Management – Team, Roles & Responsibilities, Organization Charts

Embarking on a significant initiative, we aim to procure an adept administrative team for our upcoming Silica Sand Processing Project. This venture represents a pivotal step in our venture's expansion into the industrial mineral processing domain. Central to our endeavor is the recruitment of ***highly proficient administrative personnel***, recognizing their indispensable role in project coordination, documentation management and communication facilitation. Our selection criteria prioritize individuals with proven expertise in administrative functions, particularly within industrial and/or mineral resources extraction and processing contexts. Our overarching goal is to assemble a cohesive administrative team characterized by professionalism, integrity, and unwavering commitment to project objectives. With a focus on operational excellence, we seek candidates adept not only in technical competencies but also in fostering collaborative work environments. Through this endeavor, we seek to establish a foundation for the success and sustainable growth of our project.

In the recruitment of our highly proficient administrative personnel, we have taken into consideration the following validation criteria of the necessary personality and professional traits, job descriptions, necessary experience etc. for these high-demanding leadership positions:

1. ***The Chairman of the Board (CoB)*** *holds a pivotal role in governance and leadership within an organization. Their responsibilities, role, and specialties typically include:*

   - *Governance Leadership: The Chairman oversees the Board of Directors, ensuring effective governance, transparency, and accountability. They lead board meetings, set agendas, and facilitate discussions to guide the strategic direction and decision-making of the organization.*
   - *Board Management: The Chairman selects and appoints board members, ensures board diversity, and oversees board committees. They foster a collaborative and constructive board culture, encouraging active participation, and ensuring the board operates within legal and ethical frameworks.*
   - *Strategic Planning: The Chairman collaborates with the CEO and executive leadership to develop and implement strategic plans and initiatives. They provide guidance and input on key strategic decisions, ensuring alignment with the organization's mission, vision, and long-term objectives.*
   - *Stakeholder Engagement: The Chairman represents the organization to external stakeholders, including investors, regulators, and the community. They cultivate relationships, build trust, and communicate the company's vision, performance, and strategy to stakeholders to ensure alignment and support.*
   - *Risk Management: The Chairman oversees risk management processes, assessing and mitigating risks that may impact the organization's operations, reputation, or financial performance. They ensure robust risk management strategies are in place to protect the organization's interests and enhance resilience.*
   - *Leadership Development: The Chairman supports CEO succession planning and leadership development initiatives. They mentor and advise the CEO and executive team, fostering talent development, and ensuring continuity of leadership to drive organizational success.*
   - *Crisis Management: The Chairman leads the organization in times of crisis or uncertainty, providing calm and decisive leadership. They collaborate with the executive team to develop and execute crisis management plans, ensuring effective communication and mitigation of risks.*
   - *Specialties: The specialties of a Chairman may vary based on their background, industry expertise, and the specific needs of the organization. Some Chairmen may have expertise in areas such as corporate governance, finance, industry regulations, or international markets. Others may specialize in particular industries or sectors, such as technology, healthcare, or finance.*

   Overall, the Chairman of the Board plays a critical role in governance, leadership, and strategic oversight within an organization. Their leadership, experience, and expertise are essential for guiding the organization towards its goals and ensuring long-term success and sustainability.

2. ***The Chief Executive Officer (CEO)*** *holds the highest-ranking position in a company and is responsible for overseeing the overall operations and strategic direction of the organization. Their role encompasses a wide range of responsibilities, including:*

   - *Strategic Planning: The CEO is responsible for developing and executing the company's long-term strategic plans to achieve its goals and objectives. This involves assessing market trends, identifying growth opportunities, and determining the company's competitive positioning.*
   - *Leadership and Management: The CEO provides leadership to the executive team and employees, setting the tone for the company's culture and values. They establish clear organizational goals and objectives and ensure alignment across all departments.*
   - *Stakeholder Management: The CEO serves as the primary liaison between the company's stakeholders, including investors, board members, employees, customers, and partners. They communicate the company's*

