

Nota 7 AGOA

Note 7 OGMS

Aprobarea propunerii Directoratului de a nu stabili un fond de premiere a angajatilor din profitul societatii si, drept urmare, sa nu efectueze nicio plata pentru anul financiar 2012, astfel cum prevedea articolul 106 din contractul colectiv de muncă al OMV Petrom pana la data de 18 mai 2012.

Approval of the Executive Board's proposal not to establish an employees' award fund out of the Company's profits and, as a result, not to make payments for 2012 financial year as it was laid down into art. 106 of OMV Petrom Collective Labor Agreement until 18 May 2012

Conform prevederilor fostului articol 106 din Contractul Colectiv de Munca al OMV Petrom S.A. inregistrat sub nr. 2458/2009, astfel cum acest articol a fost aplicabil pana la data de 18 mai 2012, OMV Petrom S.A. putea constitui un fond din profit pentru premiarea salariatilor.

In accordance with the content of the former article 106 of the Collective Labor Agreement applicable at OMV Petrom S.A. level registered under number 2458/2009, as such former provisions of article 106 were applicable until 18th of May 2012, OMV Petrom S.A. could have established an award fund out of its profit to reward its employees.

Constituirea acestui fond facea obiectul aprobarii prealabile a Adunarii Generale a Actionarilor.

The establishment of such fund was subject to the prior approval of the General Assembly of Shareholders.

Avand in vedere faptul ca in bugetul de venituri si cheltuieli, supus aprobarii Adunarii Generale Ordinare a Actionarilor, sunt prevazute investitii care vor genera dezvoltarea afacerii și vor avea un impact pozitiv si asupra salariatilor, se propune a nu se constitui niciun fond pentru premiarea angajatilor aferent perioadei cuprinse intre 1 ianuarie 2012 si 18 mai 2012 din anul

Considering the revenues and expenditures budget to be approved by the Ordinary General Shareholders Meeting provides for business growth generating investments and thus for employees' welfare as well, it is hereby proposed not to establish an employees' award fund for the period 1 January 2012 – 18 May 2012 of 2012 financial year, period when the provisions of the

financiar 2012, perioadă în care erau aplicabile prevederile articolului mai sus menționat.

above mentioned article were applicable.

Prin urmare, se propune a nu stabili un fond de premiere a angajatilor din profitul societatii si sa nu efectueze nicio plata pentru anul financiar 2012, astfel cum prevedea articolul 106 din contractul colectiv de muncă al OMV Petrom S.A. pana la data de 18 mai 2012.

And, therefore, it is proposed hereby not to establish an employees' award fund out of the Company's profits and, as a result, not to make payments in 2013 for 2012 financial year as it was laid down into art. 106 of OMV Petrom S.A. Collective Labor Agreement until 18 May 2012.



Mariana Gheorghe,
Director General Executiv / Chief Executive Officer
Președinte al Directoratului / President of the Executive Board