

# Corporate Governance Roadshow

Wolfgang C. Berndt  
Chairman of the Supervisory Board

September, 2019

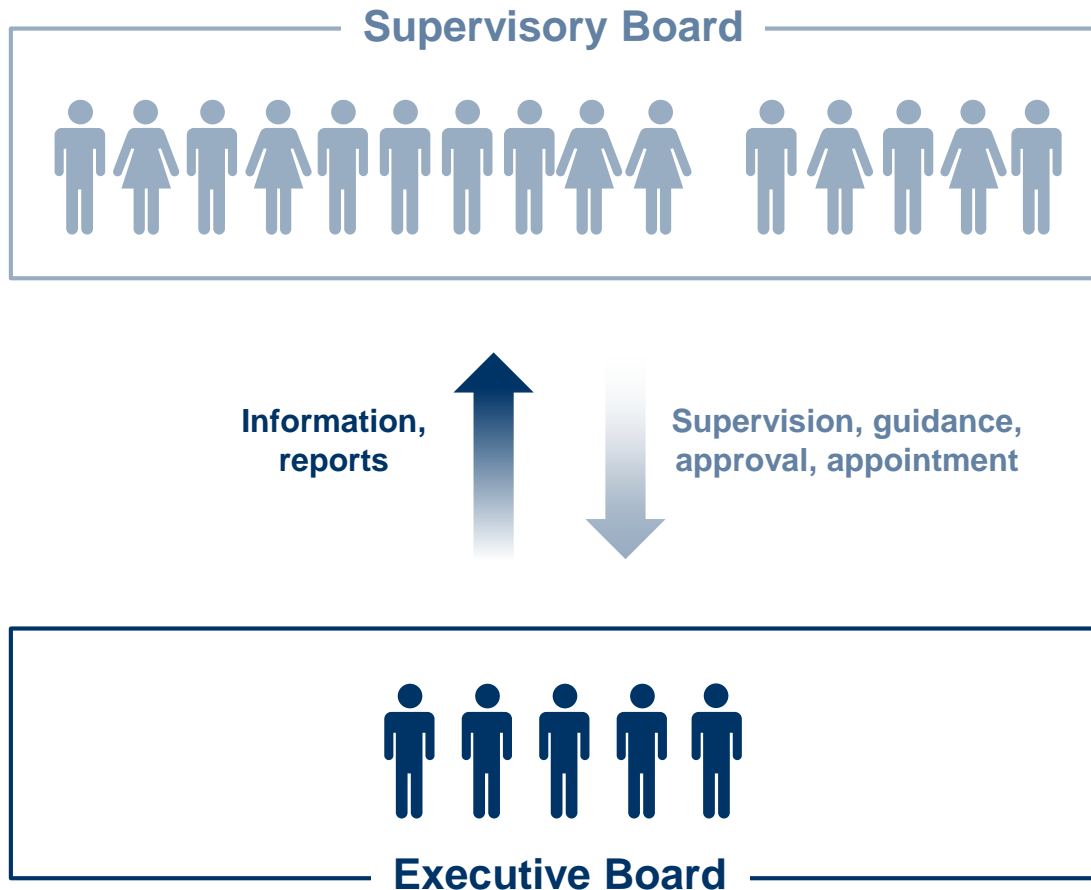
OMV Aktiengesellschaft

# Agenda

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- 1** Structure, composition and governance of OMV's Supervisory Board
- 2** Work and focus topics of OMV's Supervisory Board
- 3** Remuneration program of OMV's Executive Board

# OMV's two-tier Board structure



- ▶ Two boards with distinctive roles:
  - ▶ Executive Board (EB) responsible for managing the company and representing it vis à vis third parties
  - ▶ Supervisory Board responsible for monitoring and guiding the EB
- ▶ Supervisory Board elected by the General Assembly, EB appointed by the Supervisory Board
- ▶ 15 Supervisory Board members, thereof 10 shareholder and 5 employee representatives
- ▶ In 2018, there were 22 Board and Committee meetings, thereof 6 Supervisory Board meetings with an attendance of 93%
- ▶ Election of a new Chairman and 5 new members in the AGM on May 14, 2019

# Experience, skills and diversity of Supervisory Board

## Board Structure Analysis – OMV Benchmark Comparison, July 2019<sup>1</sup>

	OMV 2017	OMV 2019	Change	Peers' average <sup>4</sup>	Peer's min	Peer's max
Governance System	two tier	two tier				
Number of Board Members	15	15	0	12	8	19
Number of non executive directors <sup>2</sup>	10	10	0	9	7	13
<b>Non-executive directors</b>						
Average age in years	61	52	(9)	61	52	69
Average tenure in years	8	2	(6)	5.5	2.7	9.3
Female %	20%	40%	+20 ppts	33%	0%	50%
Foreign <sup>3</sup> %	30%	20%	(10) ppts	31%	0%	63%
Independent %	60%	70%	+10 ppts	73%	36%	100%
CEO/GM experience %	50%	40%	(10) ppts	59%	17%	78%
CFO/Financial experience %	30%	70%	+40 ppts	23%	8%	40%
Energy, Industry experience %	50%	40%	-10 ppts	49%	22%	88%

Top/bottom of the range  Main changes since 2017

<sup>1</sup> Source: Spencer Stuart <sup>2</sup> Without employee representatives <sup>3</sup> Based on nationality

<sup>4</sup> The following peers are included: BP, Total, Eni, Equinor, Lundin, Repsol, Galp Energia, MOL, Tüpras, Neste

