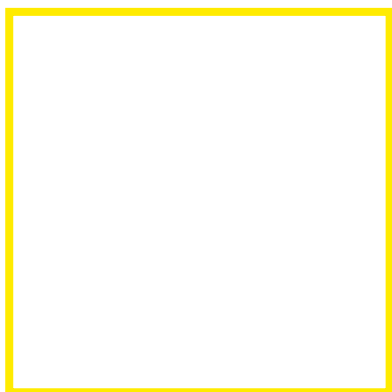


REMUNERATION REPORT FOR 2021 OMV PETROM S.A.



Letter to the Shareholders

OMV Petrom showed in 2021 under tough conditions its resilience and posted very good results. These achievements were made possible by the hard work and commitment of the entire OMV Petrom team. From the management to the frontlines, we saw constant focus on value delivery for all stakeholders, while operating safely and responsibly. Looking back at 2021, it was a year of many challenges for the world as a whole, as well as for OMV Petrom. The COVID-19 crisis continued to have a huge impact on the global economy, while the energy sector went through its own difficulties, from security of supply to transforming to respond to climate change.

Under the leadership of the Executive Board, the OMV Petrom team launched the new **Strategy 2030**, which outlines how the company plans to manage its transition to be fit for a lower carbon future. For the next decade, OMV Petrom put forward the largest investment plan in the Romanian energy sector, with an ambition to lead the energy transition in South-East Europe, while capitalizing on emerging market opportunities. This will secure sustainable long-term economic growth and high cash flow generation, while ensuring investments and attractive shareholder returns.

2021 brought increased recognition from OMV Petrom shareholders, with the share price reaching the highest level in more than a decade and advancing 37% yoy. This gives credit to the improved financial and operational performance of the company. It also reflects the efforts of OMV Petrom to provide increased transparency on ESG relevant matters, including management remuneration.

In 2021, the Presidential and Nomination Committee (PNC), a consultative body at the level of the Supervisory Board, prepared the Remuneration Policy, which is based on the principle that the remuneration of the Executive Board members should be closely linked to the performance of the company. With this Policy, the PNC and the Supervisory Board focused on aligning with OMV Petrom's long-term strategy, current market practice, as well as shareholders' views and interests. Remuneration levels are set to take into account the responsibilities and performance of each member of the Executive Board, the specifics of OMV Petrom and levels of remuneration in European energy companies of comparable size.

The Remuneration Policy forms the basis of the Executive Board and Supervisory Board remuneration and was approved by the Ordinary General Meeting of Shareholders (OGMS) of OMV Petrom on 27 of April 2021, with a majority of 99% of the casted votes. The Policy can be downloaded [here](#).

With this document, OMV Petrom now takes one step further by publishing the Remuneration Report, which shows how the Policy was applied in 2021 and how the actual remuneration of Executive Board members is linked to the financial and also safety and carbon emissions reduction performance of the company. OMV Petrom also discloses target achievements, thus increasing transparency on the link between the performance of the Executive Board members and the resulting remuneration.

It is important to underline that, in line with good governance practice, no Executive Board member is involved in determining his or her own remuneration. The PNC deals and decides on all matters concerning the remuneration of the EB members, after reviewing a large set of information, including relevant market data and trends, input from shareholders and internal data.

Looking ahead, I would like to wish the Executive Board and the entire team of OMV Petrom every success in implementing the 2030 Strategy. Thank you for your continued support!

Alfred Stern

President of the Presidential and Nomination Committee

Executive Board's Remuneration

The main features of the remuneration system can be summarized as follows:

