OIL TERMINAL

Str. Caraiman, nr. 2, Cod Postal: 900117, CONSTANTA, ROMANIA
Capital Social: 299.717.713,20 LEI; EUID: ROONRC.J1991000512136
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CERTIFIED
ISO 9001
ISO 14001
ISO 45001
BUREAU VERITAS

No.712/02.11.2026

To
- **BUCHAREST STOCK EXCHANGE**
  Fax: 021/2569276
- **FINANCIAL SUPERVISORY AUTHORITY**
  Fax: 021/659.60.51

CURRENT REPORT
according to ASF Regulation no. 5/2018
Report date: 02.11.2026

OIL TERMINAL S.A
Registered office: Constanţa, 2 Caraiman Street
Telephone number: 0241/702600, Fax: 0241/694833
European Unique Identifier (EUID): ROONRC.J1991000512136
Registration number with the Trade Register: J1991000512136
Unique registration code: 2410163

Important event to be reported: Information regarding the settlement of the labor dispute

OIL TERMINAL S.A informs shareholders and investors that on 31.10.2026, a conciliation meeting was held regarding the labor dispute initiated by the Oil Terminal's Union, attended by delegation representatives of both the employer and the union.

Considering the approval during the Government meeting on 30.10.2026 of the Memorandum concerning the salary-related expenses for OIL TERMINAL S.A. by the amount of 1.752 million RON, corresponding to a 6.5% salary increase for the period November-December 2026, in accordance with the provisions of Government Emergency Ordinance no.89/24.12.2025 art. XXXVI para. (2), the parties agreed to a 6.5% increase in base salaries for the company's employees starting November 1, 2026 **and declared the labor dispute settled**.

General Director	**Development Director**	**Head of Shareholding Communication Dept.**
Sorin CIUTUREANU	**Marieta STAŞI**	**Georgiana DRAGOMIR**