- *vision, performance, and strategy to stakeholders and build strong relationships to garner support for the organization.*
- *Financial Management: The CEO is responsible for overseeing the financial health of the company, including budgeting, financial planning, and resource allocation. They work closely with the CFO to ensure the company's financial objectives are met and that financial resources are managed effectively.*
- *Risk Management: The CEO identifies and manages risks that may impact the company's operations, reputation, or financial performance. They develop risk mitigation strategies and ensure compliance with relevant laws, regulations, and industry standards.*
- *Innovation and Growth: The CEO fosters a culture of innovation within the organization and seeks out new opportunities for growth and expansion. They encourage creativity and entrepreneurship among employees and explore new markets, products, and technologies to drive the company forward.*

Specialties of a CEO may vary depending on the industry and the specific needs of the organization. Some CEOs may have expertise in areas such as technology, finance, marketing, operations, or sales, while others may possess strong leadership and strategic planning skills. Ultimately, the CEO's primary responsibility is to lead the organization toward sustainable growth and success in a rapidly evolving business environment.

3. ***The Chief Science Officer (CScO)*** *in a silicon ingot and wafer production facility encompasses various responsibilities and specialties, focused on advancing the facility's scientific and technical innovation while ensuring operational excellence. Key aspects of their role include:*

- *Scientific Leadership and Strategy: The CScO defines and implements the scientific vision for silicon ingot and wafer production, ensuring alignment with industry trends and the organization's strategic goals. They spearhead efforts to optimize production processes, improve product quality, and reduce costs through innovative scientific approaches..*
- *Research and Development Oversight: The CScO leads R&D initiatives related to silicon crystallization, wafer slicing, and surface finishing. They oversee the development of advanced materials, technologies, and methodologies to enhance the performance and efficiency of silicon wafers for semiconductor and photovoltaic applications.*
- *Process Optimization and Innovation: Identifies opportunities for process improvement and innovation across the production cycle. Includes refining crystallization techniques, reducing material waste, improving efficiency and implementing automation and AI-driven solutions to streamline operations.*
- *Collaboration and Industry Partnerships: The CScO establishes partnerships with universities, research institutions, and industry leaders to advance knowledge and technological development in silicon manufacturing. They leverage collaborative projects to drive innovation, secure funding, and stay ahead in the highly competitive semiconductor and photovoltaic industries.*
- *Regulatory Compliance and Sustainability: The CScO ensures that all scientific and production activities comply with industry regulations and environmental standards. They champion sustainability initiatives, such as recycling silicon waste, reducing energy consumption, and adopting greener production technologies to minimize the facility's environmental footprint.*
- *Stakeholder Communication: Communicates the facility's scientific advancements and production capabilities to internal and external stakeholders. They provide updates to executive leadership, present findings at industry conferences, and engage with customers to highlight the facility's innovation and commitment to quality.*
- *Talent Management: Fosters a culture of scientific excellence by mentoring and developing technical talent within the facility. They recruit skilled professionals in materials science, crystallography, and process engineering and facilitate training programs to enhance team expertise and innovation capacity.*
- *Risk Management and Strategic Decision-Making: The CScO evaluates technical and operational risks, such as material defects, equipment reliability, or market fluctuations. They develop strategies to mitigate risks while ensuring the facility remains agile and competitive in the dynamic silicon manufacturing sector.*

Overall, the Chief Science Officer plays a critical role in driving scientific excellence and operational efficiency in a silicon ingot and wafer production facility.

4. ***The Chief Operations Officer (COO)*** *serves as the second-in-command in an organization and is primarily responsible for overseeing the day-to-day operations and executing the company's strategic plans. The role, responsibilities, and specialties of a COO typically include:*

- *Operational Leadership: The COO provides leadership and direction to various operational departments within the organization, including production, supply chain, logistics, and quality assurance. They ensure that operational processes are efficient, effective, and aligned with the company's overall objectives.*
- *Strategic Planning and Execution: Working closely with the CEO and other members of the executive team, the COO participates in strategic planning activities and helps translate the company's vision and goals into*

actionable plans. They develop strategies to drive growth, improve operational performance, and enhance the organization's competitive position in the market.

