

Nota 6 AGOA

Aprobarea propunerii Directoratului de a nu constitui un fond de premiere a salariatilor din profitul Societatii pentru anul financiar 2011 in conformitate cu prevederile articolului 106 din Contractul Colectiv de Munca al Societatii in vigoare si, drept urmare, de a nu se efectua nicio plata aferenta anului financiar 2011

In conformitate cu articolul 106 din Contractul Colectiv de Munca inregistrat sub nr. 2458/2009, aplicabil la nivelul OMV Petrom, astfel cum a fost modificat prin Actul Adicional nr. 3/13.12.2010, OMV Petrom poate constitui anual un fond din profit pentru premierea salariatilor. Constituirea acestui fond face obiectul aprobarii prealabile a Adunarii Generale a Actionarilor.

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 prin prezenta sa nu se constituie un fond pentru premierea salariatilor din profitul Societatii pentru anul financiar 2011 in conformitate cu prevederile articolului 106 din Contractul Colectiv de Munca al

Note 6 OGMS

Approval of the Executive Board's proposal not to establish an employees' award fund out of the Company's profits for the 2011 financial year pursuant to article 106 of the Company's Collective Labour Agreement in force and, as a result, not to make any payments for the 2011 financial year

In accordance with article 106 of the Collective Labor Agreement applicable at OMV Petrom level registered under number 2458/2009, as it was modified through Addendum no. 3/13.12.2010, OMV Petrom may annually establish a fund out of its profit to reward its employees. The establishment of the fund is subject to the prior approval of the General Assembly of Shareholders.

As according to the revenues and expenditures budget, to be approved by the Ordinary General Shareholders Meeting, are provided investments for generating growth of the business and thus welfare for the employees as well,

it is proposed hereby not to establish an employees' award fund out of the Company's profits for the 2011 financial year pursuant to article 106 of the Company's Collective Labour Agreement in force, and, as a result, not



*Societati in vigoare, si, drept urmare, sa to make any payments for the 2011
nu se efectueze nicio plata aferenta financial year.
anului financiar 2011.*

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