Main features of the Remuneration Policy

Table: Remuneration Policy - Executive Board remuneration at a glance

Remuneration Element	Description	Purpose and Link to Strategy	Shareholder Alignment
Base Salary	Salary levels take into account the responsibilities and performance of each member of the Executive Board, the specifics of OMV Petrom, and common levels of remuneration in European Oil & Gas companies of comparable size. Remuneration is set at a competitive level.	Provide a fixed level of earnings reflecting the scale and complexity of the business and the roles and responsibilities of each Executive Board member, ensuring competitiveness with the market.	Competitive remuneration to attract, retain and motivate the Executive Board members to lead the Company in shareholders' best interest.
Annual Bonus	Performance is measured based on annual criteria. The award is defined as a Target Annual Bonus expressed as percentage of base salary in general stated in the plan documents or in the Executive Board members' management agreements. The award is capped at 180% of the Target Annual Bonus.	Provide variable remuneration based on annual financial and non-financial performance criteria that are relevant to OMV Petrom's strategy and the Oil & Gas industry. Performance is measured against team and individual goals (summarized as individual target achievement) as well as Company performance via a multiplier. The multiplier is based on the achievement of financial KPIs.	Performance criteria are in line with OMV Petrom's strategy and ensure pay for performance.
Long-Term Incentive Plan (LTIP)	A Performance Share Plan is employed as a multi-year variable remuneration. The number of shares that vest depends on the achievement of internal and external financial performance criteria, as well as strategic operational targets. The maximum value of the Target LTI is capped at 112.5% of the annual gross base salary. Each annual grant is subject	Promote medium- and long-term value creation at OMV Petrom. Performance is measured against key criteria linked to OMV Petrom's strategy and shareholder return. The plan also seeks to prevent inappropriate risk-taking as well as encourages long-term retention and ownership of Executive Board members.	Align interests of Executive Board and shareholders, ensure pay for performance and foster an equity culture. Payouts are subject to clawback provisions.

	to a performance period of three years.		
Benefits	Executive Board members receive a company car with a personal driver, a phone and are eligible for additional insurance coverages.	Benefits are in line with common market practice in the European Oil & Gas industry.	Are part of a competitive remuneration package to attract and retain the most qualified Executive Board members.
Retirement benefits	A pension allowance may be granted to Executive Board members.	Retirement benefits are in line with common market practice in the European Oil & Gas industry.	Retirement benefits may be paid by taking into consideration the competitive practice in the industry and attract and retain the most qualified Executive Board members.
Shareholding requirement	The participants of the LTIP are required to build up an appropriate volume of shares (defined as 75% of the participant's Target LTI) and to hold these shares until retirement or departure from the Company.	Provide long-term alignment between shareholders' interests and Executive Board commitment by putting Executive Board members' personal assets at stake.	Potential impact on Executive Board members' personal assets creates an effect comparable to malus and clawback.
Clawback	Multi-year variable remuneration of the LTIP is subject to clawback provisions.	Allow adjustment of outstanding remuneration and/or reclaim remuneration already paid out in case of clawback events.	Promotes long-term commitment and responsibility for decisions and actions even after the end of performance periods and management agreements.

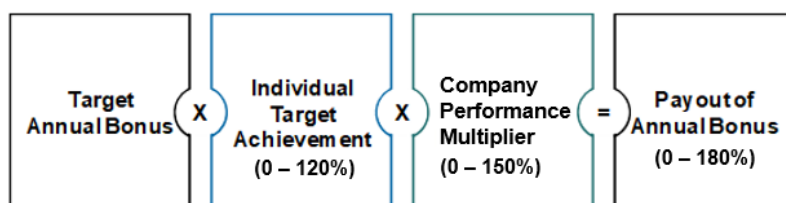
In addition to the remuneration elements set out in the table above, OMV Petrom offers Executive Board members a D&O insurance (Directors' and Officers' insurance) as well as an indemnity against claims by third parties.

The following is a detailed description of the remuneration elements as applied in the financial year 2021.

Details on the 2021 Annual Bonus

In line with the Remuneration Policy, the Annual Bonus rewards financial performance, operational excellence, and sustainable corporate development at OMV Petrom. At maximum, the payout can amount to 180% (maximum 120% Individual Target Achievement x 150% Multiplier for Company Performance) of the Target Annual Bonus.

Annual Bonus



Determination of the payout amount

The Individual Target Achievement is based on Individual and Team Goals weighted with 50% each.

For the Team Goals, the following targets (Operating Costs and HSSE) have been set for all members of the Executive Board:

Table: Individual target achievement: Team Goals – 2021 Annual Bonus

Team goals included in the individual target achievement	Threshold (0% target achievement)	Target (100% target achievement)	Maximum (120% target achievement)	Actual	Weighting	Target achievement
Operating cost	EUR 3,580 mn	EUR 3,480 mn	EUR 3,380 mn	EUR 3,431 mn	80%	87.8%
HSSE: Total Recordable Injury Rate	1.43	1.30	1.17	0.96	10%	12%
HSSE: No work related fatalities	work related fatality > zero	zero work related fatalities	n.a.	Not achieved	10%	0%
Actual target achievement team goals						99.8%

In addition, every Executive Board member is given different individual, personal objectives at the beginning of the financial year.

