REMUNERATION REPORT FOR 2022

OMV PETROM S.A.

Letter to the Shareholders

I am pleased to present OMV Petrom's Remuneration Report for 2022. It has been a year of strong financial performance for OMV Petrom, as well as impressive operational delivery, under unprecedented conditions. The entire team worked very hard to ensure supply in Romania and the neighbouring countries amid an extremely tense context: the supply demand balance of energy products was already affected by faster-than-expected COVID recovery when the tragic war in Ukraine started. While working to ensure uninterrupted supply of energy, the team never lost sight of the company's ESG priorities and commitments, such as safety and GHG emissions reduction.

We saw important steps on the delivery of OMV Petrom's Strategy 2030, including taking over operatorship of Neptun Deep, the first production of Sustainable Aviation Fuel (SAF) at Petrobrazi as well as announcing a new partnership to install photovoltaic panels in Romania.

The past year also brought increased recognition for OMV Petrom's shareholders, with the payment of special dividends in September 2022 amounting to 2.5 billion lei in total gross. The Supervisory Board also appreciated to see the increased engagement by the management with the international shareholders community, to understand their expectations and better adapt to their requirements, through a series of roadshows and constant meetings.

The Executive Board's remuneration is set up in full accordance with OMV Petrom's Remuneration Policy, which can be downloaded here. The policy was approved in 2022, based on the principle that the remuneration of the Executive Board members should be closely linked to the financial as well as the safety and carbon emissions reduction performance of the company. It is important to underline that, in line with good governance practice, no Executive Board member is involved in determining her or his own remuneration. The Presidential and Nomination Committee (PNC) 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.

On behalf of the entire Supervisory Board, I would like to congratulate the management team at OMV Petrom for their impressive accomplishments and continued focus on creating value for all stakeholders.

Alfred Stern
President of the Presidential and Nomination Committee

Executive Board's Remuneration

The previous Remuneration Report for the Executive Board and the Supervisory Board covering year 2021 was submitted to a consultative vote in the Ordinary General Meeting of Shareholders on 27 April 2022 and received votes in favor from shareholders representing 88% of the share capital and 99.8% of the casted votes. This result and the feedback from shareholders on the 2021 Remuneration Report encouraged the PNC to publish the Remuneration Report 2022 with the same level of detail.

The main features of the remuneration system of the Executive Board 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 remunerationin 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.	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.

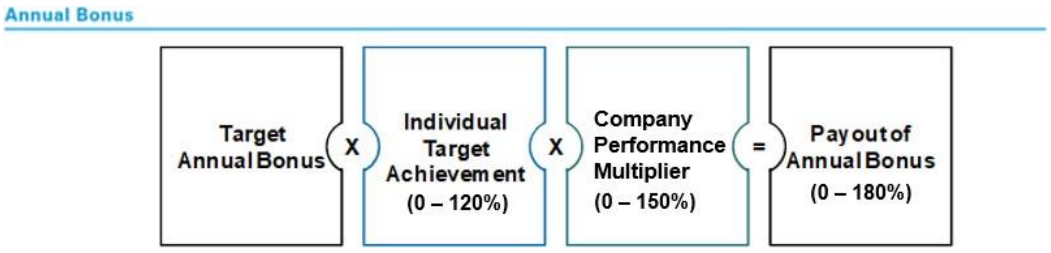
Long-Term Incentive Plan (LTIP)	A Performance Share Plan is employed as a multi-year variable remuneration. The number of shares that vest depends on the achievement of internal and external financial performance criteria, as well as ESG targets. Each annual grant is subject to a performance period of three years.	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.
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 2022.

Details on the 2022 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 theTarget 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 Cost, HSSE and the reduction of GHG emissions) have been set for all members of the Executive Board:

Table: Individual target achievement: Team Goals – 2022 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 3,530 mn	EUR 3,330 mn	EUR 3,280 mn	EUR 3,298 mn	50%	56.4%
HSSE: TotalRecordable Injury Rate	1.4	1.3	1.1	1.23	10%	10.8%
HSSE: No work related fatalities	Work related fatality > zero	zero work related fatalities	n.a.	1.0	10%	0%
HSSE: Process Safety Event Rate (Tier 1 & 2)	0.46	0.42	0.38	0.37	10%	12%
GHG reduction: Reduction of net absolute GHG Scope 1 & 2 emissions	15%	17%	19%	29%	20%	24%
Actual target achievement teamgoals						**103.2%**

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 90.0% to 112.0%.