- *Process Optimization: The COO focuses on optimizing business processes and workflows to maximize efficiency, productivity, and cost-effectiveness. They identify areas for improvement, streamline operations, and implement best practices to enhance overall performance and profitability.*
- *Cross-Functional Collaboration: The COO collaborates with other executives and department heads to ensure alignment and coordination across different functional areas of the organization. They facilitate communication, collaboration, and integration to achieve common goals and objectives.*
- *Performance Management: The COO oversees the performance of operational departments and establishes key performance indicators (KPIs) to measure progress and success. They monitor performance metrics, analyze data, and take corrective actions as needed to drive continuous improvement and achieve operational excellence.*
- *Crisis Management and Risk Mitigation: In times of crisis or uncertainty, the COO plays a critical role in managing risks, mitigating disruptions, and ensuring business continuity. They develop contingency plans, assess potential threats, and implement measures to safeguard the organization's interests and assets.*
- *Specialties: The specialties of a COO may vary depending on the industry, company size, and specific needs of the organization. Some COOs may have expertise in areas such as supply chain management, manufacturing operations, quality management, or project management. Others may specialize in turnaround management, mergers and acquisitions, or international expansion.*

Overall, the COO is instrumental in driving operational excellence, fostering growth, and ensuring the efficient and effective execution of the company's strategic objectives. They play a critical role in translating vision into action and delivering value to customers, shareholders, and other stakeholders.

5. ***The Licensing Officer (LicO)*** *encompasses various responsibilities and specialties, typically revolving around the management of licenses, permits, and regulatory compliance within an organization or government agency. Some of the key aspects of their role include:*

- *Licensing Management: Licensing Officers are responsible for managing the issuance, renewal, and maintenance of licenses and permits required for specific activities, operations, or industries. They ensure that all necessary licenses are obtained and kept up-to-date to comply with regulatory requirements.*
- *Regulatory Compliance: Licensing Officers monitor and interpret relevant laws, regulations, and policies governing licensing and permitting processes. They ensure that the organization or individuals comply with legal requirements and adhere to standards set by regulatory bodies.*
- *Application Processing: Licensing Officers oversee the processing of license applications, including reviewing applications, verifying documentation, and assessing eligibility criteria. They may conduct inspections, audits, or interviews to assess applicants' qualifications and suitability for licensing.*
- *Stakeholder Communication: Licensing Officers serve as the primary point of contact for applicants, license holders, regulatory agencies, and other stakeholders. They provide guidance, information, and assistance to stakeholders regarding licensing requirements, procedures, and regulations.*
- *Record Keeping and Documentation: Licensing Officers maintain accurate records of license applications, approvals, denials, and renewals. They ensure that documentation is properly organized, stored, and accessible for regulatory compliance purposes and auditing purposes.*
- *Compliance Monitoring: Licensing Officers conduct periodic inspections, audits, or reviews to monitor compliance with licensing conditions, regulations, and standards. They may investigate complaints, violations, or non-compliance issues and take appropriate enforcement actions as needed.*
- *Specialties: The specialties of a Licensing Officer may vary based on the industry, sector, or specific licensing requirements. Some Licensing Officers may specialize in particular types of licenses, such as environmental permits, professional licenses, business permits, or occupational licenses. Others may focus on specific industries, such as healthcare, construction, finance, or manufacturing.*

Overall, Licensing Officers play a crucial role in ensuring regulatory compliance, facilitating licensing processes, and promoting public safety, consumer protection, and environmental stewardship. Their expertise and diligence are essential for maintaining the integrity and credibility of licensing systems and upholding the interests of stakeholders and the community.

6. ***The Chief Sales Officer (CSO)*** *is a key executive responsible for overseeing all aspects of a company's sales operations and driving revenue growth. Their role, responsibilities, and specialties typically include:*

- *Strategic Sales Planning: The CSO develops and implements strategic sales plans aligned with the company's overall objectives and market dynamics. They analyze market trends, identify growth opportunities, and define sales targets and objectives to drive revenue growth.*