OMV Petrom strives for transparency in relation to pay for performance. However, further disclosure of individual targets may create a competitive disadvantage to the company, because it renders sensitive insights into OMV Petrom's strategy. To ensure transparency while avoiding competitive risk, examples for individual targets are: strategic development, cost monitoring and reduction, development of a risk management plan, aligned with the responsibilities of each Executive Board member. Individual target achievements range from 92% to 108%.

The Company Performance Multiplier takes into account OMV Petrom's performance with 70% and OMV AG's performance with 30% weighting. All financial KPIs exceeded the maximum level set and THUS resulted in a target achievement for the Company Performance Multiplier of 150%:

Table: Company Performance Multiplier – 2021 Annual Bonus

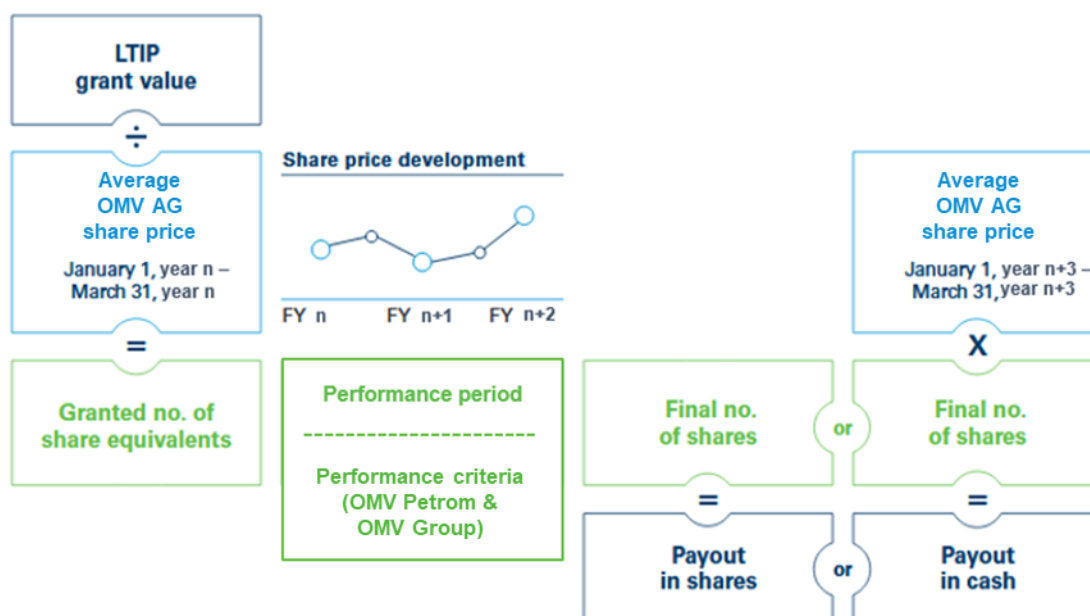
Criteria included in the Company Performance Multiplier	Target (100% target achievement)	Maximum (150% target achievement)	Actual	Weighting	Target achievement
OMV Petrom Reported Net Income	EUR 380 mn	EUR 440 mn	EUR 895 mn	7%	10.5%
OMV Petrom Free Cash Flow before dividends	EUR 600 mn	EUR 660 mn	EUR 1,025 mn	35%	52.5%
OMV Petrom Clean CCS ROACE	6.4%	7.3%	12.7%	28%	42%
OMV AG Reported Net Income	EUR 1,980 mn	EUR 2,280 mn	EUR 2,766 mn	3%	4.5%
OMV AG Free Cash Flow before dividends	EUR 1,250 mn	EUR 1,550 mn	EUR 4,387 mn	15%	22.5%
OMV AG Clean CCS ROACE	5.7%	6.5%	13.1%	12%	18%
Target achievement for the Company Performance Multiplier					150%

Overall target achievement is determined by multiplying the Individual Target Achievement (based on 50% Individual Goals and 50% Team Goals) with the Company Performance Multiplier. For the financial year 2021 the overall target achievements for the Executive Board members range from 143.85% to 155.85%.

