

OMV



Remuneration Report 2025

Remuneration Report

FOR THE EXECUTIVE BOARD AND SUPERVISORY BOARD OF OMV AKTIENGESELLSCHAFT

The Remuneration Report for the Executive Board and the Supervisory Board of OMV Aktiengesellschaft ("OMV" or the "Company") for the 2024 financial year was submitted to the Annual General Meeting on May 27, 2025, in accordance with Section 78d (1) Stock Corporation Law (AktG) and adopted with a majority of 97.8% of the valid votes cast.

The Remuneration Report 2025 was prepared by the Executive Board and the Supervisory Board in accordance with Section 78c in conjunction with Section 98a AktG and presents the specific application of the Remuneration Policy for the Executive Board and the Supervisory Board for the 2025 financial year. The Remuneration Report 2025 is submitted to the Annual General Meeting 2026 for a vote.

As in previous years, the feedback from investors of OMV was taken into account to ensure a transparent and detailed disclosure of the Executive Board and Supervisory Board remuneration in the Remuneration Report 2025, which is in line with legal requirements and the expectations of the investors.

The 2025 financial year at a glance

In 2025, OMV delivered a solid set of results despite a challenging market environment, proving again the strength and robustness of its integrated business model. At the same time, OMV has reached important milestones in the implementation of its Strategy 2030 and the corresponding transformation process. Considerable progress was made in the formation of Borouge Group International, through which OMV and ADNOC aim at establishing a global leader in polyolefins. With the Neptun Deep gas development project of OMV Petrom in the Black Sea a significant contribution to the security of the energy supply in Europe will be made. Furthermore, innovative, sustainable initiatives like the 140 MW electrolyzer plant in Bruck an der Leitha (Austria) were launched.

Strategy 2030

OMV published its Strategy 2030 in March 2022 and held a Capital Markets Update in October 2025. OMV's goal is to transform into an integrated sustainable chemicals, fuels, and energy company. A fundamental part of its strategy is the ambition to become a net zero emissions company by 2050. The Group will carefully balance investments in new areas while optimizing the traditional business operations, recognizing its responsibility to be a reliable supplier.

Financial performance and amount of total remuneration in the 2025 financial year

In 2025, OMV achieved a strong Clean Current Cost of Supply (CCS) Operating Result of EUR 4.6 bn (2024: EUR 5.1 bn). Cash flow from operating activities including net working capital effects remained significant, amounting to EUR 5.2 bn (2024: EUR 5.5 bn), and organic free cash flow totaled EUR 1.5 bn (2024: EUR 2.0 bn). The leverage ratio was 14%. This solid financial performance is showcasing the robustness of the integrated business model and OMV's commitment to delivering attractive shareholder returns.

This solid performance of OMV is also reflected in the target achievement of the Annual Bonus at 150.2%. Over the long-term, the LTIP 2023-2025 also performed above target at 152.8%, driven by a strong share price performance relative to the peer group at the end of the performance period, coupled with a strong financial development. As a result, the total remuneration due to the Executive Board members for the 2025 financial year is significantly higher than in the 2024 financial year.

Departure of Daniela Vlad, Executive Vice President Chemicals

In the 2025 financial year, Daniela Vlad stepped down from the Executive Board by mutual agreement as of February 28, 2025. Martijn van Koten, responsible for the division Fuels & Feedstock, has been heading the Chemicals division on an interim basis since March 1, 2025.

Remuneration of the Executive Board

Main features of the Remuneration Policy 2022 for the Executive Board

In accordance with Section 78b (1) AktG, the Remuneration Policy 2022 was presented to the Annual General Meeting and adopted with 96.98% of the valid votes cast.