- *Sales Team Leadership: The CSO leads and manages the sales team, providing direction, motivation, and support to achieve sales targets and objectives. They recruit, train, and develop sales professionals, establish performance metrics, and foster a culture of excellence and accountability within the sales organization.*
- *Sales Process Optimization: The CSO optimizes sales processes and workflows to improve efficiency, effectiveness, and customer satisfaction. They implement best practices, sales methodologies, and technology solutions to streamline the sales cycle, enhance productivity, and maximize sales performance.*
- *Customer Relationship Management: The CSO develops and maintains relationships with key customers, partners, and stakeholders to drive customer loyalty, retention, and satisfaction. They identify customer needs, address concerns, and deliver value-added solutions to meet or exceed customer expectations.*
- *Market Expansion and Penetration: The CSO identifies new market opportunities and develops strategies to expand and penetrate target markets. They analyze market segments, assess competitive landscape, and develop go-to-market strategies to gain market share and increase revenue.*
- *Sales Forecasting and Analysis: The CSO conducts sales forecasting and analysis to predict sales trends, track performance, and identify areas for improvement. They analyze sales data, customer feedback, and market intelligence to make data-driven decisions and adjust sales strategies as needed.*
- *Cross-Functional Collaboration: The CSO collaborates with other departments, including marketing, product development, and customer service, to ensure alignment and coordination of sales efforts. They work closely with cross-functional teams to develop integrated strategies and deliver seamless customer experiences.*
- *Specialties: The specialties of a CSO may vary depending on the industry, company size, and specific needs of the organization. Some CSOs may have expertise in areas such as sales enablement, channel management, customer success, or international sales. Others may specialize in particular industries or product lines.*

Overall, the CSO plays a critical role in driving revenue growth, expanding market presence, and building customer relationships. Their leadership, strategic vision, and sales expertise are essential for achieving sales targets, driving business success, and sustaining competitive advantage in today's dynamic marketplace.

7. ***The Chief Financial Officer (CFO)** is a key executive responsible for overseeing the financial activities of a company and ensuring its financial health and stability. Their role, responsibilities, and specialties typically include:*

- *Financial Planning and Analysis: The CFO leads financial planning and analysis efforts, developing strategic financial plans, budgets, and forecasts to guide the company's financial decisions and objectives. They assess financial performance, analyze key metrics, and provide insights to support strategic decision-making.*
- *Financial Reporting and Compliance: The CFO oversees financial reporting processes and ensures compliance with accounting standards, regulatory requirements, and financial regulations. They prepare and review financial statements, filings, and disclosures for accuracy, transparency, and integrity.*
- *Treasury and Cash Management: The CFO manages the company's cash flow, liquidity, and capital structure to optimize financial resources and mitigate financial risks. They oversee cash management activities, including cash forecasting, working capital management, and debt financing strategies.*
- *Risk Management and Internal Controls: The CFO identifies and manages financial risks that may impact the company's operations, performance, or reputation. They establish and maintain effective internal controls, policies, and procedures to safeguard assets, prevent fraud, and ensure compliance with governance standards.*
- *Capital Allocation and Investment Strategy: The CFO plays a key role in capital allocation decisions, evaluating investment opportunities, and determining optimal resource allocation to maximize shareholder value. They assess capital projects, mergers and acquisitions, and other strategic investments to drive growth and profitability.*
- *Investor Relations and Capital Markets: The CFO serves as the primary liaison with investors, analysts, and financial institutions, communicating the company's financial performance, strategy, and outlook. They manage investor relations activities, including financial reporting, investor communications, and capital market transactions.*
- *Financial Leadership and Team Management: The CFO provides financial leadership and direction to the finance team, ensuring alignment with the company's goals and objectives. They recruit, train, and develop finance professionals, fostering a culture of excellence, integrity, and accountability within the finance organization.*
- *Specialties: The specialties of a CFO may vary based on their background, industry expertise, and the specific needs of the organization. Some CFOs may have expertise in areas such as corporate finance, financial planning and analysis, treasury management, or investor relations. Others may specialize in particular industries or sectors, such as technology, healthcare, or manufacturing.*

Overall, the CFO plays a critical role in driving financial performance, ensuring financial transparency and compliance, and supporting strategic decision-making to drive long-term growth and value creation for the company and its stakeholders.