# CVs of Chairman and Deputies of OMV's Supervisory Board



**WOLFGANG  
BERNDT**  
Chairman



**THOMAS  
SCHMID**  
1st Deputy Chairman



**ALYAZIA  
AL KUWAITI**  
2nd Deputy Chairwoman

<b>Tenure</b>	▶ Appointed May 14, 2019	▶ Appointed May 14, 2019	▶ Appointed May 22, 2018
<b>Committee activities</b>	<ul style="list-style-type: none"> <li>▶ Chairman Presidential &amp; Nomination Committee, Remuneration Committee</li> <li>▶ Member Audit Committee, Portfolio and Project Committee</li> </ul>	<ul style="list-style-type: none"> <li>▶ 1<sup>st</sup> Deputy Chairman Presidential &amp; Nomination Committee, Remuneration Committee, Portfolio and Project Committee</li> <li>▶ Member Audit Committee</li> </ul>	<ul style="list-style-type: none"> <li>▶ 2nd Deputy Chairwoman Presidential &amp; Nomination Committee, Remuneration Committee, Portfolio and Project Committee, Audit Committee</li> </ul>
<b>Other current mandates</b>	<ul style="list-style-type: none"> <li>▶ MIBA AG (Chairman)</li> <li>▶ Mitterbauer Beteiligungs AG (Chairman)</li> <li>▶ 2003 – 2010: Lloyds Banking Group PLC, UK (Member of the BoD, Chairman of the RemCo, Member of the Nomination- and CG Committee)</li> <li>▶ 2002 – 2010: Cadbury PLC, UK (Member of the BoD and the Audit Co, Chairman of the RemCo)</li> </ul>	<ul style="list-style-type: none"> <li>▶ Verbund AG (Chairman)</li> <li>▶ Österreichische Lotterien GmbH (Member of the SB)</li> <li>▶ ARE Austrian Real Estate GmbH (Member of the SB)</li> <li>▶ Industriellen Vereinigung Vienna (Member of the Board)</li> </ul>	<ul style="list-style-type: none"> <li>▶ Mubadala – Petroleum &amp; Petrochemicals platform, U.A.E. (Member of the BoD)</li> <li>▶ Compania Espanola de Petroleos, S.A.U., Spain (Member of the BoD)</li> <li>▶ Securities and Commodities Authority, U.A.E. (Member of the BoD)</li> <li>▶ Abu Dhabi Fund for Development, U.A.E. (Member of the BoD)</li> </ul>
<b>Selected (previous) positions</b>	<ul style="list-style-type: none"> <li>▶ 2006-2008: Telekom Austria AG, Austria (Member of the SB)</li> <li>▶ 1967-2001: The Procter &amp; Gamble Company, USA                             <ul style="list-style-type: none"> <li>▶ Start: Marketing Management in Austria, Germany, Italy, UK and USA</li> <li>▶ after 1998: President &amp; CEO for various regions (Europe, Latin America, Canada, USA) as well as the Global Business of Home Care Products</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>▶ Since 2019: CEO, ÖBAG, Austria</li> <li>▶ 2015-2019: Secretary General, Federal Ministry of Finance, Austria</li> <li>▶ 2013 – 2019: Head of the Minister's Cabinet, Federal Ministry of Finance, Austria</li> <li>▶ 2008 – 2013: Spokesman, Federal Ministry of Foreign Affairs, Austria</li> </ul>	<ul style="list-style-type: none"> <li>▶ Since 2017: Executive Director Upstream &amp; Integrated, Petroleum &amp; Petrochemicals, Mubadala Investment Company, U.A.E.</li> <li>▶ 2007-2017: Different positions including Head of Evaluation and Execution, Intern. Petroleum Investment Company (IPIC), U.A.E.</li> <li>▶ 2003-2007: Senior Accountant, GASCO Abu Dhabi Gas Industries Ltd.</li> </ul>

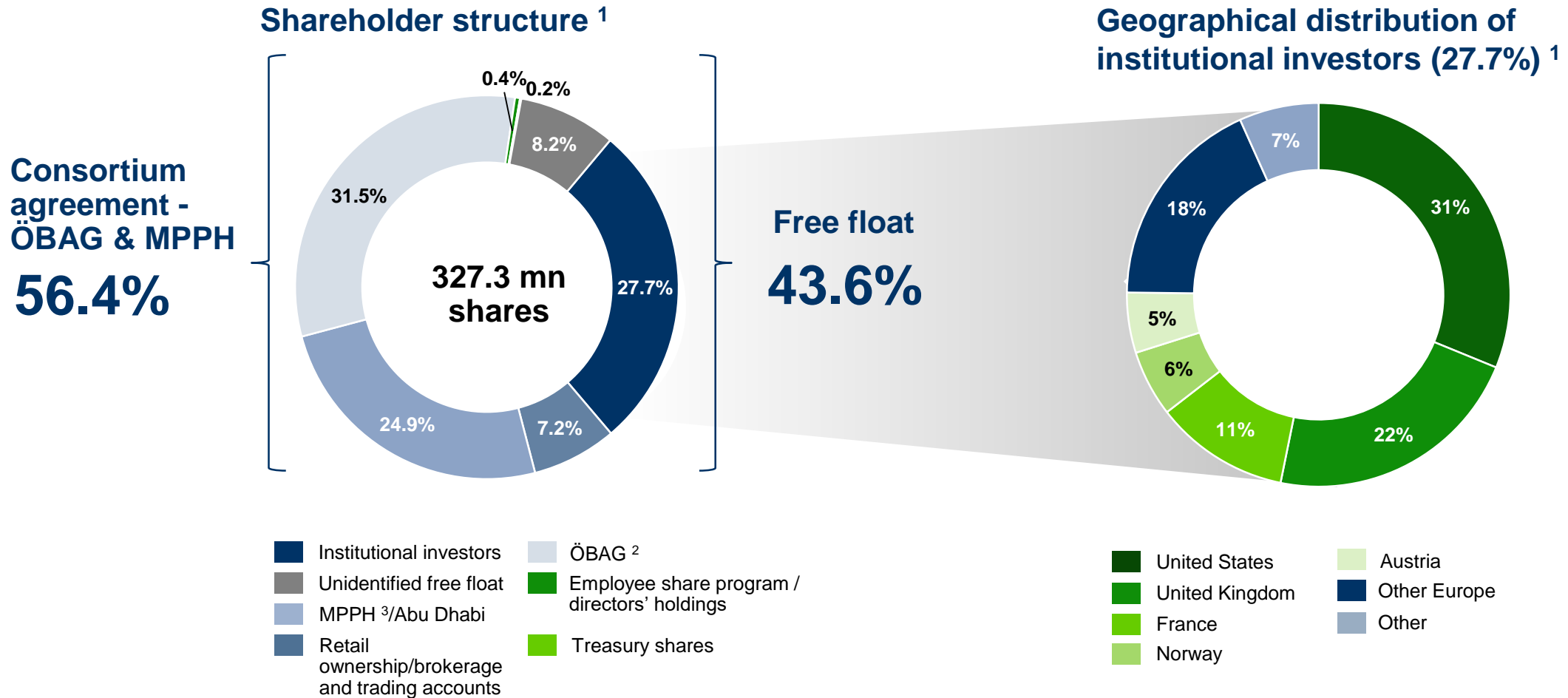
# OMV's Supervisory Board and its Committees