The main features of the Remuneration Policy 2022 can be summarized as follows:



Remuneration Policy 2022 for the Executive Board at a glance

Remuneration element (target range in %)	Description	Purpose and link to strategy	Shareholder alignment
Base salary (≈ 20%–35% of overall target remuneration)	Salary levels take into account the responsibilities and performance of each member of the Executive Board, the position of OMV, and common levels of remuneration in European Oil and Gas as well as chemical companies of a comparable size and comparable Austrian companies. Remuneration is set at competitive levels.	Provide a fixed level of earnings reflecting the scale and complexity of the business as well as the roles and responsibilities of each Executive Board member, ensuring competitiveness.	Competitive remuneration to attract, retain, and motivate the most qualified managers to lead the Company in the best interests of the shareholders.
Annual Bonus (Cash Bonus) (≈ 20%–30% of overall target remuneration)	Performance is measured based on annual criteria. "Award" is defined as a Target Annual Bonus in EUR in the Executive Board service contracts and is capped at 180% of Target. The Remuneration Committee considers a Health & Safety Malus of between 0.8 and 1.0. A maximum of two-thirds of the Annual Bonus is paid in cash (Cash Bonus).	Provide variable remuneration based on annual financial and non-financial performance criteria relevant to OMV's strategy as well as the Oil and Gas and chemical industry. Performance is measured against financial and operational targets as well as ESG criteria, e.g., Greenhouse Gas (GHG) emissions reduction.	Performance criteria are closely linked to OMV's strategy, ensure pay for performance, and foster an equity culture. The Equity Deferral serves – in addition to the LTIP – as a long-term remuneration instrument for the members of the Executive Board, promoting both retention and alignment with shareholder interests at OMV.
Annual Bonus (Equity Deferral – Long-Term Component) (≈ 10%–20% of overall target remuneration)	A minimum of one-third of the Annual Bonus is allocated in shares and deferred for three years after vesting (Equity Deferral). The percentage breakdown into cash and share components is defined in the respective Executive Board service contracts.		All payouts are subject to malus and clawback provisions.
Long-Term Incentive Plan (≈ 15%–40% of overall target remuneration)	A Performance Share Plan is used. The number of shares that vest depends on the achievement of financial and non-financial performance criteria. The number of shares finally awarded is capped at 200% of the Target Long-Term Incentive (Target LTI). Each annual award is subject to a performance period of three years. The Remuneration Committee has the discretion to adjust the overall target achievement through a Health & Safety Malus between 0.8 and 1.0.	Promote medium- and long-term value creation at OMV. Performance is measured against key criteria linked to OMV's strategy and shareholder returns. The plan also seeks to prevent inappropriate risk-taking and to encourage long-term retention of and ownership by Executive Board members.	Align the interests of Executive Board members and shareholders, ensure pay for performance, and foster an equity culture by granting OMV shares subject to performance criteria focusing on financial performance as well as progress towards OMV's ESG goals (always considering GHG emissions reduction). Payouts are subject to malus and clawback provisions.
Benefits (0.2%–2% of overall target remuneration)	Executive Board members receive a company car and are eligible for accident insurance. No additional health insurance coverage aside from the Austrian public health system.	Provide benefits in line with market practice in order to attract and retain Executive Board members.	Part of a competitive remuneration package to attract and retain the most qualified individuals to serve as Executive Board members.
Retirement Benefits (≈ 5%–8% of overall target remuneration)	Defined contribution pension schemes are granted using a pension fund. Available capital in the pension fund determines the level of pension. The statutory retirement age in Austria is the retirement age.	The rules governing defined contribution retirement benefits are exactly in line with those offered to OMV employees, ensuring that remuneration packages are aligned with common market practice in Austria.	A pension fund is used to limit the risks borne by OMV. Retirement benefits depend solely on the available capital in the pension fund. Annuitization into a life-long pension is in accordance with the pension fund's approved business plan.

Remuneration element	Description	Purpose and link to strategy	Shareholder alignment
Shareholding Requirement	Shares equal to 200% of the base salary for the CEO, 175% for the Deputy CEO, and 150% for other Executive Board members, which must generally be accumulated within five years after the respective initial appointment as Executive Board member.	Provide long-term alignment of interests and commitment by putting Executive Board members' personal assets at stake.	Alignment of interests by turning the members of the Executive Board into shareholders. Potential impact on Executive Board.
Payout Cap	In addition to the caps defined for the Annual Bonus and the Long-Term Incentive Plan, a cap for total annual remuneration is applied for each Executive Board member.	Absolute caps to avoid unintended remuneration levels, ensure social acceptance of Executive remuneration payouts, and limit the risk borne by OMV.	Align interests of Executive Board and shareholders by promoting the sustainable and long-term development of the Company and preventing inappropriate risk-taking.
Clawback	All variable remuneration elements are subject to malus and clawback provisions.	Allow adjustment of outstanding remuneration and/or reclaim remuneration already paid out in case of clawback events.	Promote long-term commitment and responsibility for decisions and actions even after the end of performance periods and contracts.

