management, recruitment, training, evaluation, motivation

- Job Title
- Main activities and responsibilities

EDUCATION AND TRAINING

- Period September 2015
Name and type of organization Management Center Europe (The European Headquarter of the American Management Association) – Brussels, Belgium
Main activity/subjects „**Project Management The Fundamentals**”
Qualification title Certificate
- Period June 2015
Name and type of organization Management Center Europe (The European Headquarter of the American Management Association) – Barcelona, Spain
Main activity/subjects „**Developing personal influence and impact**”
Qualification title Certificate
- Period December 2014
Name and type of organization Management Center Europe (The European Headquarter of the American Management Association) – London, UK
Main activity/subjects „**Fundamentals of Finance for Non – financial managers**”
Qualification title Certificate
- Period October 2014
Name and type of organization Management Center Europe (The European Headquarter of the American Management Association) – Brussels, Belgium
Main activity/subjects „**Leadership for Senior managers**”
Qualification title Certificate
- Period April 2013
Name and type of organization Management Center Europe (The European Headquarter of the American Management Association) – Brussels, Belgium
Main activity/subjects „**5 days Mini MBA**”
Qualification title Certificate
- Period June 2013
Name and type of organization Management Center Europe (The European Headquarter of the American Management Association) – Barcelona, Spain
Main activity/subjects „**Budgeting, Forecasting and Cash Flow Management**”
Qualification title Certificate
- Period August 2013 – December 2013

- Name and type of organization
- Main activity/subjects
 - Qualification title

Management Center Europe (The European Headquarter of the American Management Association) – Brussels, Belgium
„Mini Master of Marketing Management”
 Certificate

2006 - 2007
 Ecole Hoteliere de Lausanne, Switzerland

- Name and type of organization
- Main activity/subjects
 - Qualification title

Hospitality Management
Post Graduated Diploma in Hospitality Management

2001 - 2005
 In house trainings: Howard Johnson, Ramada, Cendant Group

“Communications Skills,” “How to sell more,” “Management Development Skills,” “Service Excellence,” “Time Management;” “Wyndham Rewards;”
“General Manager Certification”
 Certificate

October 2002 – February 2003
 Tourism, Hotel & Restaurant Consulting Group

- Qualification title

Course of Italian language
 Certificate

October 2001
 SNSPA –The Faculty of Communication and Public Relations

- Qualification title

„Management Organization in Private Companies”
 Certificate

June - August 2000
 „Hotel School The Hague,” The Netherlands

- Qualification title

„Summer course in Rooms Division Management”
 Certificate

March 2000
 National Center of Education in Tourism

- Qualification title

Intensive course of use and operation of Windows 95, MS – Office and Internet
 Graduation Certificate

December 1999
 „**Netherlanders Management Cooperation**” program organized by the National Center of Education in Tourism
 „Marketing and Management in Tourism”

• Qualification title	Certificate
• Period	September – December 1996
• Name and type of organization	SC PICON SA
• Main activity/subjects	Intensive courses of English language, beginner, intermediary, advance level
• Qualification title	Certificate
• Period	1993 - 1997
• Name and type of organization	Academy of Economic Studies
• Main activity/subjects	Faculty of Business, Tourism Services Major
• Qualification title	Bachelor's degree

PERSONAL ABILITIES AND SKILLS

GENERAL ABILITIES

- the ability to manage complex activities
- the ability to understand and analyze the business processes
- the ability to synthesize and provide a conclusion on punctual/general aspects of “the business”
- resistance and performance under pressure
- initiative spirit
- ability to communicate and assist

FOREIGN LANGUAGES

• LEVEL

English

ADVANCED

Italian

BEGINNER

DRIVING LICENSE

B Category, 1997