## Supervisory Board

	Presidential & Nomination Committee	Remuneration Committee	Project & Portfolio Committee	Audit Committee
<b>Key responsibilities</b>	<ul style="list-style-type: none"> <li>▶ Identify, evaluate and recommend candidates for (re-) appointment as EB members</li> <li>▶ Discuss and monitor succession planning</li> <li>▶ Submit proposals for Supervisory Board members</li> <li>▶ Take decisions in urgent or specifically defined matters</li> </ul>	<ul style="list-style-type: none"> <li>▶ Determine the employment terms of EB members</li> <li>▶ Develop remuneration policy and structure incentive programs</li> <li>▶ Determine annual bonus achievement of EB</li> </ul>	<ul style="list-style-type: none"> <li>▶ Prepare decision on major investment and acquisition projects</li> <li>▶ Prepare discussions on strategy and the company's long-term focus</li> </ul>	<ul style="list-style-type: none"> <li>▶ Monitor the financial reporting process and the effectiveness of the internal control, internal audit and risk management systems</li> <li>▶ Monitor the statutory audit of the annual accounts</li> <li>▶ Review and monitor the independence of the Group auditor</li> <li>▶ Prepare and recommend selection of the Group auditor</li> </ul>
<b>Chairman/-woman Members<sup>1</sup></b>	<ul style="list-style-type: none"> <li>▶ W. Berndt</li> <li>▶ 6 members</li> </ul>	<ul style="list-style-type: none"> <li>▶ W. Berndt</li> <li>▶ 5 members</li> </ul>	<ul style="list-style-type: none"> <li>▶ K. Rose</li> <li>▶ 8 members</li> </ul>	<ul style="list-style-type: none"> <li>▶ G. Tumpel-Gugerell</li> <li>▶ 9 members</li> </ul>
<b>Meetings and Attendance (2018)</b>	<ul style="list-style-type: none"> <li>▶ 3 meetings</li> <li>▶ 94%</li> </ul>	<ul style="list-style-type: none"> <li>▶ 3 meetings</li> <li>▶ 100%</li> </ul>	<ul style="list-style-type: none"> <li>▶ 4 meetings</li> <li>▶ 83%</li> </ul>	<ul style="list-style-type: none"> <li>▶ 6 meetings</li> <li>▶ 91%</li> </ul>

<sup>1</sup> since General Assembly May 2019

# Diversified international shareholder base



<sup>1</sup> As of end-June 2019

<sup>2</sup> With effect as of February 20, 2019, Österreichische Bundes- und Industriebeteiligungen GmbH (ÖBIB) was transformed into a joint-stock company and renamed as Österreichische Beteiligungs AG (ÖBAG).

<sup>3</sup> Mubadala Petroleum and Petrochemicals Holding Company L.L.C.

# Shareholder ÖBAG – a valuable portfolio and a clear mission



- ▶ Created in 2019, ÖBAG is an independent holding that actively manages a diverse portfolio of companies in which the Republic of Austria holds a significant shareholding
- ▶ ÖBAG's Supervisory Board consists of highly experienced and independent top managers and entrepreneurs
- ▶ ÖBAG has the legal mandate to select and propose candidates for the SB's of its shareholdings (including members of the ÖBAG management team)
- ▶ ÖBAG sets the trend in Governance topics in Austria - current focus areas are ESG and digitalization

Verbund



CASINOS AUSTRIA



SCHOELLER-  
BLECKMANN GmbH



FIMBAG

IMIB



# Agenda

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3 Remuneration program of OMV's Executive Board

# Transformation process of OMV in the past years

	2015	2018
<b>Production volume</b> kboe/d	<b>303</b>	<b>427</b>
<b>Production cost</b> USD/boe	<b>13.2</b>	<b>7.0</b>
<b>Clean CCS Operating Result</b> EUR bn	<b>1.7</b>	<b>3.6</b>
<b>ROACE</b> Clean CCS figure	<b>8%</b>	<b>13%</b>
<b>Organic FCF before dividends</b> EUR bn	<b>(0.1)</b>	<b>2.5</b>
<b>Dividend Per Share</b> EUR	<b>1.00</b>	<b>1.75</b>



# Priorities of Supervisory Board work

## Supervisory Board matters

- ▶ Election and onboarding of 5 new SB members and a new Chairman in 2019
- ▶ Yearly self-assessment performed
- ▶ One-to-one interviews led by external governance expert planned in 2020; the results are a valuable basis for continuous improvement of corporate governance practices

## Long-term succession planning

- ▶ Based on corporate best practice, several areas of development were identified and shall be implemented in 2020
- ▶ Aim is to build strong internal pipeline of Executive Board Member candidates



## Long-term strategy and sustainability

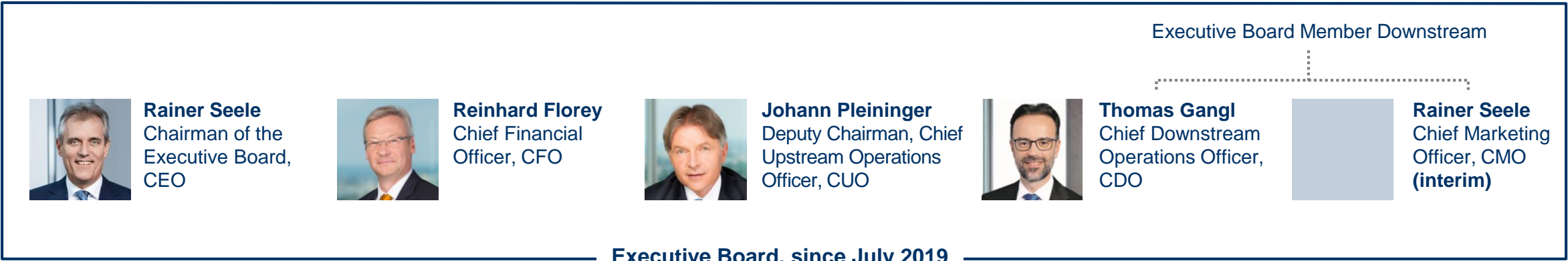
- ▶ Ensure the continued execution of the strategic goals 2025
- ▶ Set clear goals for OMV's transformation process beyond 2025 to further advance alignment of business strategy with sustainability strategy
- ▶ Yearly strategy workshops – the upcoming one in October focuses on the above

## EB remuneration

- ▶ We aim to be at the forefront of strategy-linked remuneration systems
- ▶ Continued shift toward long-term, variable elements
- ▶ Review and further improvement of remuneration policy and reporting

# Changes in the Organization and the Executive Board 2019

- ▶ Split of the Downstream division into
  - ▶ **Refining & Petrochemical Operations** and
  - ▶ **Marketing & Trading**
- ▶ Appointment of the Chief Downstream Operations Officer Thomas Gangl
- ▶ Search for the Chief Marketing Officer is on the way
- ▶ Re-appointments of Mr. Rainer Seele as CEO and Mr. Johann Pleininger as EB Member and Deputy CEO



# Focus on sustainability

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## Supervisory Board Engagement

- ▶ Challenge the EB on progress of the sustainability strategy beyond 2025 with the aim to contribute OMV's share to the Paris agreement
- ▶ Reflection of sustainability targets in the compensation system (HSSE malus, sustainability multiplier)
- ▶ Ensure execution of the sustainability strategy, review of targets and reporting

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Nov  
2018

### Sustainability Strategy 2025

- ▶ Reviewed by the Supervisory Board
  - ▶ 5 focus areas, 15 targets defined
- 

April  
2019

### Sustainability Report 2018

- ▶ Reviewed by the Supervisory Board
- 

Oct  
2019

### Strategy Offsite Executive Board and Supervisory Board

- ▶ Focus on long-term strategic topics and sustainability, going far beyond 2025
  - ▶ Aim is to become a leader in new technologies (hydrogen, re-oil project), including partnerships and cooperations
-