Long-Term Incentive

The Long-Term Incentive Plan (LTIP) is a long-term remuneration instrument for members of the Executive Board that promotes medium- and long-term value creation. It is structured as a Performance Share Plan.

Long-Term Incentive Plan (LTIP)



The LTIP is designed as an OMV Group-wide incentive system. Thus, OMV AG shares are used as a calculation basis.

Both, the Long-Term Incentive due in the financial year 2021 which was awarded in 2019 and the Long-Term Incentive awarded in the financial year 2021 are detailed in the following.

2019 Long-Term Incentive Plan (due in financial year 2021)

For the 2019 Long-Term Incentive Plan (2019 LTIP) performance is measured on 85% company-specific criteria of OMV Petrom and 15% OMV AG. The performance period for the 2019 LTIP ended in the financial year 2021 and resulted in an overall target achievement percentage of 78.6%.

The derivation of the actual overall target achievement is summarized in the performance scorecard for the 2019 LTIP shown below:

Table: Performance scorecard – 2019 LTIP

Criteria	Threshold (0% or 25% target achievement)	Target (50% or 70% target achievement)	Maximum (100% target achievement)	Actual	Weighting	Target achievement
OMV Petrom Relative TSR	at or below 1st quartile (≤25th percentile)	at median (=50th percentile)	at or above 3rd quartile (≥75th percentile)	above third quartile	20%	20.0%

OMV AG Relative TSR	at or below 1st quartile (≤25th percentile)	at median (=50th percen- tile)	at or above 3rd quartile (≥75th percentile)	above third quartile	15%	15%
OMV Petrom Free Cash Flow before dividends and excl. di- vestments and acquisi- tions 3-year average	EUR 590 mn avg. p.a.	EUR 735 mn avg. p.a.	EUR 880 mn avg. p.a.	EUR 708 mn avg. p.a.	35%	21.5%
OMV Petrom Sustaina- bility Element Lost-Time Injury Rate (LTIR) 3-year average	0.40	0.34	0.30 or below	0.25	5%	5%
OMV Petrom Cumula- tive Operating Costs 2019-2021	EUR 2,290 mn	EUR 2,180 mn	EUR 2,070 mn	EUR 2,271 mn	5%	1.6%
OMV Petrom Up- stream Production Vol- umes in 2021 in kboe/d	120 kboe/d	130 kboe/d	140 kboe/d	129 kboe/d	5%	3.4%
OMV Petrom Refinery Utilization Rate 3-year average	92%	94%	95%	95%	5%	5%
OMV Petrom Power Generation of Brazi in TWh per year	3.8 TWh	4.7 TWh	5.0 TWh	4.1 THW	5%	2%
Overall OMV Petrom Performance Evalua- tion	Discretionary proportion to be awarded by Presidential and Nomination Committee.				5%	5%
Overall target achievement						78.6%

The payout is made after the end of the three-year performance period (January 1, 2019, to December 31, 2021) after March 31, 2022.

The amount due is calculated by multiplying the final number of shares by the average OMV AG share price from January 1 to March 31, 2022. As this period has not passed at the time of this Remuneration Report, the share price of January 1 to February 11, 2022 was taken as an approximation. This average share price is equal to EUR 54.32. In the Remuneration Report 2022, these numbers will be updated based on the final average share price.

2021 Long-Term Incentive Plan (awarded in the financial year 2021)

The 2021 Long-Term Incentive Plan (2021 LTIP, Performance Share Plan) was awarded in accordance with the Long-Term Incentive Plan described in the Policy.

Next to financial performance the LTIP 2021 focusses on sustainability targets and links the remuneration of the Executive Board members to the achievement of the carbon intensity reduction target of OMV Petrom.

Performance is measured on 90% company-specific criteria of OMV Petrom and 10% OMV AG.

Performance criteria and their weightings were agreed at the beginning of the three-year performance period in 2021 as follows. Target achievement will be assessed at the beginning of 2024.

