

Annual Evaluation of the Supervisory Board for FY2025

Bucharest, March 2026

Evaluation process, criteria and purpose

Process

- The annual evaluation of the Supervisory Board and its committees was performed in February 2026, under the coordination of the Nomination and Remuneration Committee, by using a questionnaire filled in on an anonymous basis by the members of the Supervisory Board. The response rate was 100%.
- The results of such evaluation are presented to the Supervisory Board, published on the Company's website.

Criteria

- The questionnaire followed the criteria in the updated Guidelines for the annual evaluation of the Supervisory Board and its committees, as approved by the Supervisory Board in November 2025, namely:
 - whether the Supervisory Board and its committees have the appropriate number of members;
 - whether the Supervisory Board and its committees are structured in terms of composition, in such a way to have the appropriate balance of skills, experience, gender diversity and knowledge, to enable them to effectively perform their duties and responsibilities;
 - whether the Supervisory Board and its committees meet sufficiently regularly and the members allocate sufficient time to the company, allowing them to discharge their duties effectively;
 - whether the Supervisory Board and its committees are appropriately informed to enable them to diligently fulfill their duties;
 - whether the dynamics within the Supervisory Board and its committees is appropriate and the Supervisory Board members cooperate effectively among themselves with the Executive Board or with the organization.

Purpose

- The purpose of the evaluation is to allow Supervisory Board members to have an insight on the Supervisory Board and its committees, individually and as a whole, and on the manner in which they function and fulfill their roles and responsibilities according to the law, the corporate documents and the principles of good corporate governance, in order to identify members' expectations, any potential areas for improvement and development, as well as solutions and strategies to enhance Supervisory Board and its committees' composition, activity and dynamics.

Summary of results and proposed actions

Summary of results

- **Supervisory Board (“SB”) composition** in terms of number of members, overall experience, expertise and qualification, as well as diversity considered satisfactory by most of the SB members, with some suggestions of improvements (e.g. more members, more women and younger members)
- All SB members consider the **participation in the SB** to be satisfactory and the **meetings well prepared**, while the majority of them appreciate the meetings as considerably or sufficiently **result-oriented**.
- **Frequency of the meeting** is considered sufficient by most members, and the **duration of the meetings** is considered about right with recommendations of either extending or shortening them and focusing more on business.
- Overall, the **content and quality of the materials** for the meetings (including minutes) and the way **EB pursues the items left open** in the meetings are valued as good or satisfactory, with some recommendations for improvements.
- The **level of information** on topics like strategy implementation, business development, important projects, risk management, finance, sustainability and HSSE and the **manner in which strategic/ important decisions** are pursued is considered good or satisfactory by the majority of the SB members, with some proposed improvements.
- Most of the SB members value the **collaboration with the EB** and the **reporting of the committees to the SB** as being good or satisfactory and appreciate as adequate the **matters requiring SB approval**.
- Most of the SB members find the **experience of SB member in OMV Petrom compared with other best practices** good or satisfactory.

Proposed actions

- Conduct Supervisory Board independent effectiveness review every two years
- Update the questionnaire to better capture the Supervisory Board committees
- Annual Strategy meeting for the Supervisory Board