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%:

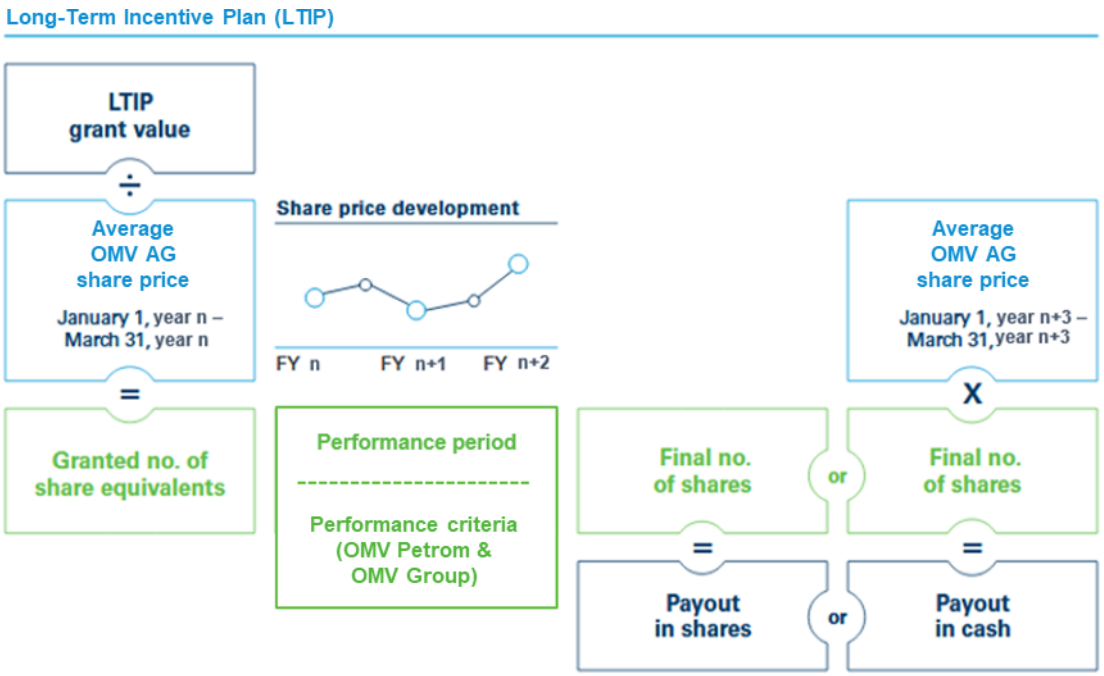
Table: Company Performance Multiplier – 2022 Annual Bonus

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 540 mn	EUR 620 mn	EUR 1,889 mn	7%	10.5%
OMV Petrom Free Cash Flow before dividends	EUR 460 mn	EUR 530 mn	EUR 1,631 mn	35%	52.5%
OMV Petrom Clean CCS ROACE	11.6%	13.3%	36.2%	28%	42%
OMV AG Reported Net Income	EUR 2,550 mn	EUR 2,930 mn	EUR 4,817 mn	3%	4.5%
OMV AG Free Cash Flow before dividends	EUR 1,370 mn	EUR 1,580 mn	EUR 4,569 mn	15%	22.5%
OMV AG Clean CCS ROACE	8.3%	9.5%	18.7%	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 2022 the overall target achievements for the Executive Board members range from 144.9% to 161.4%.

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.



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 2022 which was awarded in 2020 and the Long-Term Incentive awarded in the financial year 2022 are detailed in the following.

2020 Long-Term Incentive Plan (due in financial year 2022)

For the 2020 Long-Term Incentive Plan performance is measured on 90% company-specific criteria of OMV Petrom and 10% OMV AG. The performance period for the 2020 LTIP ended in the financial year 2022 and resulted in an overall target achievement percentage of 77.21%.

The calculation of the actual overall target achievement is summarized in the performance scorecard for the 2020 LTIP shown below:

Table: Performance scorecard – 2020 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%
OMV AG Relative TSR	at or below 1st quartile (≤25th percentile)	at median (=50th percentile)	at or above 3rd quartile (≥75th percentile)	below first quartile	10%	0%
OMV Petrom Free Cash Flow before dividends (3-year average)	EUR 495 mn	EUR 620 mn	EUR 745 mn	EUR 787 mn	35%	35%
OMV Petrom Sustainability Element Lost-Time Injury Rate (LTIR) 3-year average	0.40	0.34	0.30 or below	0.22	5%	5%
OMV Petrom Cumulative Operating Costs 2020-2022	EUR 2,320 mn	EUR 2,210 mn	EUR 2,100 mn	EUR 2,196 mn	5%	3.69%
OMV Petrom Upstream Production Volumes 2022 in kboe/d	119 kboe/d	129 kboe/d	139 kboe/d	112 kboe/d	5%	0%
OMV Petrom Refinery Utilization Rate 3-year average	93%	95%	96%	94.70%	5%	3.16%
Reduction of OMV Petrom Group Carbon Intensity Index Scope 1	23%	25%	27%	24.27%	10%	5.36%
Overall OMV Petrom Performance Evaluation	Discretionary proportion to be awarded by Presidential and Nomination Committee.				5%	5%
Overall target achievement						**77. 21%**

The payout is made after the end of the three-year performance period (January 1, 2020, to December 31, 2022) after March 31, 2023.

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, 2023. As this period has not passed at the time of this Remuneration Report, the share price of January 1 to February 17, 2023 was taken as an approximation. This average share price is equal to EUR 46.20. In the Remuneration Report 2023, these numbers will be updated based on the final average share price.

2022 Long-Term Incentive Plan (awarded in the financial year 2022)

The 2022 Long-Term Incentive Plan (2022 LTIP, Performance Share Plan) was awarded in accordance with the Long-Term Incentive Plan described in the Policy.

Next to financial performance the LTIP 2022 focuses on sustainability targets and links the remuneration of the Executive Board members also to the achievement of the GHG emissions 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 2022 as follows. Target achievement will be assessed at the beginning of 2025.

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%
Diversity: Increase the proportion of women at management level	OMV Petrom is committed to its diversity targets as part the overall Sustainability Strategy.	10%
GHG emissions reduction target	Supports the overall net absolute GHG reduction goals of OMV Petrom.	25%

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 (≥75th percentile)	100%
	Target: at median (=50th percentile)	50%
	Threshold: at or below 1st quartile (≤25th 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, 2022, to December 31, 2024) after March 31, 2025.

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. Starting with LTIP 2022 the payout will be made in form of shares. Executive Board membersare 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, until LTIP 2021, may choose a payout in cash or shares.

Informationen on share-based remuneration

Current LTIP tranches

in EUR

			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		
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 2022 - 2024		March 31, 2025	525,300	10,603	130,332	214,000	4,319	53,088	214,000	4,319	53,088
LTIP tranche 2021 - 2023		March 31, 2024	510,000	13,016	327,855	205,000	5,232	131,787	214,000	5,461	137,560
LTIP tranche 2020 - 2022	In EUR	March 31, 2023	510,000	13,003	463,802	205,000	5,226	186,371	193,000	4,920	175,468
	No. of shares				10,039			4,034			3,798

In EUR

LTIP tranches		Payout	Franck Albert Neel Member of the Executive Board responsible for Gas & Power Value	No. of shares	Recorded expense or payout	Christopher Veit Member of the Executive Board responsible for Exploration & Production Value	No. of shares	Recorded expense or payout	Peter Zeilinger former Member of the Executive Board responsible for Upstream (until September 30, 2020) Value	No. of shares	Recorded expense or payout
LTIP tranche 2022 - 2024		March 31, 2025	200,000	4,037	49,617	250,000	5,046	62,021	-	-	-
LTIP tranche 2021 - 2023		March 31, 2024	195,000	4,977	125,369	250,000	6,380	160,686	-	-	-
LTIP tranche 2020 - 2022	In EUR	March 31, 2023	190,000	4,844	172,788	-	-	-	198,750	6,756	240,979
	No. of shares				3,740	-		-			5,216

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 2022

For each member of the Executive Board, the following overview shows the total remuneration based on the remuneration components due in the financial year 2022. The total remuneration due comprises the Base Salary for the financial year 2022. In addition, performance related, variable remuneration components are included. These consist of the Annual Bonus for 2022 and the LTIP tranche awarded in 2020 and due for the financial year 2022.
After careful consideration and taking into account the market developments, the compensation increases of the wider workforce as well as the tasks and duties of the Executive Board members, the PNC decided to increase the base salary by 3% for the other Executive Board members and keep it unchanged for the Chief Executive Officer as of February 2022.