# Growth strategy is implemented in a safe, responsible and carbon efficient manner

### Safety first

<p>Lost Time Injury Rate <sup>3</sup></p> <p><b>(32)%</b></p> <p>2018 vs 2014</p>	<p>Process safety events <sup>5</sup></p> <p><b>(36)%</b></p> <p>2018 vs 2016</p>
<p><b>0.30</b></p> <p>OMV Group LTI 2018</p>	<p><b>ZERO Harm NO Losses</b></p>

### Carbon efficiency

Carbon intensity  
GHG emissions per unit

<p>OMV Operations</p> <p><b>(12)%</b></p> <p>2018 vs 2010</p>	<p>External product sales <sup>1</sup></p> <p><b>(4)%</b> <sup>4</sup></p> <p>2018 vs 2010</p>
<p><b>(19)%</b></p> <p>2025 <sup>2</sup> vs 2010</p> <p>Zero routine flaring</p>	<p><b>(4)%</b></p> <p>2025 <sup>2</sup> vs 2010</p> <p>Focus on natural gas</p>

### Recognition

MEMBER OF  
**Dow Jones Sustainability Indices**  
In Collaboration with RobecoSAM ●

MSCI  2018 Constituent MSCI ESG Leaders Indexes

 **CDP**  
DRIVING SUSTAINABLE ECONOMIES

Corporate Responsibility **Prime**

rated by **ISS-oekom** 

<sup>1</sup> External sales volumes, excluding trading volumes. <sup>2</sup> Forecasted figures (MTP)  
<sup>3</sup>LTI: Number of work accidents with lost workdays per million work hours; Downstream peers 1.0 based on benchmark CONCAWE 2018 and Upstream peers 0.5 based on Lundin, Repsol, Murphy, Hess, Oxy  
<sup>4</sup> Performance to date: On track. Status 2018: -4% reduction vs. 2010. Main drivers in 2018: lower fuel sales in DS due to divestment of Petrol Ofisi during 2017 and increase of Russian gas sales in US.  
<sup>5</sup> The scope of the Process Safety Event Rate performance is limited to events and working hours from entities in the US segment: Austria, Kazakhstan, New Zealand, Norway, Pakistan, Romania, Tunisia, and Yemen; in DS: Refining and Petrochemicals, Gas Connect Austria, Samsun CCPP.



# Agenda

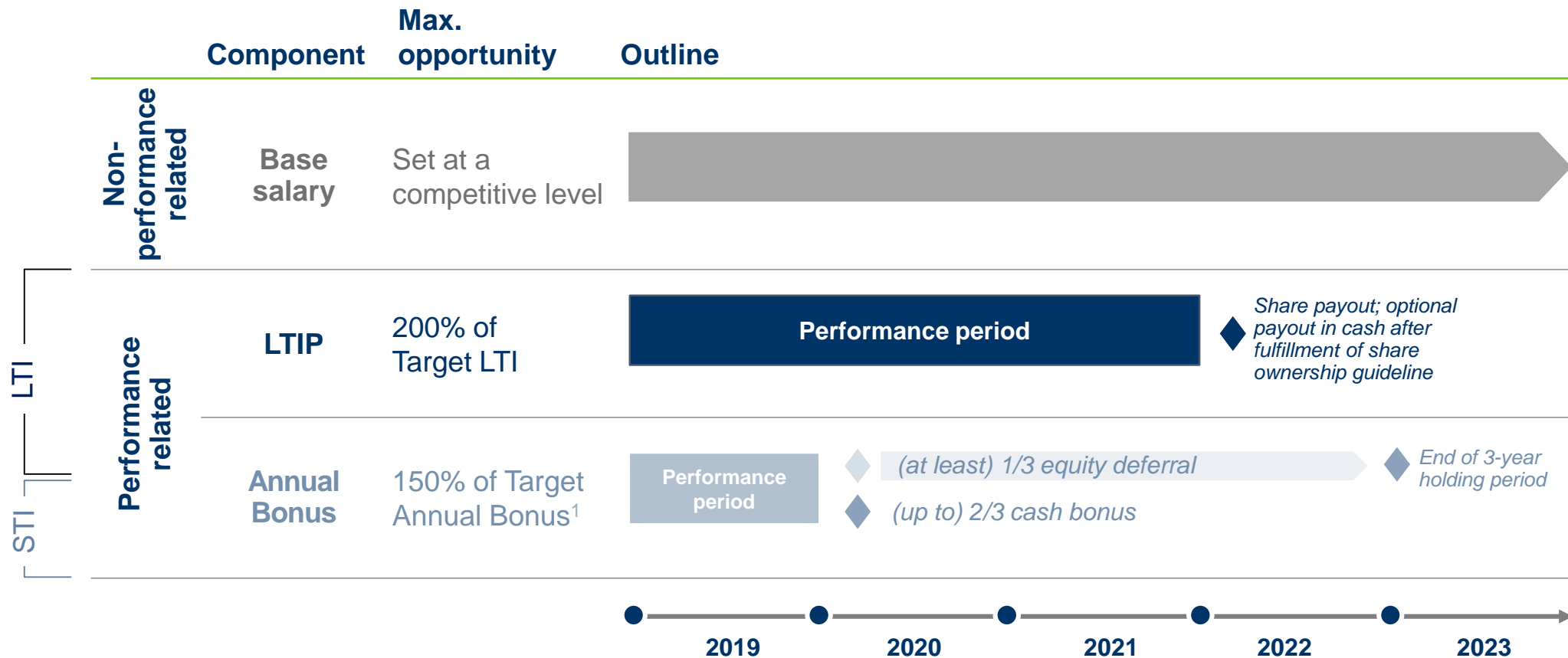
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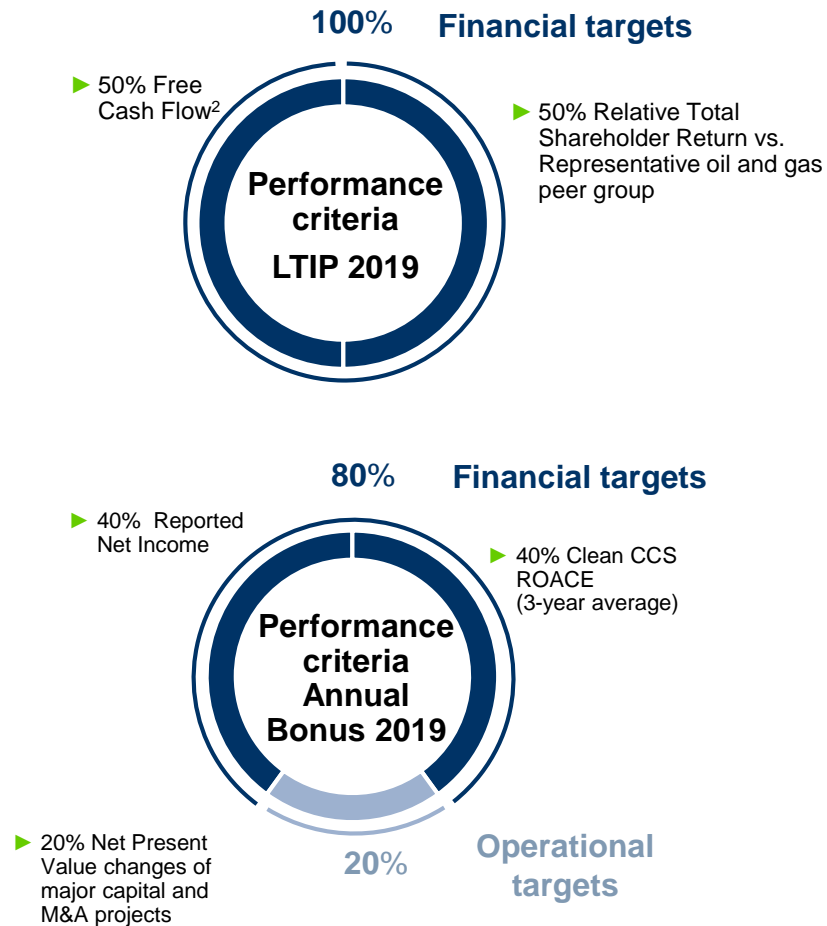
# Executive Board remuneration: short- and long-term components