Table: Performance criteria

Criteria	Link to strategy and long-term development	Weightings
OMV Petrom Relative Total Shareholder Return (TSR)	Assessment of relative value created for shareholders. Common KPI that allows direct comparison with peer companies.	20%
OMV AG Relative TSR	Assessment of relative value created for shareholders. Common KPI that allows direct comparison with peer companies	10%
OMV Petrom Free cash flow (FCF)	Source of capital expenditure commitments which support sustainable growth based on portfolio and cost management.	35%
OMV Petrom Sustainability Element	Sustainability factor that monitors the Total Recordable Injury Rate (3-year average), incentivizing the creation of safe working conditions for OMV Petrom employees.	5%
OMV Petrom Carbon Intensity Reduction Target	Supports the overall carbon reduction goals of OMV Petrom.	10%
Operational targets	<p>Incentivizes the establishment of effective work processes.</p> <ul style="list-style-type: none"> • OMV Petrom Cumulative Operating Costs • OMV Petrom Upstream Production Volumes • OMV Petrom Refinery Utilization Rate 	15%
Overall OMV Petrom Performance Evaluation	<ul style="list-style-type: none"> • Discretionary proportion to be awarded by the PNC. 	5%

Determination of the payout amount

After the three-year performance period, the payout amount and the number of shares designated for this purpose depend on the level of target achievement for the respective performance criterion. This is determined by comparing the agreed target levels with the actual levels achieved and is expressed as a percentage. The measurement of target achievement occurs on a straight-line basis between the threshold, target, and maximum. The sum of the weighted target achievements results in the overall target achievement.

The level of target achievement at threshold, target, and maximum for each performance criterion is shown in the table below:

Table: Level of vesting

Criteria	Performance	Vesting
Relative TSR	Maximum: at or above 3rd quartile (≥ 75 th percentile)	100%
	Target: at median (=50th percentile)	50%
	Threshold: at or below 1st quartile (≤ 25 th percentile)	0%
All other targets	Maximum	100%
	Target	70%
	Threshold	25%
	Below threshold	0%

The payout is made after the end of the three-year performance period (January 1, 2021, to December 31, 2023) after March 31, 2024.

Shareholding requirements for members of the Executive Board

Participants of the LTIP are required to accumulate an appropriate shareholding which amounts to 75% of the Target LTI in OMV AG shares and hold these shares until retirement or departure from the Company. The shareholding requirement is generally met through LTIP payouts. Shares granted to participants under a LTIP count towards this shareholding requirement, provided that the shares are held in a trustee account.

Information on share-based remuneration

The number of shares for the LTIP depends on the degree to which the performance criteria described above have been achieved. The payout is made in cash or in the form of shares. Executive Board members are required to accumulate an appropriate shareholding in OMV AG shares and hold these shares until retirement or departure from the Company. Until the shareholding requirement is fulfilled, payments from the LTIP will be made in the form of shares. To the extent the shareholding requirement concerning the respective LTI tranche is not fulfilled, the transferred shares (net after tax deduction) shall be deposited to a company trustee account. As soon as the shareholding requirement is fulfilled, the Executive Board member may choose a payout in cash or shares.

For share-based payout, the fair values on the award date are expensed over the three-year performance period, with a corresponding increase in equity. In the case of an expected payout in cash, a provision is recognized for the expected future costs of the LTIP on the basis of the fair values at the balance sheet date.

Current LTIP tranches

LTIP tranches	Payout	Christina Verchere Chief Executive Officer and President of the Executive Board			Alina Popa Chief Financial Officer and Member of the Executive Board			Radu Căprău Member of the Executive Board responsible for Refining & Marketing		
		Value	No. of shares	Recorded expense or payout	Value	No. of shares	Recorded expense or payout	Value	No. of shares	Recorded expense or payout
LTIP tranche 2021 - 2023	March 31, 2024	510.000	13.016	164.816	205.000	5.232	66.255	214.000	5.461	64.250
LTIP tranche 2020 - 2022	March 31, 2023	510.000	13.003	212.448	205.000	5.226	92.288	193.000	4.920	86.880
LTIP tranche 2019 - 2021	March 31, 2022	510.000	11.424	487.739	188.000	4.211	179.745	172.000	3.853	164.481
				8.979			3.309			3.028