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 2022, the total remuneration of the members of the Executive Board reported as gross amounts can be seen in the tables below:

Remuneration levels in 2022

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 2022	2021	Alina Popa Chief Financial Officer and Member of the Executive Board 2022	2021
Base salary		415,300	414,025	272,288	263,750
Performance related, variable remuneration	Annual bonus	594,508	588,939	153,815	143,869
	LTIP tranche 2020 - 2022	463,802	-	186,371	-
	LTIP tranche 2019 - 2021 [1]	-	444,820	-	163,928
Total remuneration (excl. benefits in kind and pension fund contributions/allowances)		1,473,610	1,447,784	612,474	571,547
Base salary as % of total remuneration		28%	29%	44%	46%
Variable remuneration as % of total remuneration		72%	71%	56%	54%

In EUR

Name of the Executive Board member and function		Radu Căprău Member of the Executive Board responsible for Refining & Marketing		Franck Albert Neel Member of the Executive Board responsible for Gas & Power	
		2022	2021	2022	2021
Base salary		282,563	272,917	266,698	258,930
Performance related, variable remuneration	Annual bonus	157,691	137,407	149,257	137,162
	LTIP tranche 2020 - 2022	175,468	-	172,788	-
	LTIP tranche 2019 - 2021 [1]	-	150,007	-	150,007
Total remuneration (excl. benefits in kind and pension fund contributions/allowances)		615,721	560,331	588,743	546,099
Base salary as % of total remuneration		46%	49%	45%	47%
Variable remuneration as % of total remuneration		54%	51%	55%	53%

In EUR

Name of the Executive Board member and function		Christopher Veit Member of the Executive Board responsible for Exploration & Production		Peter Zeilinger former Member of the Executive Board responsible for Upstream (until September 30, 2020)	
		2022	2021	2022	2021
Base salary		245,573	239,000	-	-
Performance related, variable remuneration	Annual bonus	124,542	124,722	-	-
	LTIP tranche 2020 - 2022	-	-	240,979	-
	LTIP tranche 2019 - 2021 [1]	-	-	-	231,104
Total remuneration (excl. benefits in kind and pension fund contributions/allowances)		370,115	363,722	240,979	231,104
Base salary as % of total remuneration		66%	66%	0%	0%
Variable remuneration as % of total remuneration		34%	34%	100%	100%

1) The payout amount of the 2019 LTIP, reported in the remuneration report 2021, was calculated based on the share price approximation of OMV AG from January 1 to February 11, 2022. The average share price equaled to EUR 54.32. The updated share price, relevant for the determination of the actual payout amount of the LTIP 2019, is based on the average OMV AG share price from January 1 to March 31, 2022 and equals to EUR 49.54. Therefore, the actual payout amounts of the LTIP 2019 and therefore the total remuneration 2021 lie below the remuneration disclosed in the remuneration report 2021.

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 2022: Christina Verchere: EUR 581; Alina Popa: EUR 363; Radu Căprău: EUR 363; Franck Albert Neel: EUR 366; Christopher Veit: EUR 1,400 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 191,239.

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 2022 the members of the Executive Board did not receive any remuneration from affiliated companies.

Malus & Clawback

There were no causes for a malus or clawback in the financial year 2022.

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 2022, 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 toa net remuneration of EUR 2,000 for each member of the Presidential and Nomination Committee.

The Audit Committee as well as the Presidential and Nomination Committee held five meetings each during the year. Moreover, the Audit Committee submitted its approval in writing by circulation, without an actual meeting being held on one other occasion.

The following table shows the remuneration due to the members of the Supervisory Board for the financial year 2022:

Supervisory Board remuneration

In EUR	2022						2021		
Name of the Supervisory Board member and function	**Supervisory Board and Committees**			**Fixed remuneration[1]**		**Total remuneration**	**Fixed remuneration[1]**		**Total remuneration**
	SB	PNC	AC	Basic fixed remuneration	Meeting fees		Basic fixed remuneration	Meeting fees	
Alfred Stern (since September 1, 2021)[2], Member and President of the Supervisory Board President of the PNC (since September 1, 2021)	X	X	-	20,000	8,000	28,000	6,664	0	6,664
Johann Pleininger (since August 10, 2019)[2], Member of the Supervisory Board Deputy President of the PNC	X	X	-	20,000	10,000	30,000	20,000	4,000	24,000
Niculae Havrileț (since March 3, 2020), Member of the Supervisory Board and the AC	X	-	X	20,000	24,000	44,000	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)	X	X	X	20,000	34,000	54,000	13,491	4,000	17,491
Marius Ștefan (since April 28, 2021), Member of the Supervisory Board Member of the PNC and AC (since April 28, 2021)	X	X	X	20,000	34,000	54,000	13,491	4,000	17,491
Daniel Turnheim (since January 1, 2017), Member of the Supervisory Board Deputy President of the AC (until November 22, 2022)	X	-	X	20,000	20,000	40,000	20,000	4,000	24,000
Martijn van Koten (since August 1, 2021)[2], Member of the Supervisory Board	X	-	-	20,000	0	20,000	8,330	0	8,330
Jochen Weise (since November 1, 2016), Member of the Supervisory Board President of the AC	X	-	X	20,000	24,000	44,000	20,000	12,000	32,000
Reinhard Florey (since November 1, 2022)[2], Interim member of the Supervisory Board until next GMS Deputy President of the AC (since November 23, 2022)	X	-	X	3,332	0	3,332	6,672	8,000	14,672
Elena Skvortsova (until October 31, 2022)[2], Member of the Supervisory Board	X	-	-	16,660	0	16,660	13,491	0	13,491