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

Remuneration of the Executive Board in the 2025 financial year

A detailed description of the specific application of the remuneration elements of the Executive Board in the 2025 financial year is provided below.

Details on the Annual Bonus 2025 (including the Equity Deferral 2025)

The Annual Bonus rewards financial performance, operational excellence, and strategy implementation as well as OMV's sustainable corporate development. At maximum, the payout may equate to 180% of the Target Annual Bonus as defined in the Executive Board members' service contracts.

The payout of the Annual Bonus is split into two components: a Cash Bonus (maximum 2/3 of the total amount), which is paid after March 31, 2026, and an Equity Deferral as a long-term component (minimum 1/3 of the total amount). This is transferred into OMV shares to be held for a period of three years (holding period). The shares are transferred net of taxes and must be deposited at a trustee account managed by OMV for the duration of the holding period.

Annual Bonus



Determination of the payout amount

The Annual Bonus payout amount depends on the degree of target achievement for the respective performance criterion (financial, operational as well as ESG targets). This is determined by comparing the agreed target levels with the actual levels achieved and is expressed as a percentage. The determination of target achievement occurs on a straight-line basis between the threshold, target, and maximum. The sum of the weighted achievements results in the overall target achievement. Additionally, the Remuneration Committee applies a Health & Safety Malus to the overall performance based on a predefined set of criteria. The actual overall target achievement is validated by an independent auditor.

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

Level of vesting

Criteria	Performance	Vesting
All performance criteria applicable to Annual Bonus	Maximum	180%
	Target	100%
	Threshold	50%
	Below threshold	0%

As defined in the Remuneration Policy 2022, the Remuneration Committee adjusted the threshold, target, and maximum levels of the financial targets of the Annual Bonus 2025 taking into account the significant changes in the oil and gas price as well as in the EUR/US Dollar exchange rate compared to the time of the budgeting. These are exogenous developments that are not under the control of the Executive Board. Therefore, an adjustment of the original threshold, target, and maximum levels ensures a remuneration that adequately rewards both the Company's development and the Executive Board's performance, while at the same time avoiding high windfall profits or losses. Nonetheless, ensuring that targets remain ambitious is a key objective.

The Health & Safety Malus for the Annual Bonus 2025 was set at 0.9 mainly in response to one fatality.

The derivation of the actual overall target achievement is summarized in the following performance scorecard for the Annual Bonus 2025:

Performance scorecard – Annual Bonus 2025 (Cash Bonus and Equity Deferral)

Performance criteria in EUR mn (unless otherwise specified)	Threshold	Target	Maximum	Actual Value	Weighting	Target achievement
	0% or 50% target achievement	100% target achievement	180% target achievement			
Reported Net Income (after tax and financial result), adjusted for pre-defined effects ¹	1,125	1,323	1,641	1,626	40%	176%
Free Cash Flow (before dividends), adjusted for pre-defined effects ¹	445	593	830	1,588	30%	180%
Operational targets						
– Share price performance	0%	7%	14%	11.9%	5%	156%
– Cost saving	–100	–135	–190	–206	5%	180%
– M&A Upstream	1 due dili- gence	1 binding offer submitted	1 binding offer signed	1 due diligence	5%	50%
Absolute net GHG emission reduction according to Scope 1 & 2 (in mn t)	–1.8	–3.1	–4.3	–3.9	15%	153%
Overall target achievement before application of the Health & Safety Malus						166.9%
Health & Safety Malus	Generally between 0.8 and 1.0 at the discretion of the OMV Remuneration Committee, can be reduced to zero in the event of serious incidents.					0.9
Actual target achievement						150.2%

¹ The Reported Net Income and the Free Cash Flow were adjusted for effects pre-defined by the Remuneration Committee at the time of grant such as effects of Supervisory Board approved inorganic activities, effects from gas storage activities (only for Free Cash Flow), temporary regulatory changes or solidarity contribution.