Current LTIP tranches

		Franck Albert Neel Member of the Executive Board responsible for Gas & Power			Christopher Veit Member of the Executive Board responsible for Exploration & Production			Peter Zeillinger former Member of the Executive Board responsible for Upstream (until September 30, 2020)			
LTIP tranches		Payout	Value	No. of shares	Recorded expense or payout	Value	No. of shares	Recorded expense or payout	Value	No. of shares	Recorded expense or payout
LTIP tranche 2021 - 2023		March 31, 2024	195.000	4.977	42.870	250.000	6.380	80.782	-	-	-
LTIP tranche 2020 - 2022		March 31, 2023	190.000	4.844	85.536	-	-	-	198.750	6.756	119.328
LTIP tranche 2019 - 2021	In EUR	March 31, 2022	172.000	3.853	164.481	-	-	-	265.000	5.936	253.403
	No. of shares				3.028			-			4.665

For the LTIP, the amount awarded for a tranche is converted into a number of shares and then accounted for at the expense recognized at the end of each year. Only after the three-year performance period has ended, the number of shares due and thus the payout amount due can be determined.

Amount of total remuneration 2021

For each member of the Executive Board, the following overview shows the total remuneration based on the remuneration components due in the financial year 2021. The total remuneration due comprises the Base Salary for the financial year 2021. In addition, performance related, variable remuneration components are included. These consist of the Annual Bonus for 2021 and the LTIP tranche awarded in 2019 and due for the financial year 2021.

The variable elements amount to between 34% and 72% of the total remuneration of active Executive Board members, while the Base Salary amounts to between 28% and 66% of the total remuneration.

For the financial year 2021, the total remuneration of the members of the Executive Board reported as gross amounts can be seen in the tables below:

Executive Board remuneration (gross)

In EUR				
Name of the Executive Board member and function		Christina Verchere Chief Executive Officer and President of the Executive Board	Alina Popa Chief Financial Officer and Member of the Executive Board	Radu Căprău Member of the Executive Board responsible for Refining & Marketing
Base salary		414.025	263.750	272.917
Performance related, variable remuneration	Annual bonus	588.939	143.869	137.407
	LTIP tranche 2019 - 2021	487.739	179.745	164.481
Total remuneration (excl. benefits in kind and pension fund contributions/allowances)		1.490.703	587.364	574.805
Base salary as % of total remuneration		28%	45%	47%
Variable remuneration as % of total remuneration		72%	55%	53%

Executive Board remuneration (gross)

In EUR				
Name of the Executive Board member and function		Franck Albert Neel Member of the Executive Board responsible for Gas & Power	Christopher Veit Member of the Executive Board responsible for Exploration & Production	Peter Zeillinger former Member of the Executive Board responsible for Upstream (until September 30, 2020)
Base salary		258.930	239.000	-
Performance related, variable remuneration	Annual bonus	137.162	124.722	-
	LTIP tranche 2019 - 2021	164.481	-	253.403
Total remuneration (excl. benefits in kind and pension fund contributions/allowances)		560.573	363.722	253.403
Base salary as % of total remuneration		46%	66%	0%
Variable remuneration as % of total remuneration		54%	34%	100%

In addition to the remuneration components stated above, the Executive Board members receive benefits in kind, including company car and accident insurance. For international hires, additional allowances (e.g. housing) were agreed. The following benefits in kind were paid for the financial year 2021: Christina Verchere: EUR 581; Alina Popa: EUR 363; Radu Căprău: EUR 363; Franck Albert Neel: EUR 366; Christopher

Veit: EUR 348. Internationally hired Executive Board members receive international allowances including compensation for previous pension plans with the following amounts: Christina Verchere: EUR 248,500; Frank Albert Neel: EUR 120,000 and Christopher Veit: EUR 193,843.

All amounts are subject to a 20% indemnity allowance, applicable to all working agreements, as a temporary measure, in order to compensate the transfer of the social security contributions from the employer to the employee based on the fiscal changes introduced by OUG no. 79/2017.

Remuneration of affiliated companies

In the financial year 2021 the members of the Executive Board did not receive any remuneration from affiliated companies.

Clawback

There were no causes for a clawback in the financial year 2021.

Supervisory Board's Remuneration

Remuneration of the Supervisory Board is based on the system described in the Remuneration Policy and is adopted annually by the General Meeting of Shareholders:

Table: Supervisory Board remuneration at a glance

Remuneration Element	Description & Operation
Fixed annual remuneration	Annual remuneration in the form of cash for Supervisory Board activities.
Meeting fee	Additional fee in cash for participating in meetings of the committees of the Supervisory Board depending on the scope, power and responsibilities of these Committees.