8. ***The Environmental Officer (EnvO)*** *plays a crucial role in ensuring that an organization complies with environmental regulations and adopts sustainable practices. Their responsibilities and specialties typically include:*

   - *Regulatory Compliance: The Environmental Officer monitors and interprets environmental laws, regulations, and standards relevant to the organization's operations. They ensure compliance with permits, licenses, and reporting requirements issued by regulatory agencies at the local, national, and international levels.*
   - *Environmental Management Systems (EMS): The Environmental Officer develops, implements, and maintains Environmental Management Systems to manage and mitigate environmental risks. This includes conducting environmental audits, risk assessments, and inspections to identify areas for improvement and ensure adherence to environmental policies and procedures.*
   - *Pollution Prevention and Control: The Environmental Officer oversees pollution prevention and control measures to minimize the organization's environmental impact. They assess potential sources of pollution, develop strategies to reduce emissions, conserve resources, and manage waste disposal in an environmentally responsible manner.*
   - *Environmental Monitoring and Reporting: The Environmental Officer establishes monitoring programs to track environmental performance indicators, such as air and water quality, energy consumption, and greenhouse gas emissions. They collect and analyze data to assess the organization's environmental footprint and prepare reports for internal stakeholders and regulatory authorities.*
   - *Sustainability Initiatives: The Environmental Officer leads sustainability initiatives aimed at promoting environmental stewardship and corporate social responsibility. They collaborate with internal departments and external stakeholders to develop and implement sustainable practices, such as energy efficiency programs, renewable energy projects, and waste reduction initiatives.*
   - *Environmental Training and Awareness: The Environmental Officer provides training and educational programs to employees on environmental awareness, regulations, and best practices. They raise awareness about the importance of environmental conservation and encourage employee engagement in sustainability efforts.*
   - *Stakeholder Engagement: The Environmental Officer communicates with internal and external stakeholders, including government agencies, community groups, customers, and suppliers, on environmental matters. They represent the organization in environmental forums, participate in industry associations, and engage in dialogue to address environmental concerns and build partnerships.*
   - *Environmental Risk Management: The Environmental Officer identifies and assesses environmental risks associated with the organization's operations, products, and services. They develop risk management strategies to prevent environmental incidents, respond to emergencies, and mitigate liabilities.*

   Overall, the Environmental Officer plays a critical role in promoting environmental stewardship, managing environmental risks, and ensuring compliance with regulations to protect human health and the natural environment. Their expertise and leadership are essential for organizations committed to sustainable development and corporate environmental responsibility.

9. ***The Human Resources Manager (HrO)*** *plays a crucial role in overseeing all aspects of the human capital management within an organization. Their role, responsibilities, and specialties typically include:*

   - *Talent Acquisition and Recruitment: The HR Manager oversees the recruitment process, including sourcing, interviewing, and hiring candidates. They develop recruitment strategies, job descriptions, and candidate evaluation criteria to attract and retain top talent.*
   - *Employee Onboarding and Orientation: The HR Manager coordinates the onboarding process for new employees, ensuring a smooth transition into the organization. They provide orientation sessions, facilitate training programs, and address any questions or concerns to help new hires acclimate to their roles and the company culture.*
   - *Employee Relations and Conflict Resolution: The HR Manager manages employee relations issues and addresses conflicts or disputes that arise in the workplace. They provide guidance, mediation, and resolution strategies to foster a positive work environment and maintain productive relationships among employees.*
   - *Performance Management and Appraisal: The HR Manager develops and implements performance management systems to evaluate employee performance and provide feedback. They conduct performance appraisals, set performance goals, and identify opportunities for development and improvement.*
   - *Compensation and Benefits Administration: The HR Manager oversees compensation and benefits programs, including salary structures, incentives, and employee benefits packages. They conduct market research, benchmarking, and analysis to ensure competitive compensation practices and employee satisfaction.*
   - *Training and Development: The HR Manager coordinates training and development programs to enhance employee skills, knowledge, and capabilities. They identify training needs, develop training plans, and*

facilitate learning opportunities to support career growth and advancement.

- *Compliance and Legal Requirements: The HR Manager ensures compliance with employment laws, regulations, and company policies. They stay abreast of changes in labor laws, employment practices, and industry standards to mitigate legal risks and maintain a fair and ethical workplace.*
- *Employee Engagement and Retention: The HR Manager develops and implements strategies to promote employee engagement, satisfaction, and retention. They conduct employee surveys, assess morale, and implement initiatives to enhance workplace culture, teamwork, and employee morale.*
- *HR Information Systems (HRIS) Management: The HR Manager oversees the implementation and maintenance of HRIS systems to streamline HR processes, manage employee data, and generate reports. They ensure data accuracy, system security, and compliance with data privacy regulations.*
- *Specialties: The specialties of an HR Manager may vary based on their background, industry expertise, and the specific needs of the organization. Some HR Managers may have expertise in areas such as talent management, organizational development, employee relations, or compensation and benefits. Others may specialize in particular industries or sectors, such as technology, healthcare, or finance.*

Overall, the HR Manager plays a critical role in managing the organization's most valuable asset - its people. They are responsible for attracting, developing, and retaining talent, fostering a positive work environment, and supporting the organization's goals and objectives through effective human capital management.