The threshold, target, and maximum values for the financial performance criteria were aligned with the company guidance at the time of grant, anticipating a challenging market environment in comparison to 2024.

The actual value of the Free Cash Flow performance criterion and the operational target of cost saving each exceeded their maximum thresholds based on stringent operations and the efficiency program and were thus capped at 180% target achievement.

For purposes of the Equity Deferral, (at least) one third of the gross amount of the actual Annual Bonus for the year 2025 is divided by the average closing price of OMV shares on the Vienna Stock Exchange over the three-month period from November 1, 2025, to January 31, 2026.

Details on the Long-Term Incentive Plan

The Long-Term Incentive Plan (LTIP) awarded in the 2025 financial year as well as the LTIP due in the 2025 financial year (awarded in 2023) are shown below. Both LTIPs follow the same methodology.

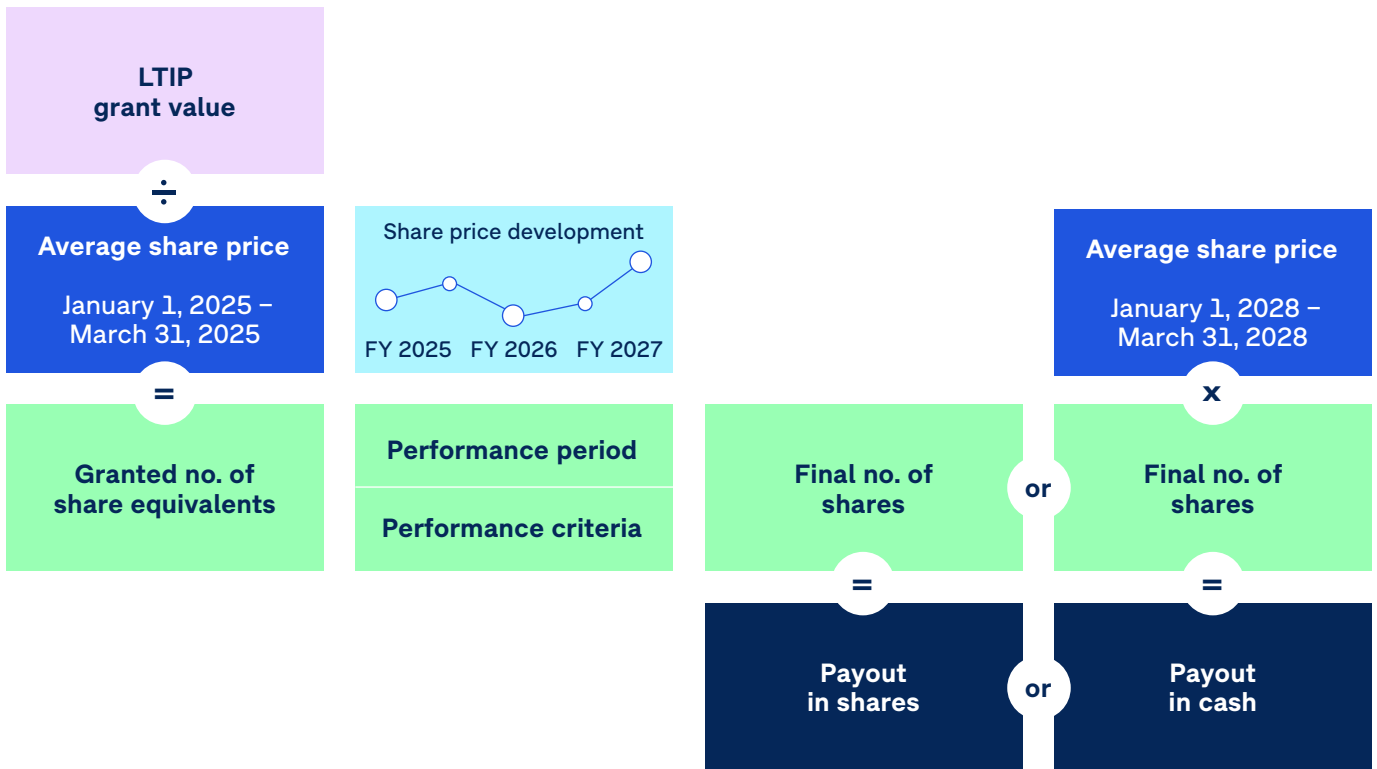
LTIP 2025

(awarded in the 2025 financial year)
The LTIP 2025 (Performance Share Plan) is a long-term remuneration instrument for members of the Executive Board that promotes medium- and long-term value creation at OMV.