For 2021, the Ordinary General Meeting of Shareholders approved an annual gross remuneration corresponding to a net remuneration for each member of the Supervisory Board amounting to EUR 20,000 per year, an additional gross remuneration per meeting corresponding to a net remuneration of EUR 4,000 for each member of the Audit Committee and an additional gross remuneration per meeting corresponding to a net remuneration of EUR 2,000 for each member of the Presidential and Nomination Committee.

The Audit Committee held three meetings during the year, while the Presidential and Nomination Committee held two meetings.

The following table shows the remuneration due to the members of the Supervisory Board for the financial year 2021:

Supervisory Board remuneration

In EUR

Name of the Supervisory Board member and function	Year	Supervisory Board and Committees			Fixed remuneration ¹		Total remuneration
		SB	PNC	AC	Basic fixed remuneration	Meeting fees	
Alfred Stern (since September 1, 2021) ² , Interim member and President of the Supervisory Board President of the PNC (since September 1, 2021)	2021	X	X	-	6,664	0	6,664
Johann Pleininger (since August 10, 2019) ² , Member of the Supervisory Board Deputy President of the PNC	2021	X	X	-	20,000	4,000	24,000
Niculae Havrileț (since March 3, 2020), Member of the Supervisory Board and the AC Member of the PNC (until April 28, 2021)	2021	X	X	X	20,000	16,000	36,000
Răzvan-Eugen Nicolescu (since April 28, 2021), Member of the Supervisory Board Member of the PNC and AC (since April 28, 2021)	2021	X	X	X	13,491	4,000	17,491
Elena Skvortsova (since April 28, 2021) ² , Member of the Supervisory Board	2021	X	-	-	13,491	0	13,491
Marius Ștefan (since April 28, 2021), Member of the Supervisory Board Member of the PNC and AC (since April 28, 2021)	2021	X	X	X	13,491	4,000	17,491
Daniel Turnheim (since January 1, 2017), Member of the Supervisory Board Deputy President of the AC (since April 28, 2021)	2021	X	-	X	20,000	4,000	24,000
Martijn van Koten (since August 1, 2021) ² , Interim member of the Supervisory Board	2021	X	-	-	8,330	0	8,330
Jochen Weise (since November 1, 2016), Member of the Supervisory Board President of the AC	2021	X	-	X	20,000	12,000	32,000
Rainer Seele (until September 1, 2021) ² , President of the Supervisory Board President of the PNC (until August 31, 2021)	2021	X	X	-	13,340	4,000	17,340
Reinhard Florey (until April 28, 2021) ² , Deputy President of the Supervisory Board Deputy President of the AC (until April 28, 2021)	2021	X	-	X	6,672	8,000	14,672
Radu-Spiridon Cojocaru (until April 28, 2021), Member of the Supervisory Board Member of the AC (until April 28, 2021)	2021	X	-	X	6,672	8,000	14,672
Thomas Gangl (until April 28, 2021) ² , Member of the Supervisory Board	2021	X	-	-	6,672	0	6,672
Wolfram Krenn (from April 28, 2021 until July 30, 2021), Member of the Supervisory Board	2021	X	-	-	5,161	0	5,161
Joseph Bernhard Mark Mobius (until April 28, 2021), Member of the Supervisory Board Member of the PNC (until April 28, 2021)	2021	X	X	-	6,672	4,000	10,672

¹ In addition, the members of the Supervisory Board receive cash reimbursement for expenses actually incurred. Any withholding taxes that may be refundable are not included.

² The remuneration of the Supervisory Board members nominated by OMV AG is paid to OMV AG and is offset with the remuneration received from OMV AG or other OMV affiliates.

Development of total remuneration due

The following table provides an overview of the development of the total remuneration due to Executive Board and Supervisory Board members active in 2021 over the five financial years 2017 to 2021 and compares this with economic success and the remuneration of employees.

Employee remuneration is based on the average gross earnings for the employees calculated as the average of the monthly gross earnings (including i.a. salaries, bonuses, increments, holiday allowances) of OMV Petrom's employees for the respective financial year reported to the Romanian authority. The conversion from RON to EUR is performed using the annual average exchange rate.