<sup>1</sup> Sustainability Multiplier of +/- 20% on top of target achievement but within overall payout cap

<sup>2</sup> Clawback rules are in place for both the equity deferral as well as the long term incentive plan

# Clear performance criteria attached to bonus plans 2019



## Key elements Long Term Incentive Plan

- ▶ Focus on long-term value generation
- ▶ **Option to reduce payout significantly through HSSE malus** (e.g. in case of fatalities, incidents with highly negative environmental impact, etc.)
- ▶ Cap of payout in cash as well as total annual payout<sup>1</sup>
- ▶ Shareholding requirement as % of annual gross base salary (2018: % fulfillment)
  - ▶ CEO: 200% (2018: 77%)
  - ▶ Deputy: 175%<sup>3</sup> (2018: 61%)
  - ▶ Other Board Members: 150% (Florey 2018: 31%)

## Key elements Annual Bonus

- ▶ Both financial and operational performance criteria
- ▶ **+/- 20% Sustainability Multiplier at SB discretion, main factors include:**
  - ▶ Performance vs. last year
  - ▶ Reserve Replacement Rate (3yr average)
  - ▶ Extraordinary events
  - ▶ HSSE performance including fatalities, Lost Time Injury Rate and environmental impact
- ▶ **Clawback rules in place for the equity deferral part**

<sup>1</sup> applicable as of 2020

<sup>2</sup> Free cash flow before dividends and excluding divestments and acquisitions

<sup>3</sup> The stated shareholding requirement results from the LTIP 2016, when Mr. Pleininger still had an obligation of 150% of his gross annual salary; since his appointment as Deputy CEO, a shareholding requirement of 175% applies.

# Current remuneration CEO and Deputy (2018)

- ▶ Regular assessment of remuneration levels via external Benchmarking
- ▶ Focus on variable, long-term elements and shift towards equity deferral
- ▶ Cap on total annual payout

## Rainer Seele

Target Compensation	Current Compensation, €
Base Salary	1,100,000
Cash Bonus	1,000,000
<b>= Cash Compensation</b>	<b>2,100,000</b>
Equity deferral	500,000
LTIP (payout in cash)	1,500,000
<b>= Direct Compensation</b>	<b>4,100,000</b>

### Variable components

- Short-term: 33%
- Long-term: 67%

## Johann Pleininger

Target Compensation	Current Compensation, €
Base Salary	750,000
Cash Bonus	700,000
<b>= Cash Compensation</b>	<b>1,450,000</b>
Equity deferral	350,000
LTIP (payout in cash)	500,000
<b>= Direct Compensation</b>	<b>2,300,000</b>

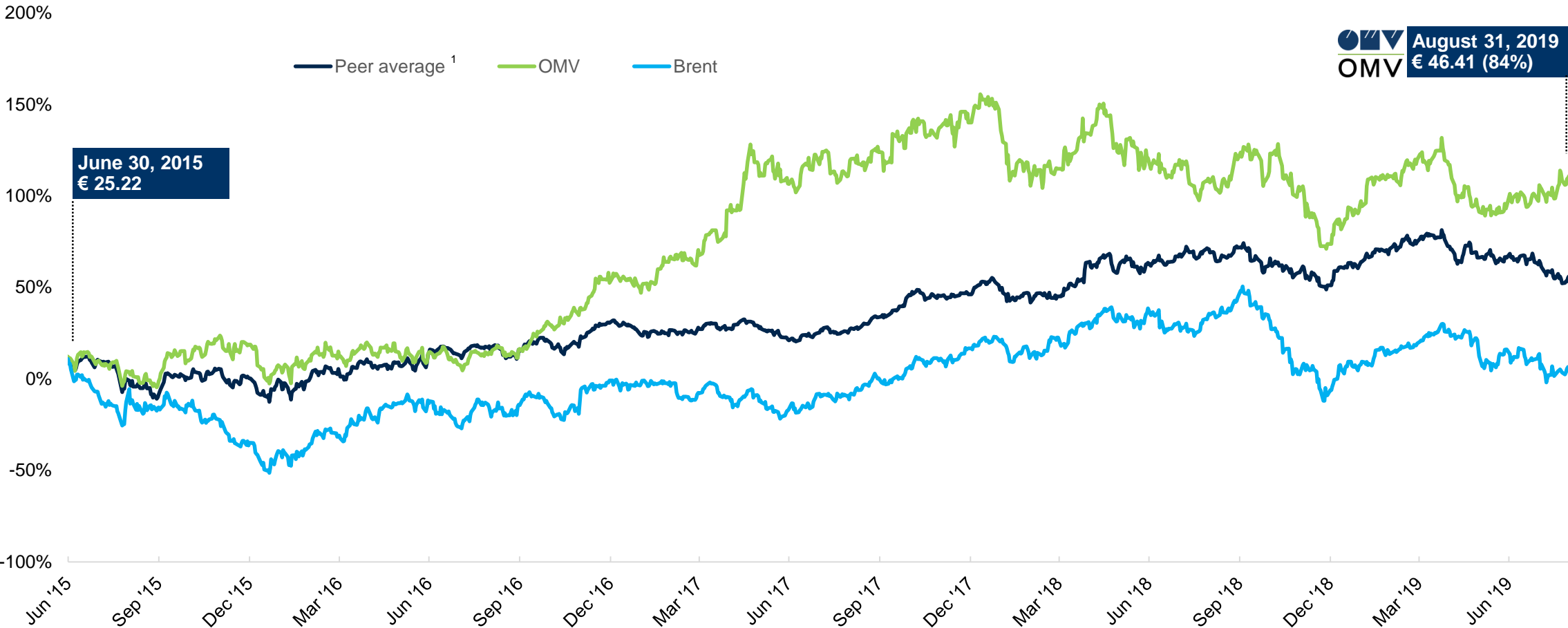
### Variable components

- Short-term: 45%
- Long-term: 55%

# BACKUP

OMV Aktiengesellschaft

# OMV share price development vs peers



<sup>1</sup> BP, Equinor, Eni, Galp, Mol, Neste, Repsol, Shell, Total



# OMV's Sustainability focus areas

## Focus Areas

## Commitments



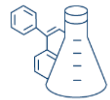
### Health, Safety, Security and Environment