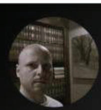
10. ***The Chief Logistics Officer (CLO)*** *is a key executive responsible for overseeing the logistical operations of a company. Their role, responsibilities, and specialties typically include:*

- *Supply Chain Management: The CLO oversees the entire supply chain process, from sourcing raw materials to delivering finished products to customers. They develop and implement supply chain strategies to optimize efficiency, minimize costs, and improve customer satisfaction.*
- *Transportation and Distribution: The CLO manages transportation and distribution networks to ensure timely delivery of goods to customers. They coordinate with logistics partners, carriers, and freight forwarders to optimize shipping routes, reduce transit times, and minimize transportation costs.*
- *Inventory Management: The CLO oversees inventory levels and stock replenishment to ensure adequate supply to meet customer demand while minimizing excess inventory and carrying costs. They implement inventory control systems, demand forecasting models, and just-in-time inventory practices to optimize inventory management.*
- *Warehousing and Storage: The CLO manages warehouse facilities and storage operations to efficiently store and handle goods. They optimize warehouse layouts, storage systems, and inventory management processes to maximize space utilization, improve inventory accuracy, and streamline order fulfillment.*
- *Logistics Technology and Automation: The CLO leverages logistics technology and automation tools to enhance operational efficiency and productivity. They implement transportation management systems (TMS), warehouse management systems (WMS), and other logistics software solutions to optimize logistics processes, track shipments, and improve decision-making.*
- *Risk Management and Compliance: The CLO identifies and manages logistical risks, such as supply chain disruptions, transportation delays, and regulatory compliance issues. They develop contingency plans, assess risk exposure, and implement risk mitigation strategies to ensure business continuity and regulatory compliance.*
- *Supplier and Vendor Management: The CLO collaborates with suppliers and vendors to ensure quality, reliability, and cost-effectiveness in the supply chain. They negotiate contracts, establish performance metrics, and monitor supplier performance to drive continuous improvement and maintain strong supplier relationships.*
- *Customer Service and Satisfaction: The CLO focuses on delivering exceptional customer service and satisfaction through reliable and efficient logistics operations. They track key performance indicators (KPIs), such as on-time delivery, order accuracy, and customer feedback, to measure performance and identify areas for improvement.*
- *Environmental Sustainability: The CLO promotes environmental sustainability in logistics operations by implementing eco-friendly practices, such as fuel-efficient transportation, waste reduction, and recycling initiatives. They seek to minimize the environmental impact of logistics activities while maximizing operational efficiency and cost savings.*
- *Specialties: The specialties of a CLO may vary based on their background, industry expertise, and the specific needs of the organization. Some CLOs may have expertise in areas such as international logistics, e-commerce fulfillment, reverse logistics, or perishable goods logistics. Others may specialize in particular industries or sectors, such as retail, manufacturing, or healthcare.*

Overall, the CLO plays a critical role in managing the logistical operations of a company, ensuring efficient and effective supply chain management, and driving customer satisfaction and business success through reliable and cost-effective logistics solutions.

[GOVERNANCE]

Grounded in robust moral principles and values, we conscientiously navigate ethical considerations, risk management and operational conduct. Our steadfast commitment extends to ensuring strict compliance with all legal mandates while striving to achieve a harmonious equilibrium among environmental, societal and economic imperatives. This dedication underscores our overarching goal of fostering sustainable business practices that uphold integrity, accountability and responsible stewardship of resources.