The development of the total remuneration due to the members of the Executive Board is heterogeneous: Positive developments from the first to the second year of service and negative developments from the penultimate to the last year of service are due to pro-rated remuneration for the first and last year of service.

Comparison of total remuneration due and the financial performance

	Development 2020/2021	Development 2019/2020	Development 2018/2019	Development 2017/2018
Remuneration of the Executive Board members				
Christina Verchere (since May 1, 2018), Chief Executive Officer and President of the Executive Board	9% ^{4,5}	13% ³	39% ¹	-
Alina Popa (since April 17, 2019), Chief Financial Officer and Member of the Executive Board	61% ^{4,5}	28% ¹	-	-
Radu Căprău (since October 1, 2018), Member of the Executive Board responsible for Refining & Marketing	36% ^{4,5}	12% ³	292% ¹	-
Franck Albert Neel (since July 1, 2018), Member of the Executive Board responsible for Gas & Power	33% ^{4,5}	-4%	88% ¹	-
Christopher Veit (since October 1, 2020), Member of the Executive Board responsible for Exploration & Production	272% ^{1,5}	-	-	-
Remuneration of the Supervisory Board members				
Alfred Stern (since September 1, 2021), Interim member and President of the Supervisory Board President of the PNC (since September 1, 2021)	-	-	-	-
Johann Pleininger (since August 10, 2019), Member of the Supervisory Board Deputy President of the PNC	0%	94% ¹	-	-
Niculae Havrileț (since March 3, 2020), Member of the Supervisory Board and the AC Member of the PNC (until April 28, 2021)	25% ¹	-	-	-
Răzvan-Eugen Nicolescu (since April 28, 2021), Member of the Supervisory Board Member of the PNC and AC (since April 28, 2021)	-	-	-	-
Elena Skvortsova (since April 28, 2021), Member of the Supervisory Board	-	-	-	-
Marius Ștefan (since April 28, 2021), Member of the Supervisory Board Member of the PNC and AC (since April 28, 2021)	-	-	-	-
Daniel Turnheim (since January 1, 2017), Member of the Supervisory Board Deputy President of the AC (since April 28, 2021)	20%	0%	300% ¹	-
Martijn van Koten (since August 1, 2021), Interim member of the Supervisory Board	-	-	-	-
Jochen Weise (since November 1, 2016), Member of the Supervisory Board President of the AC	0%	0%	0%	0%
Rainer Seele (until September 1, 2021), President of the Supervisory Board President of the PNC (until August 31, 2021)	-28% ²	-8%	293% ¹	-
Reinhard Florey (until April 28, 2021), Deputy President of the Supervisory Board Deputy President of the AC (until April 28, 2021)	-54% ²	0%	255% ¹	-
Radu-Spiridon Cojocaru (until April 28, 2021), Member of the Supervisory Board Member of the AC (until April 28, 2021)	-54% ²	0%	0%	82% ¹
Thomas Gangl (until April 28, 2021), Member of the Supervisory Board	-67% ²	496% ¹	-	-
Wolfram Krenn (from April 28, 2021 until July 30, 2021), Member of the Supervisory Board	-	-	-	-
Joseph Bernhard Mark Mobius (until April 28, 2021), Member of the Supervisory Board Member of the PNC (until April 28, 2021)	-56% ²	0%	-10%	-
Financial performance of the Company				
Reported Net Income (after tax and net financial result)	95%	-61%	-8%	62%
Remuneration of employees				
Average remuneration of OMV Petrom employees	17% ⁶	9%	8%	0%

1) Positive developments from the first to the second year of service are due to pro-rated remuneration for the first year of service.

2) Negative developments from the penultimate to the last year of service are due to pro-rated remuneration for the last year of service.

3) First pro rated LTIP tranche became due

4) First full year LTIP tranche became due

5) Higher target achievement for Annual Bonus 2021 than for Annual Bonus 2020

6) The increase in the average remuneration of OMV Petrom employees from 2020 to 2021 results, besides the collective labor agreement increase, mainly from outsourcings in connection with OMV Petrom's E&P division and holiday indemnities shifted from 2020 to 2021 due to vacation postponements as a result of the pandemic.

Alfred Stern

President of the Presidential and Nomination Committee