- ▶ Zero work related fatalities
- ▶ Stabilize Lost-Time Injury Rate at below 0.30 (per 1 million working hours)
- ▶ Keep leading position for Process Safety Event Rate



### Carbon Efficiency

- ▶ Lower OMV's carbon intensity of operations by 19% by 2025 (vs. 2010)
- ▶ Reduce carbon intensity of OMV's product portfolio by 4% by 2025 (vs. 2010)
- ▶ Zero routine flaring and venting of associated gas by 2030



### Innovation

- ▶ OMV aims to develop ReOil® into an industrial scale process (unit size of ~200,000 t per year)
- ▶ OMV aims to raise the share of sustainable feedstock co-processed in the refineries to ~200,000 t per year
- ▶ Increase the recovery factor in the CEE region in selected fields by 5-15 percentage points until 2025 through innovative Enhanced Oil Recovery methods



### Employees

- ▶ Increase share of women at management level to 25% by 2025
- ▶ Keep high share of executives with international experience at 75%



### Business Principles and Social Responsibility

- ▶ Promote awareness of ethical values and principles: conduct in-person or online business ethics training courses for all employees
- ▶ Assess Community Grievance Mechanism of all sites against UN Effectiveness Criteria by 2025
- ▶ Conduct human rights training courses for all employees exposed to human rights risks by 2025
- ▶ Increase the number of supplier audits covering sustainability elements to > 20 per year by 2025

# Sustainability Governance at OMV

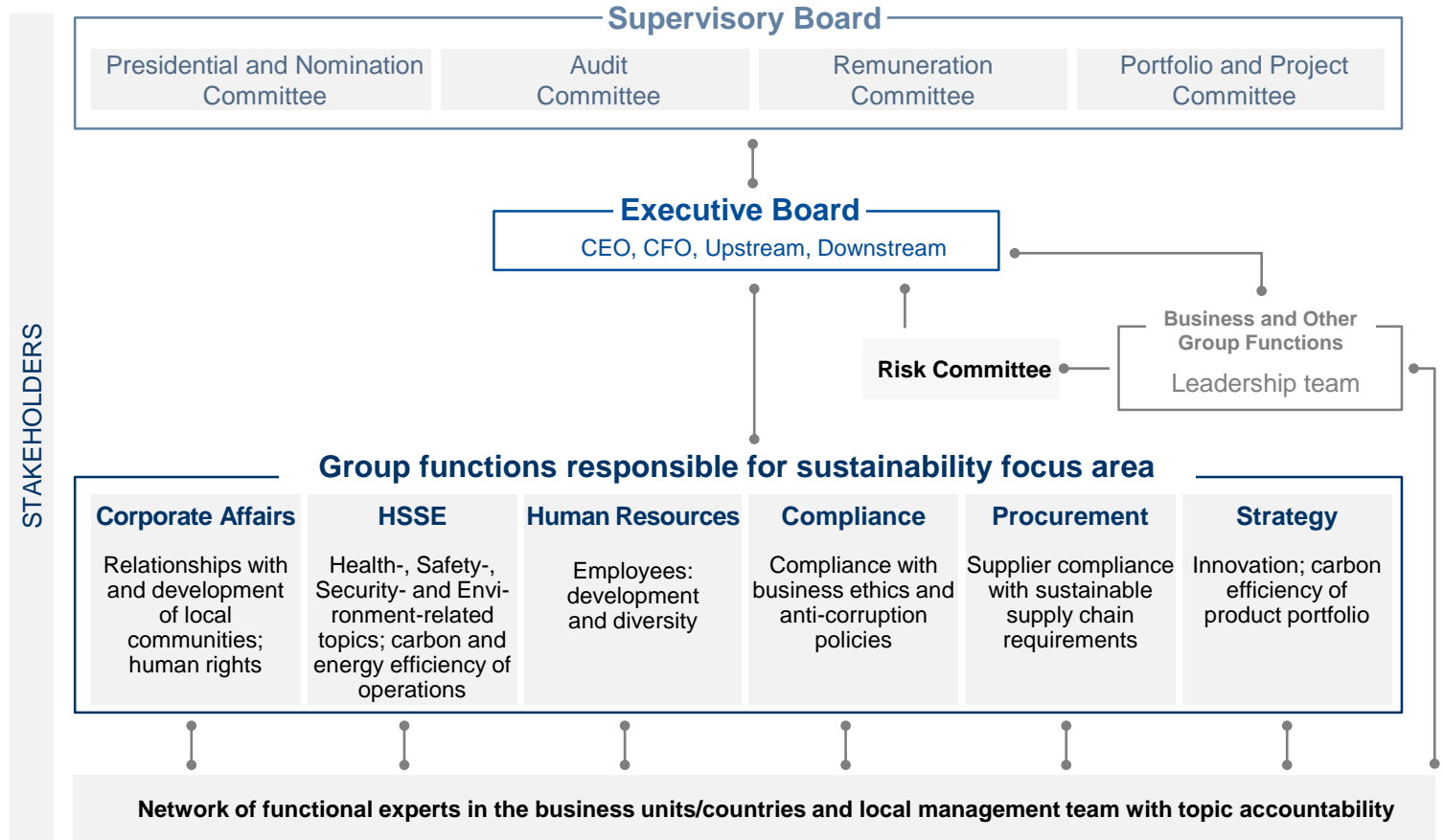
The Supervisory Board appoints qualified expert committees that support the development and execution of the sustainability strategy

- ▶ RemCo: ensures that the compensation system is long-term oriented and supports the sustainability strategy (e.g. HSSE malus, sustainability multiplier); The actual target achievements are audited by the Company's Group Auditor
- ▶ Audit Committee: discusses and audits the sustainability report
- ▶ The Supervisory Board approves the sustainability report

The Executive Board approves the Sustainability Strategy as part of the Corporate Strategy 2025 and is accountable to the Supervisory Board for its implementation.

The five OMV Sustainability Strategy focus areas (HSSE, Carbon Efficiency, Innovation, Employees, Business Principles and Social Responsibility) are covered by the Group Functions, ensuring the timely implementation and that the targets 2025 are met.

The Sustainability & Reporting department is part of Corporate Affairs and has a Groupwide coordination function.



