



No.320/05.05.2023

To:

- **BUCHAREST STOCK EXCHANGE**  
Fax: 021/256.92.76
- **FINANCIAL SURVEY AUTHORITY**  
Fax: 021/659.60.51

**CURRENT REPORT**  
**according to FSA Regulation no. 5/2018**  
**Report date: 05.05.2023**

**OIL TERMINAL S.A.Constanta**

Headquarters: no.2 Caraiman str., Constanta

Phone no.: 0241/702600, fax: 0241/694833

Registration number at Trade Register Office: J13/512/1991

Unique register number: 2410163

**Important event to be reported:** Selection of the general director and the financial director in accordance with the provisions of GEO 109/2011

OIL TERMINAL S.A. informs the shareholders and investors that, during the meeting of the Board of Directors held on 04.05.2023, the company's administrators approved the procedure and the selection criteria of the General Director and the Financial Director in accordance with the provisions of OUG 109/2011.

The recruitment announcement will be published on 08.05.2023 on the company's website as well as in two economic and/or financial newspapers of wide national spread.

Below is the content of the announcement:

**“OIL TERMINAL S.A. recruits GENERAL DIRECTOR and FINANCIAL DIRECTOR**  
in accordance with the provisions of GEO 109/2011, with subsequent amendments and completions.

Oil Terminal SA (“**the Company**”) is a company based in Constanta, specialized in the provision of handling and storage services for oil, petroleum products, chemicals and petrochemicals. The company is listed on the Bucharest Stock Exchange, Standard category, stock exchange symbol oil. More information about the company is available at the web addresses: [www.oil-terminal.com](http://www.oil-terminal.com) and [www.bvb.ro](http://www.bvb.ro).

**The General Director** will organize and conduct the current activity of the company in accordance with the Constitutive Act and with the attributions provided in the job description, Annex to the mandate contract, its performance will be measured by a set of financial and non-financial performance indicators that will be included in the mandate contract negotiated and agreed with the Board of Directors, so that the company achieves its objectives and performance indicators established by the management plan.



**The Financial Director** shall organize and direct the financial-accounting activities, development and implementation of a financial strategy and an integrated system of management of the company's resources in accordance with the duties provided in the job description, Annex to the mandate contract.

**Schedule of the procedure:**

Application submission period 08.05-08.06.2023

Establishment of the long list of candidates -09.06.2023

Establishment of the short list - **12.06.2023**;

Submission of the declaration of intent of the short-listed candidates, interviews, application of the scores, submission of the report with the nomination proposals - **29.06.2023**

Appointment of GD and FD, signature of contracts - **30.06.2023**;

The deadlines may be postponed for objective reasons, with the prior joint opinion of the President of the NRC and the Chairman of the Board of Governors, subject to a minimum period of 30 days from the date of the press announcement for the submission of applications.

**Selection criteria.** Each of the candidates for the positions of General Director and Financial Director, Romanian or foreign individuals, will be evaluated and selected according to the following requirements:

I. General Director

**Mandatory requirements:**

1. Romanian citizenship, citizenship of other Member States of the European Union or non-EU and domicile in Romania;
2. Long-term graduate with a bachelor's degree in economic, technical or legal field in Romania or abroad;
3. Minimum 15 years experience in management positions, of which at least 10 years experience in top management within public enterprises or private sector companies with similar object of activity and / or comparable size to oil Terminal, in Romania or abroad (Minimum 900 employees and turnover of minimum EUR 25 million)
4. At least 4 years of experience in the field of capital markets (management or leadership in listed companies and/or issuers of bonds on the stock exchange, with a minimum turnover of EUR 25 million and at least 900 employees);
5. Proven experience in developing and implementing strategies for development, optimization and modernization of companies;
6. Impeccable professional and personal reputation;
7. Interpersonal communication skills;
8. Lack of antecedents;
9. Comply with the legal regime regarding incompatibilities and conflict of interest, as well as any other restrictions regarding the capacity of Director General, imposed by the applicable legal provisions in force
10. Meets the criteria required by GEO 109/2011 on corporate governance of public enterprises, approved with subsequent amendments and completions;
11. Knows Romanian (written and spoken) at an experienced level;
12. Has at least one language of international circulation on an independent level;



### 13. Adequate health and full exercise capacity.

#### **Requirements that are advantages:**

1. Postgraduate studies;
2. Experience in the management of a company in the oil, chemical, petroleum terminal or port operations;
3. Proven knowledge of corporate governance and strategy, including risk management;
4. Experience in the training, coordination and development of teams/staff groups and succession planning within them;
5. Relevant experience and proven negotiation skills in relation to the social partners;
6. Experience in implementing ERP and Project Management information systems;
7. Demonstrated strategic vision.

#### **Other job-specific requirements:**

1. Leadership skills;
2. Interpersonal communication skills;
3. Adaptability to different systems and work environments;
4. Skills for teamwork;
5. Ability to manage complex tasks and achieve the objectives set;
6. Ability to negotiate;
7. Motivation and development capacity of subordinated staff;
8. Capacity to assume responsibility in the exercise of the duties of the post.

## II. Financial Director

#### **Mandatory requirements:**

1. Long-term higher education graduated with a bachelor's degree (economic profile);
2. Minimum 15 years experience in management positions in the economic and financial field, of which at least 4 years in positions involving the coordination of compliance with financial governance requirements and compliance with contemporary financial management practices, including the principles of financial accounting, financial audit and financial reporting, in public enterprises or private sector companies with a turnover of minimum EUR 25 million and minimum 900 employees
3. Minimum 4 years experience in the field of capital markets (management or leadership within listed companies and/or issuers of bonds on the stock exchange, with a turnover of at least EUR 25 million and at least 900 employees);
4. Experience in implementing and using complex information systems such as ERP and Business Intelligence;
5. Knowledge and experience in the field of International Financial Reporting standards - IFRS, in the field of financial - accounting, tax legislation, financial control, internal public audit, labor relations;
6. Impeccable professional and personal reputation.