The LTIP 2025 was awarded in accordance with the Long-Term Incentive Plan described in the Remuneration Policy, the basic system of which is as follows:



Long-Term Incentive Plan (LTIP)



Performance criteria and their weighting were agreed at the beginning of the three-year performance period as follows and are assessed after the end of this period:

Performance criteria

Criteria	Link to strategy and long-term development	Weighting
Clean Current Cost of Supply (CCS) Return on Average Capital Employed (ROACE) , calculated as Net Operating Profit after tax, adjusted for the aftertax effect of special items and CCS, divided by the average capital employed	Clean CCS ROACE is a very important profitability KPI that also enables comparisons of OMV's results to the oil and gas industry as a whole.	40%
Relative Total Shareholder Return (TSR)	Assessment of relative value creation for shareholders. Common KPI allows for direct comparisons with other oil and gas as well as chemical companies.	30%
ESG targets	A catalogue of ESG criteria highlights OMV's focus on sustainable development as outlined in its Strategy 2030 and reflects the implementation of shareholder feedback. Each year, the Remuneration Committee selects specific targets and their weighting for the LTIP tranche. GHG emissions reduction will always constitute a target in the LTIP.	30%
Health & Safety Malus	Based on predefined criteria (e.g., fatalities, TRIR, process safety – also in comparison to industry benchmarks), a Health & Safety Malus between 0.8 and 1.0 is applied to the overall target achievement. In case of severe incidents, the Remuneration Committee may reduce the payout to zero. This malus considers OMV's commitment to health and workplace safety.	

As outlined in the Remuneration Policy, the ESG targets are selected by the Remuneration Committee based on an OMV specific criteria catalogue which is derived from OMV's Sustainability Strategy. Taking into account that Greenhouse Gas (GHG) emissions reduction will always constitute a target in the LTIP, the Remuneration Committee can select ESG targets from the following categories:

ESG pillar	Strategic sustainability focus topic	Material topic	
Environmental	Climate change	GHG emissions reduction Energy transition	
	Natural resources management	Circular economy Environment	
Social	Health, safety, and security	Health, safety, and well-being Security, emergency, and crisis resilience	
	People	Employees Diversity, equity, and inclusion Human rights Communities	
		Governance	Ethical business practice Economic impacts and business principles Supply chain

For the LTIP 2025, the Supervisory Board decided to implement two ESG targets: Net absolute GHG Scope 1 & 2 emissions (weighted with 20%) and diversity at OMV Group (weighted with 10%).

The specific threshold, target, and maximum values for the financial and ESG targets as well as the resulting target achievement are published in the Remuneration Report for the last year of the performance period.

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:

Level of vesting

Criteria	Performance	Vesting
Clean CCS ROACE ESG targets	Maximum	200%
	Target	100%
	Threshold	50%
	Below threshold	0%
Relative TSR	Maximum: at or above 3rd quartile (≥ 75th percentile)	200%
	Target: at median (= 50th percentile)	100%
	Threshold: at or below 1st quartile (≤ 25th percentile)	0%

Further, the Remuneration Committee may apply a Health & Safety Malus to the overall target achievement based on predefined criterion and thus, may re-examine the level of the LTIP-payout.

The payout is made after the end of the three-year performance period after March 31, 2028, subject to approval by the Supervisory Board.

LTIP 2023

(due at the end of the 2025 financial year)
The performance period for the LTIP 2023 ended in the 2025 financial year. The LTIP 2023 was approved by the 2022 Annual General Meeting and follows the same systematic in terms of weighting and performance criteria as the LTIP 2025. The plans differ only in the individual ESG targets selected based on the criteria catalogue.

The overall target achievement percentage for the LTIP 2023 is 152.8%. This above target performance is driven by a strong share price performance development 2023 to 2025 relative to the peer group coupled with a strong financial development. The Health & Safety Malus was not applied, as the average performance of the selected HSSE KPIs were over the three year horizon somewhat better than the peers' and also in historical comparison.