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 2022 over the five financial years 2018 to 2022 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.

Given the final payout values for the LTIP 2019 and therefore the resulting total remuneration for 2021 based on the updated share price as explained above, the development of total remuneration 2020/2021 for the Executive Board members differs slightly from the one reported in the remuneration report 2021. The same will be the case for next years' remuneration report and the development of total remuneration 2021/2022.

Comparison of total remuneration due and the financial performance

	Development 2021/2022	Development 2020/2021	Development 2019/2020	Development 2018/2019	Development 2017/2018
Remuneration of the Executive Board members	In %	In %			
Christina Verchere (since May 1, 2018), Chief Executive Officer and President of the Executive Board	2%	6% [3,4]	13% [2]	39% [1]	-
Alina Popa (since April 17, 2019), Chief Financial Officer and Member of the Executive Board	7%	57% [3,4]	28% [1]	-	-
Radu Căprău (since October 1, 2018), Member of the Executive Board responsible for Refining & Marketing	10%	33% [3,4]	12% [2]	292% [1]	-
Franck Albert Neel (since July 1, 2018), Member of the Executive Board responsible for Gas & Power	6%	30% [3,4]	-4%	88% [1]	-
Christopher Veit (since October 1, 2020), Member of the Executive Board responsible for Exploration & Production	1%	272% [1,4]	-	-	-
Remuneration of the Supervisory Board members					
Alfred Stern (since September 1, 2021), Member and President of the Supervisory Board President of the PNC (since September 1, 2021)	320% [1]	-	-	-	-
Johann Pleininger (since August 10, 2019), Member of the Supervisory Board Deputy President of the PNC	25%	0%	94% [1]	-	-
Niculae Havrileț (since March 3, 2020), Member of the Supervisory Board and the AC	22%	25% [1]	-	-	-
Răzvan-Eugen Nicolescu (since April 28, 2021), Member of the Supervisory Board Member of the PNC and AC (since April 28, 2021)	209% [1]	-	-	-	-
Marius Ștefan (since April 28, 2021), Member of the Supervisory Board Member of the PNC and AC (since April 28, 2021)	209% [1]	-	-	-	-
Daniel Turnheim (since January 1, 2017), Member of the Supervisory Board Deputy President of the AC (until November 22, 2022)	67%	20%	0%	300% [1]	-
Martijn van Koten (since August 1, 2021), Member of the Supervisory Board	140% [1]	-	-	-	-
Jochen Weise (since November 1, 2016), Member of the Supervisory Board President of the AC	38%	0%	0%	0%	0%
Reinhard Florey (since November 1, 2022), Interim member of the Supervisory Board until next GMS Deputy President of the AC (since November 23, 2022)	-77% [5]	-54% [5]	0%	255% [1]	-
Elena Skvortsova (until October 31, 2022), Member of the Supervisory Board	23% [6]	-	-	-	-
Financial performance of the Company					
Reported Net Income (after tax and net financial result)	283%	95%	-61%	-8%	62%
Remuneration of employees					
Average remuneration of OMV Petrom employees	13%	17% [7]	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) First pro rated LTIP tranche became due.
3) First full year LTIP tranche became due.
4) Higher target achievement for Annual Bonus 2021 than for Annual Bonus 2020.
5) Developments are due to his departure from the Supervisory Board with effect from April 28, 2021 as well as his re-entrance to the Supervisory Board with effect from November 1, 2022 and the corresponding pro-rated remuneration.
6) Development is due to her entrance to the Supervisory Board with effect from April 28, 2021 as well as her departure from the Supervisory Board with effect from October 31, 2022, and the corresponding pro-rated remuneration.
7) 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