# Main selection criteria of the Presidential Committee of the ÖBAG Supervisory Board



<sup>1</sup> Source: ÖBAG; as defined by the Presidential Committee of the ÖBAG Supervisory Board, based on the Austrian Code of Corporate Governance

# Supervisory Board approval for major decisions

	Key measures requiring Supervisory Board approval	Presidential & Nomination Comm.	Remuneration Committee	Project & Portfolio Committee	Audit Committee	Supervisory Board
Long-term orientation	▶ Principles of strategy and Group structure incl. lines of business			✓		✓
Capital allocation	▶ Investments, acquisitions and disposals EUR >50 mn			✓		✓
Group financing	▶ Issuance of financing instruments and assumption of liabilities EUR >200 mn					✓
Financial reporting & planning	▶ Approval of annual accounts				✓	✓
	▶ Recommendation of Group auditor to General Assembly				✓	✓
	▶ Approval of budget, financial plan and investment program					✓
EB issues	▶ (Re-) appointment of EB members	✓				✓
	▶ Employment terms of EB members		✓			
	▶ Definition of remuneration structure and bonus achievements of EB		✓			

Decision competence ✓ Preparatory competence ✓

# CVs of the Executive Board (1/2)



**Rainer SEELE**  
Chairman of the  
EB and CEO



**Johann PLEININGER**  
Deputy Chairman of  
the EB responsible  
for Upstream



**Reinhard FLOREY**  
CFO

## Tenure

- ▶ Appointed July 1, 2015
- ▶ Contract term until June 30, 2020; extended until June 30 2022

- ▶ Appointed September 1, 2015<sup>1</sup>
- ▶ Contract term until August 31, 2020; extended until August 31 2023

- ▶ Appointed July 1, 2016
- ▶ Contract term until June 30, 2021

## Selected previous positions

- ▶ 2009-2015: Chairman of the EB, Wintershall Holding
- ▶ 2002-2009: Chairman of the EB, WINGAS; Member of the EB WIEH
- ▶ 2000-2002: Member of the EB WINGAS, Head of Sales and Trading
- ▶ 1996-2000: Head of Strategic Planning, Wintershall Holding

- ▶ 2013-2015: Senior Vice President CEE & Black Sea, OMV and OMV Petrom
- ▶ 2007-2013: Member of the EB of OMV Petrom, responsible for Upstream
- ▶ 2005-2007: Director Business & Organization Division, OMV Petrom
- ▶ 2001-2005: Project and Investment Manager, OMV

- ▶ 2013-2016: CFO & Deputy CEO, Outokumpu OYJ
- ▶ 2013: EVP Strategy and Integration, Outokumpu OYJ
- ▶ 2011-2013: CFO, ThyssenKrupp Stainless Global/Inoxum
- ▶ 2009-2011: CFO, ThyssenKrupp Steel Americas
- ▶ 2005-2009: SVP Corporate M&A, ThyssenKrupp AG

<sup>1</sup> Member of the EB responsible for Upstream since 2015; appointed Deputy Chairman on July 1, 2017

# CVs of the Executive Board (2/2)



**Thomas GANGL**  
Member of the EB  
responsible for Refining &  
Petrochemical Operations



**Rainer SEELE, interim position**  
Member of the EB responsible for  
Marketing & Trading

## Tenure






- ▶ Appointed July 1, 2019
- ▶ Contract term until June 30, 2022

▶ Search process ongoing

## Selected previous positions

- ▶ 2016-2019 : Senior Vice President Refining & Petrochemicals
- ▶ 2014-2016 : Site Manager Schwechat Refinery
- ▶ 2013-2014: Senior Vice President Asset Development
- ▶ 2011-2013: General Manager OMV Deutschland GmbH and Site Manager Burghausen Refinery
- ▶ 2007-2011: Head of Operations – Center of Excellence
- ▶ 2006-2007: Head of Tank Farm Lobau
- ▶ 2003-2006: Head of HSEQ Schwechat Refinery






# Supervisory Board: shareholder representatives

Member	Age	Sex	Independence	End of term	Tenure in years	Committees			
						Presidential & Nomination	Remuneration	Project & Portfolio	Audit
 Wolfgang Berndt	76	Male	X	2020	9	Chairman	Chairman	X	X
 Thomas Schmid	43	Male		2024	1	1 <sup>st</sup> Deputy Chairman	1 <sup>st</sup> Deputy Chairman	1 <sup>st</sup> Deputy Chairman	x
 Alyazia Ali Al Kuwaiti	39	Female		2024	2	2 <sup>nd</sup> Deputy Chairwoman	2 <sup>nd</sup> Deputy Chairwoman	2 <sup>nd</sup> Deputy Chairwoman	2 <sup>nd</sup> Deputy Chairwoman
 Mansour Mohamed Al Mulla	40	Male		2024	2	X		X	
 Gertrude Tumpel-Gugerell	66	Female	X	2020	4		X		Chairwomen

# Supervisory Board: shareholder representatives

Member	Age	Sex	Independence	End of term	Tenure in years	Committees			
						Presidential & Nomination	Remuneration	Project & Portfolio	Audit
 Stefan Doboczky	52	Male	X	2022	1				
 Elisabeth Stadler	57	Female	X	2022	1				1st Deputy Chairwoman
 Christoph Swarovski	48	Male	X	2022	1		X		
 Karl Rose	58	Male	X	2024	3			Chairman	
 Cathrine Trattner	43	Female	X	2022	1				X

# Supervisory Board: employee representatives

Member	Age	Sex	Independence	End of term	Tenure in years	Committees			
						Presidential & Nomination	Remuneration	Project & Portfolio	Audit
 Angela Schorna	39	Female			1				X
 Christine Asperger	55	Female			6	X			
 Herbert Lindner	58	Male			6			X	X
 Alfred Redlich	53	Male			6	X		X	
 Gerhard Singer	59	Male			3			X	X

# CVs of Supervisory Board members



**Mansour  
AL MULLA**  
(shareholder  
representative)



**GERTRUDE  
TUMPEL-GUGERELL**  
(shareholder  
representative)



**Stefan  
DOBOCZKY**  
(shareholder  
representative)



**Elisabeth  
STADLER**  
(shareholder  
representative)

## Other mandates

- ▶ Member of the Board of Directors, Chairman of the Audit Committee, Aldar Properties PJSC, U.A.E. (listed)
- ▶ Member of the Board, Gulf Energy Maritime, U.A.E. (not listed)

- ▶ Commerzbank AG, Germany
- ▶ Vienna Insurance Group AG, Austria

- ▶ Member of the University Council, University of Veterinary Medicine Vienna, Austria

- ▶ Member of the Bank & Insurance Div., Vienna Chamber of Commerce
- ▶ Committee member Professional Association of the Insured
- ▶ Delegate to the Economic Parliament of the Vienna Chamber of Commerce

## Career

- ▶ Since 2017: CFO Petroleum & Petrochemicals, Mubadala Investment Company PJSC
- ▶ 2013-2018: Member of the Board, Anglo Arabian Healthcare Investment LLC, U.A.E.
- ▶ 2009-2018: Member of the Board, Waha Capital
- ▶ 2016-2017: CFO, Mubadala Petroleum LLC
- ▶ 2014-2017: Associate Director, Head of Finance, Mubadala Dev. Co.PJSC