The derivation of the actual overall target achievement is summarized in the performance scorecard for the LTIP 2023 illustrated in the table on the following page:



Performance scorecard – LTIP 2023

Performance criteria	Threshold	Target	Maximum	Actual Value	Weighting	Target achievement
	0% or 50% target achievement	100% target achievement	200% target achievement			
Relative TSR	At or below 1st quartile (≅ 25th percentile)	At median (= 50th percentile)	At or above 3rd quartile (≅ 75th percentile)	At or above 3rd quartile (≅ 75th percentile)	30%	200%
Clean Current Cost of Supply (CCS) Return on Average Capital Employed (ROACE) ¹	7%	10%	13%	10.7%	40%	124%
Reduction of carbon intensity of energy supply (in gCO ₂ e/MJ)	1.5%	2.3%	3.1%	2.9%	20%	175%
Diversity: Increase share of women at management level	22.7%	25.0%	26.7%	24.2%	10%	83%
Overall target achievement before application of the Health & Safety Malus						152.8%
Health & Safety Malus	Generally between 0.8 and 1.0 at the discretion of the OMV Remuneration Committee, can be reduced to zero in the event of serious incidents					1.0
Actual target achievement						152.8%

¹ The CCS ROACE is calculated as Net Operating Profit after tax, adjusted for the after-tax effect of special items and CCS, divided by the average capital employed.

The payout was made after the end of the three-year performance period (January 1, 2023, to December 31, 2025) after March 31, 2026, following approval by the Supervisory Board.

In addition to the payout caps defined for the Executive Board members' LTIP and the Annual Bonus, the Remuneration Committee contractually defines a maximum total annual remuneration resulting from remuneration awarded for a given financial year for each Executive Board member. With the strong performance of the Annual Bonus 2023 as well as the LTIP 2023-2025, this individually and contractually defined maximum total annual remuneration resulting from awards for the financial year 2023 is reached for the active Executive Board members Alfred Stern, Reinhard Florey, Berislav

Gaso, Martijn van Koten and the former Executive Board members Daniela Vlad and Johann Pleininger. Thus, the LTIP 2023-2025 payout is reduced accordingly to respect the defined limit.

Shareholding requirements for members of the Executive Board

The shareholding requirement is defined as a percentage of the annual gross base salary (calculated on the basis of the January gross base salary in the respective year or gross base salary for the first full month as Executive Board member). In general, Executive Board members are building up the shareholding with payouts from the Equity Deferral and the LTIP.

Shareholding requirement and fulfillment as of December 31, 2025

	Shareholding requirement		Fulfillment	
	in shares	in % of base salary	in shares (in an OMV trustee account)	% of the requirement
Alfred Stern	54,784	200	49,312	90.0
Reinhard Florey	43,897	150	57,701	131.5
Berislav Gaso	22,434	150	7,190	32.1
Martijn Arjen van Koten	23,856	150	17,105	71.7

Information on share-based remuneration

The LTIP and Equity Deferral from the Annual Bonus are share-based remuneration components for the OMV Executive Board.

LTIP

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 number of OMV shares and hold these shares until their 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 trustee account managed by OMV. As soon as the shareholding requirement is fulfilled, the Executive Board member may choose a payout in cash or shares.

Equity Deferral

A minimum of a third of the Annual Bonus is transferred into shares as Equity Deferral. The number of shares depends on the overall target achievement of the Annual Bonus. The transferred shares (net after tax deduction) shall be deposited at a trustee account managed by OMV for a period of three years.

The following overviews summarize the share-based remuneration for the current tranches of the LTIP and for the vested Equity Deferrals within the holding period of three years per Executive Board member.