Losonczi Zoltan, MBA
Chairman of the Board

A performance-driven Company Owner boasting over 22 years of extensive domestic and international administrative experience across start-up and growth-oriented enterprises. Proficient in actively engaging in all facets of business development, his leadership has been instrumental in shaping organizations' strategic trajectory and cultivating enduring growth, encompassing strategic planning, investments coordination, administrative oversight and financial management within multiple companies spanning different stages of development.

Rotar Dan Valentin, BEc
CEO

An extensively seasoned Chief Executive Officer with a vast background in the aggregates extraction and processing sector, proficient in establishing all operational components of the business and exercising oversight, for over 18 years. Specifically, directing the fine sand production operation for construction materials manufacturing, serving as the exclusive supplier to Henkel factories in Turda and Piatra Neamt for these high-grade products, for more than 15 years so far.

Losonczi Lajos, PhD
CScO

An esteemed Chief Science Officer with a PhD in semiconductors and an impressive 47-year career in the field. Renowned for his pioneering contributions, he holds numerous patents and has developed groundbreaking inventions that have advanced semiconductor technology. With a deep understanding of materials science, device fabrication and process innovation, he brings unparalleled expertise to the organization. His visionary leadership and commitment to excellence drives cutting-edge research and development, positioning the company at the forefront of innovation and market leadership.

Vidam Beata, BEc
Licensing Officer

Having played a pivotal role in licensing aggregates processing, boasting an impressive 16-year tenure marked by expertise in navigating regulatory landscapes and ensuring compliance excellence, with a rich background spanning various industries, she brings unparalleled proficiency in managing the intricate nuances of licensing processes and regulatory frameworks. Her extensive experience includes overseeing license issuance, renewal, and compliance, coupled with adept stakeholder engagement and effective communication skills.

Rosca Horatiu Mihail, BEc
CSO

A highly accomplished Chief Sales Officer with an extensive 33-year tenure in sales, including a remarkable decade-long experience as a Country Sales Director. With a proven track record of driving revenue growth, forging strategic partnerships, and implementing innovative sales strategies, equipped with a deep understanding of market dynamics and a knack for building high-performing sales teams this seasoned professional is poised to elevate our organization's sales performance to new heights.

Radu Mircea Dragos, PhD
CFO

A highly experienced Chief Financial Officer with an impressive 36-year background in organizational administration, coupled with 20 years of specialized expertise as an accounting expert and tax consultant. With a wealth of experience spanning various financial domains, strategic financial planning, risk management, and regulatory compliance, equipped with a proven track record of optimizing financial performance and driving fiscal responsibility, this professional brings unparalleled insights and financial leadership to our organization.

Kelemen Marton, MSc
Environmental Officer

An extensively seasoned Environmental Officer with 30 years of invaluable experience in environmental stewardship and sustainability. With a diverse background, he possesses a wealth of expertise in managing environmental compliance, conservation initiatives and risk mitigation strategies. His track record includes spearheading environmental impact assessments, implementing sustainable practices and fostering stakeholder engagement to ensure alignment with regulatory requirements and corporate sustainability goals.

Szasz Jozsef, MSc
CLO

A highly seasoned Chief Logistics Officer with an impressive 33-year tenure in the field. With a wealth of experience spanning over three decades, this individual brings unparalleled expertise in overseeing logistical operations, optimizing supply chain efficiency and driving business success. His deep understanding of logistics processes, coupled with strategic leadership, positions him as a valuable asset in delivering seamless and cost-effective logistics solutions to meet the organization's high-end needs.

Erdos Alpar, MSc, MBA
HR Manager

A highly experienced HR manager with three decades of specialized knowledge in behavioral psychology. He had impactful roles in mentally preparing NASA astronauts and conditioning Olympic gold medalists for their impeccable achievements offering invaluable expertise in optimizing human performance and enhancing resilience. With a profound understanding of human behavior and psychological principles, this professional is poised to lead our organization in cultivating a resilient and high-performing workforce.

Pop Marius Silviu, BEc
COO

An accomplished Chief Operating Officer boasting 29 years of experience within the aggregates extraction domain. With a rich and diverse background, he demonstrates profound expertise in enhancing operational efficacy, executing strategic directives, and fostering enduring growth within the industry. Proficient in supervising the entirety of the extraction and processing phases, from resource allocation to production streamlining, he stands ready to guide our production towards unparalleled productivity and achievements.