- ▶ 2003-2011: Member of the EB, European Central Bank
- ▶ 1998-2003: Vice-Governor, Oesterreichische Nationalbank
- ▶ 1997-2003: Executive Director, Economics and Financial Division, Oesterreichische Nationalbank

- ▶ Since 2015: CEO, Lenzing AG
- ▶ 2011 – 2015: Member of the Board, Royal DSM, Netherlands & Singapore
- ▶ 2009 – 2011: President/Business Group Director, DSM Anti Infectives Royal DSM, Netherlands & China
- ▶ 2006 – 2009: Business Unit Director, DSM Anti Infectives Royal DSM, China
- ▶ 2003 – 2006: Business Director & VP M&S, DSM Pharma Chemicals Royal DSM, Netherlands

- ▶ Since 2016: CEO / Chairwoman of the EB, Vienna Insurance Group AG
- ▶ 2014 – 2016: CEO, Donau Versicherung AG, Austria
- ▶ 2009 – 2014: CEO, ERGO Versicherungsgruppe AG, Austria
- ▶ 2005 – 2009: Board Member, Raiffeisen Versicherung & FinanceLife Lebensversicherung AG, Austria
- ▶ 2003 – 2009: Board Member, UNIQA Personenversicherung AG and Board Member, Call Direct Versicherung AG,

<sup>1</sup> Not listed

# CVs of Supervisory Board members



**Christoph SWAROVSKI**  
(shareholder representative)



**Karl ROSE**  
(shareholder representative)



**Cathrine TRATTNER**  
(shareholder representative)



**Christine ASPERGER**  
(employee representative)

## Other mandates

- ▶ President, Industriellenvereinigung Tirol, Austria
- ▶ Chairman of the Supervisory Board, Tyrol Equity AG, Innsbruck, Austria (not listed)
- ▶ Member of the Board of Directors, TYSA AG, Switzerland

- ▶ Advisor Strategy, ADNOC
- ▶ Energie Steiermark<sup>1</sup> (Deputy Chairman)
- ▶ EPG<sup>1</sup> (Deputy Chairman)
- ▶ Senior Director Policy and Scenarios, WEC

- ▶ Member of the University Council, University of Veterinary Medicine Vienna, Austria

- ▶ Austrian Trade Union Federation of Lower Austria (Chairwoman)
- ▶ Trade Union Private Sector Employees, Print Journalism, Paper of Lower Austria (Chairwoman)

## Career

- ▶ Since 2017: Chief Executive Officer, Tyrolit AG, Austria<sup>1</sup>
- ▶ Since 2002: Managing Partner, Tyrolit – Schleifmittelwerke Swarovski KG, Austria
- ▶ 2001 - 2002: Head of Finance, Tyrolit – Schleifmittelwerke Swarovski KG, Austria
- ▶ 1998 - 2000: Auditor, KPMG Alpentreuhandgruppe, KPMG, Austria

- ▶ 2008-2010: Chief Strategist, Royal Dutch Shell
- ▶ 2001-2007: Different positions in Corporate Strategy within Shell Group, including Vice President Strategy
- ▶ 1999-2001: Head of Business Intelligence team, Royal Dutch Shell
- ▶ 1998-1999: Vice President, Royal Dutch Shell
- ▶ 1996-1998: Business Development Manager, Royal Dutch Shell

- ▶ Since 2015: Head of Corporate Accounting & Tax, Investa Holding GmbH, Eschborn
- ▶ Since 2015: Director Accounting & Tax, e-shelter services GmbH (an entity of NTT Com), Frankfurt
- ▶ 2009 – 2015: Audit Manager and authorized signatory, PKF Verkehrstreuhand GmbH, Munich,
- ▶ 2000 – 2008: Assistant Manager, KPMG Deutsche Treuhand AG, Munich, Germany

- ▶ Since 2018: Chairwoman of the Employees Works Council OMV Austria
- ▶ Since 2011: Chairwoman of the Employees Works Council OMV Austria ,Exploration & Production
- ▶ 2009-2011: Deputy Chairwoman of the Employees Works Council OMV Austria
- ▶ 2004-2009: Office manager at the office of the Central Works Council OMV AG
- ▶ 2004: Women's representative, OMV AG

<sup>1</sup> Not listed

# CVs of Supervisory Board members



**Angela  
SCHORNA**  
(employee  
representative)



**Herbert  
LINDNER**  
(employee  
representative)



**Alfred  
REDLICH**  
(employee  
representative)



**Gerhard  
SINGER**  
(employee  
representative)

## Other mandates

- ▶ Chamber of Labor, Lower Austria
- ▶ Austrian Trade Union Region East (Chairman)

## Career

- |   |  |   |  |
|---|--|---|--|
| <ul style="list-style-type: none"> <li>▶ Since 2018: Chairwoman of the Employees Works Council</li> <li>▶ 2013 -2018: Chief Communications Manager Upstream, OMV AG, Austria</li> <li>▶ 2011- 2012: Event Manager, OMV AG, Austria</li> <li>▶ 2007-2010: Communications Expert, OMV Exploration &amp; Production GmbH, Austria</li> <li>▶ 2004 –2007: Specialist Communications, OMV Exploration &amp; Productions GmbH, Austria</li> <li>▶ 2002-2004: Project Assistant, OMV Exploration &amp; Production GmbH, Austria</li> </ul> | <ul style="list-style-type: none"> <li>▶ Since 2013: Chairman of Employees Works Council OMV Refining &amp; Marketing, Deputy-Chairman European Works Council, Deputy Chairman Group Works Council</li> <li>▶ 2005-2012: Deputy Chairman Works Council Laboring Men</li> <li>▶ 1989-2005: Member Works Council Laboring Men Refinery</li> <li>▶ Since 1980: OMV-Refinery, Production Shift Worker</li> </ul> | <ul style="list-style-type: none"> <li>▶ Since 2013: Chairman of Employees Works Council, OMV Gas &amp; Power</li> <li>▶ 2009-2016: Head of LNG, OMV</li> <li>▶ 2006-2009: Senior Project Manager for LNG, OMV</li> <li>▶ 2003-2006: Department Manager Non-oil Business, Marketing Retail, OMV</li> <li>▶ 1998-2003: Area Sales Manager, OMV Refining &amp; Marketing</li> <li>▶ 1996-1997: General/Marketing/Sales Manager, Tele Control Limited</li> </ul> | <ul style="list-style-type: none"> <li>▶ Since 2012: Chairman of the Employees Work Council, OMV Exploration &amp; Production</li> <li>▶ 2007-2012: Corporate Reserves Committee, OMV</li> <li>▶ 2004-2007: Portfolio &amp; Planning Global Reservoir Management, OMV</li> <li>▶ 1999-2004: Reservoir Engineering, OMV</li> <li>▶ 1998-1999: Information Management, OMV</li> <li>▶ 1992-1998: Computer Applications Production &amp; Reservoir Management, OMV</li> </ul> |
|---|--|---|--|

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