The share-based remuneration of the active members of the Executive Board in the 2025 financial year is comprised as follows:

Current LTIP tranches and Equity Deferrals

In EUR

Alfred Stern

(appointment since April 1, 2021), Chairman of the Executive Board¹

LTIP tranches	Payout	Value	No. of shares	Recorded expense or payout
LTIP tranche 2025 – 2027	March 31, 2028	1,313,000	31,799	414,869
LTIP tranche 2024 – 2026	March 31, 2027	1,204,333	29,832	1,122,455
LTIP tranche 2023 – 2025	in EUR	1,150,000	25,527	1,942,303
	No. of shares			35,922

Equity Deferral	End of holding period	Value	No. of shares	Value of shares awarded
2025	March 31, 2029	926,434	19,228	1,215,210
2024	March 31, 2028	679,286	17,787	844,883
2023	March 31, 2027	790,560	19,878	871,849
2022	March 31, 2026	773,280	16,170	683,344
2021	March 31, 2025	339,848	6,575	285,289

¹ With the strong performance of the LTIP 2023-2025, the individually and contractually defined maximum total annual remuneration resulting from remuneration awarded in 2023 is reached and thus, the final number of shares and the resulting payout amount of the LTIP 2023-2025 is reduced accordingly with respect to the defined limit.



Current LTIP tranches and Equity Deferrals

In EUR

Reinhard Florey
(appointment since July 1, 2016), Chief Financial Officer¹

LTIP tranches	Payout	Value	No. of shares	Recorded expense or payout
LTIP tranche 2025 – 2027	March 31, 2028	442,500	10,716	139,811
LTIP tranche 2024 – 2026	March 31, 2027	415,000	10,279	386,735
LTIP tranche 2023 – 2025	in EUR	387,500	8,601	705,289
	No. of shares			13,044

Equity Deferral	End of holding period	Value	No. of shares	Value of shares awarded
2025	March 31, 2029	770,376	15,989	1,010,505
2024	March 31, 2028	576,870	15,105	717,488
2023	March 31, 2027	655,506	16,482	722,901
2022	March 31, 2026	641,178	13,408	566,622
2021	March 31, 2025	399,300	7,725	335,188

Berislav Gaso
(appointment since March 1, 2023), Executive Vice President Energy¹

LTIP tranches	Payout	Value	No. of shares	Recorded expense or payout
LTIP tranche 2025 – 2027	March 31, 2028	372,750	9,027	177,775
LTIP tranche 2024 – 2026	March 31, 2027	372,750	9,233	347,373
LTIP tranche 2023 – 2025	in EUR	310,625	6,895	552,163
	No. of shares			10,212

Equity Deferral	End of holding period	Value	No. of shares	Value of shares awarded
2025	March 31, 2029	386,390	8,019	506,801
2024	March 31, 2028	308,957	8,090	384,275
2023	March 31, 2027	313,845	7,891	346,099
2022	March 31, 2026	-	-	-
2021	March 31, 2025	-	-	-

Martijn Arjen van Koten
(appointment since July 1, 2021), Executive Vice President Fuels & Feedstock, Executive Vice President Chemicals (interim)¹

LTIP tranches	Payout	Value	No. of shares	Recorded expense or payout
LTIP tranche 2025 – 2027	March 31, 2028	405,410	9,818	128,081
LTIP tranche 2024 – 2026	March 31, 2027	380,205	9,418	354,347
LTIP tranche 2023 – 2025	in EUR	355,000	7,880	631,105
	No. of shares			11,672

Equity Deferral	End of holding period	Value	No. of shares	Value of shares awarded
2025	March 31, 2029	420,245	8,722	551,230
2024	March 31, 2028	315,136	8,251	391,923
2023	March 31, 2027	358,680	9,018	395,529
2022	March 31, 2026	350,840	7,336	310,019
2021	March 31, 2025	124,583	2,410	104,570

¹ With the strong performance of the LTIP 2023-2025, the individually and contractually defined maximum total annual remuneration resulting from remuneration awarded in 2023 is reached and thus, the final number of shares and the resulting payout amount of the LTIP 2023-2025 is reduced accordingly with respect to the defined limit.

The share-based remuneration of the former members of the Executive Board in the 2025 financial year is composed of the following:

Current LTIP tranches and Equity Deferrals

In EUR

Daniela Vlad
(appointment until February 28, 2025), former Executive Vice President Chemicals¹

LTIP tranches	Payout	Value	No. of shares	Recorded expense or payout
LTIP tranche 2025 – 2027	March 31, 2028	207,083	5,015	65,419
LTIP tranche 2024 – 2026	March 31, 2027	355,000	8,793	330,823
LTIP tranche 2023 – 2025	March 31, 2026	325,417	7,223	578,495
	in EUR			
	No. of shares			10,699