7. Interpersonal communication skills;
8. Lack of antecedents;
9. Comply with the legal regime regarding incompatibilities and conflict of interest, as well as any other restrictions on membership in the board of Directors, imposed by the applicable legal provisions in force;
10. Meets the criteria required by GEO 109/2011 on corporate governance of public enterprises, approved with subsequent amendments and completions;
11. Knows Romanian (written and spoken) at an experienced level;
12. Has at least one language of international circulation on an independent level;
13. Adequate health and full exercise capacity

**Requirements that are advantages:**

1. Postgraduate studies;
2. Specializations, professional certifications in the category of those indicated in mandatory requirements, other than the minimum requirement;
3. Experience in the financial management of a company in the oil industry, chemicals, petroleum terminal or port operations;
4. Proven knowledge of corporate governance;

**Other job-specific requirements:**

1. Leadership skills;
2. Interpersonal communication skills;
  1. Adaptability to different systems and work environments;
  2. Skills for teamwork;
  3. Ability to manage complex tasks and achieve the objectives set;
  4. Ability to negotiate;
  5. Motivation and development capacity of subordinated staff;
  6. Capacity to assume responsibility in the exercise of the duties of the post.

**▪ Benefits**

The candidate selected for each of the positions will receive a remuneration, consisting of a fixed and variable component, in accordance with the responsibilities of the position, the effort made in carrying out them and the results obtained, in accordance with the applicable legal provisions and within the generally approved limits.

**▪ Documents of the candidacy**

The application files will contain the following documents:

- a. Opis documents;
- b. Curriculum vitae;
- c. Medical certificate;
- d. Criminal record;
- e. Fiscal record;
- f. Copies of the following documents:
  - Copy of the identity document;



- Copy of the marriage certificate or other documents, only if the name on the documents submitted is different from that on the identity document;
- Copy of the license or equivalent diploma;
- Copies of post-graduate degrees, (if applicable)
- Copies of certificates of completion of training programs (if applicable)
- Copies of the documents proving the required professional experience (mandatory records/Revisal extract and copy of the employment card, mandate/management contracts, certificates issued by employers, etc.)

g. Forms:

1. Application for registration;
2. Self-declaration on the compliance of documents and information presented in the file, the absence of conflict of interest and incompatibility situations.
3. Agreement on obtaining data for verification of information.
4. Consent to the processing of personal data.
5. Declaration of interests

**Form models can be found and downloaded from [www.oil-terminal.com](http://www.oil-terminal.com)**

▪ **Additional information. Submission of the application.**

The application files will be submitted no later than 08.06.2023, 12.00 o'clock, on paper, in closed and sealed envelope, on which will be mentioned: "Application for the position of General Manager / Financial Director of oil TERMINAL S.A. Constanța - name and first name candidate" at the Registry OF the COMPANY oil TERMINAL S.A. Constanța, Str. Caraiman no.2, Constanța, as well as in electronic format, at the e-mail address [109\\_DG@oil-terminal.com](mailto:109_DG@oil-terminal.com) and [109\\_DF@oil-terminal.com](mailto:109_DF@oil-terminal.com) respectively. The paper submission of all the documents for the application requested by this selection notice is mandatory. Paper application files can be submitted in person or can be sent by post or courier to the above-mentioned address. E-mails for submitting electronic applications and attached documents will have to contain the candidate's name and surname and company name (e.g. "DG/DF oil TERMINAL name\_first name)" and "CV\_last\_oil TERMINAL").

Failure to submit all the requested documents within the prescribed period may result in the exclusion of the respective application.

By submitting the application, the candidates implicitly consent to their personal data being processed for the purpose of the recruitment and selection procedure, according to the legal provisions. Candidates selected for the interview may be asked for additional documents relevant to their professional experience or status.

NRC reserves the right to interview only selected candidates.

The Board of Directors reserves the right to waive the selection process at any time during the proceedings.

### **Communication with the candidates**

Throughout this selection process, communication with candidates will be by e-mail and telephone, so it is imperative that the e-mail address and telephone number given in the CV are correct.

The long list, short list and nomination proposals are confidential and will not be published; the results obtained by candidates at each stage of the selection process will be communicated to them individually in the manner described above.

### **Appeals**

The corporate governance legislation applicable including the recruitment and selection processes of candidates for the positions of directors does not provide for appeals. However, in order to ensure maximum transparency of the recruitment and selection process, we will promptly respond to requests for clarification made by candidates, provided that they only request information that relates to their application and does not involve the results obtained by the other candidates. Any requests for clarifications shall be submitted as well as the application files or declarations of intent, with the specification on the envelope “request for clarifications on the results of the \_\_\_ stage (evaluation of the dossiers, or initial selection or final selection) OIL TERMINAL\_ name surname) And the document sent by email will be saved under the title "request clarifications first name".

Requests for clarifications shall be submitted within a maximum of 24 hours of receipt of the results. It will be answered within the same period of maximum 24 hours after the registration of the application.”

**General Director**  
**Viorel Sorin CIUTUREANU**

**Development Director**  
**Marieta STAȘI**

**Chief of Shareholding-Communication Dept.**  
**Georgiana DRAGOMIR**