Our operations are systematically guided by a comprehensive set of regulations, protocols and methodologies intricately woven into our overarching purpose, values and strategic vision. This alignment furnishes a sturdy framework facilitating coherent decision-making processes across all facets of our activity. Ultimately, Thesaur's Board of Directors bears the responsibility of ensuring the company's stringent adherence to its statutory obligations. To bolster governance and oversight, specialized board committees, including those dedicated to sustainability and auditing, convene regularly to provide insights pertaining to each distinct aspect of our business operations.

[ADMINISTRATIVE ROLES]

	Name	Title	Role	Responsibilities	Specialties
	Losonczi Zoltan	CoB	Providing Governance and Leadership within the Organization	Governance & Leadership, Board Management, Strategic Planning, Stakeholder Engagement, Risk Management, Leadership Development, Crisis Management	Corporate Governance, Industry Regulations, Leadership, Strategic Planning, Technology, Finance
	Rotar Dan Valentin	CEO	Overseeing the overall operations and strategic directions	Strategic planning, Leadership & Management, Stakeholder Management, Operational, Financial & Risk Management, Innovation & Growth Management	Leadership, Technology, Finance, Marketing, Operations, Sales, Resources Management, Strategic Planning
	Losonczi Lajos	CScO	Overseeing the facility's operational excellence and scientific innovation	Scientific Leadership & Strategy, Research & Development Oversight, Process Optimization & Innovation, Collaboration & Industry Partnerships, Regulatory Compliance & Sustainability, Stakeholder Communication, Risk Mitigation	Materials Science, Silicon Crystallization, Semiconductor Technology, Process Engineering, Resource Management, Regulatory Knowledge
	Vidam Beata	Licensing Officer	Management of licenses & permits, Ensuring compliance with regulatory requirements	Licensing Management, Regulatory Compliance, Application Processing, Stakeholder Communication, Record Keeping & Documentation, Compliance Monitoring	Environmental, Technological & Regulatory Knowledge
	Rosca Horatiu Mihail	CSO	Overseeing all aspects of the sales operations and driving revenue growth	Strategic Sales Planning, Sales Team Leadership, Sales Process Optimization, Customer Relationship Management, Market Expansion & Penetration, Sales Forecasting & Analysis, Cross-Functional Collaboration	Sales Enablement, Sales Cahin & Channel Management, Customer Success, International Sales
	Radu Mircea Dragos	CFO	Overseeing the financial activities and ensuring financial health and stability	Financial Planning & Analysis, Regulatory Financial Reporting & Compliance, Treasury & Cash Management, Risk Management & Internal Controls, Capital Allocations & Investment Strategy, Investor Relations & Capital Markets, Financial Leadership	Corporate Finance, Financial Planning & Analysis, Treasury Management, Regulatory Knowledge
	Kelemen Marton	Environmental Officer	Ensuring compliance with environmental regulations and adopts sustainable practices	Environmental Management System, Environmental Risk Management & Restoration, Pollution Prevention & Control, Environmental Monitoring & Reporting, Sustainability Initiatives	Environmental, Biological, Technological & Regulatory Knowledge
	Szasz Jozsef	CLO	Overseeing the logistical operations	Supply Chain Management, Transportation & Distribution, Inventory, Warehousing & Storage Management, Logistics Technology & Automation, Risk Management & Compliance, Supplier & Vendor Managemnt, Customer Service & Satisfaction	International Logistics, E-Commerce fulfillment, Reverse Logistics, Technology & Automation Knowledge
	Erdos Alpar	HR Manager	Overseeing all aspects of human capital management	Talent Acquisition & Recruitment, Employee Onboarding, Engagement, Retention & Orientation, Employee Relations & Conflict Resolution, Performance Management & Appraisals, Training & Development, Compliance & Legal Requirements	Talent Management, Employee Relations, Organizational Development, Regulatory Knowledge
	Pop Marius Silviu	COO	Overseeing the day-to-day operations and executing the company's strategic plans	Operational Leadership, Strategic Planning & Execution, Process Optimization, Cross-Functional Collaboration, Performance & Crisis Management, Risk Mitigation	Project Management, Technology, Supply Chain Management, Extraction & Processing Operations, Manufacturing Operations

[ORGANIZATION CHART]