Equity Deferral	End of holding period	Value	No. of shares	Value of shares awarded
2025	March 31, 2029	214,661	4,455	281,556
2024	March 31, 2028	294,245	7,704	365,940
2023	March 31, 2027	328,790	8,267	362,591
2022	March 31, 2026	-	-	-
2021	March 31, 2025	-	-	-

Johann Pleininger
(appointment until December 31, 2022), former Deputy Chairman of the Executive Board & Executive Officer Exploration & Production, contract until April 30, 2023¹

LTIP tranches	Payout	Value	No. of shares	Recorded expense or payout
LTIP tranche 2025 – 2027	March 31, 2028	-	-	-
LTIP tranche 2024 – 2026	March 31, 2027	-	-	-
LTIP tranche 2023 – 2025	March 31, 2026	166,667	3,699	295,925
	in EUR			5,473
	No. of shares			

Equity Deferral	End of holding period	Value	No. of shares	Value of shares awarded
2025	March 31, 2029	-	-	-
2024	March 31, 2028	-	-	-
2023	March 31, 2027	248,880	6,257	274,432
2022	March 31, 2026	730,320	15,272	645,395
2021	March 31, 2025	518,670	10,036	435,462

Elena Skvortsova
(appointment until October 31, 2022), former Executive Officer Marketing & Trading, contract until June 14, 2023

LTIP tranches	Payout	Value	No. of shares	Recorded expense or payout
LTIP tranche 2025 – 2027	March 31, 2028	-	-	-
LTIP tranche 2024 – 2026	March 31, 2027	-	-	-
LTIP tranche 2023 – 2025	March 31, 2026	162,708	3,611	298,304
	in EUR			5,517
	No. of shares			

Equity Deferral	End of holding period	Value	No. of shares	Value of shares awarded
2025	March 31, 2029	-	-	-
2024	March 31, 2028	-	-	-
2023	March 31, 2027	164,395	4,133	181,273
2022	March 31, 2026	350,840	7,336	310,019
2021	March 31, 2025	249,165	4,821	209,183

¹ With the strong performance of the LTIP 2023-2025, the individually and contractually defined maximum total annual remuneration resulting from remuneration awarded in 2023 is reached and thus, the final number of shares and the resulting payout amount of the LTIP 2023-2025 is reduced accordingly with respect to the defined limit.

For the LTIP, the amount awarded for a tranche is converted into a specific 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. For the Equity Deferral, the amount due from the Annual Bonus is converted into the due and unchangeable number of shares.

Total remuneration of active Executive Board members in the 2025 financial year

Executive Board remuneration is not subject to an automatic adjustment in line with consumer price trends but instead is reviewed regularly in view of the performance of Executive Board members as well as considering what is customary in the market within a peer group composed of the following companies: BASF, BP, Covestro, ENI, Equinor, Evonik, Galp Energia, LyondellBasell, Neste, Repsol, Shell, Solvay, TotalEnergies.

In the 2025 financial year, pension fund contributions of 25% of the base salary were paid to APK Pensionskasse AG. Benefits in kind for the members of the Executive Board include company cars, in some cases with a personal driver, and accident insurance.

For each member of the Executive Board, the following overview shows both the total remuneration based on the remuneration components awarded in a financial year (contractually agreed based on 100% target achievement) and the total remuneration based on the remuneration components due in that financial year. The Annual Bonus and the Equity Deferral provide a comparison between the remuneration awarded and the remuneration due

based on the same year. For example, in the 2025 financial year Alfred Stern received an award (contractually agreed at 100% target achievement) for the Cash Bonus component of the Annual Bonus of EUR 925,200. After applying the actual overall target achievement for the Annual Bonus, the Cash Bonus due for the 2025 financial year amounts to EUR 1,389,650 and was paid out at the beginning of 2026.

The LTIP, on the other hand, relates to different tranches of remuneration awarded and due within one year because of the three-year performance period. For instance, Alfred Stern was awarded remuneration from the LTIP tranche 2025-2027 in the amount of EUR 1,313,000 for the 2025 financial year, while an amount of EUR 1,942,303 is due as the payout from the LTIP tranche 2023-2025, resulting from an award of EUR 1,150,000 in 2023.

The variable remuneration elements account for between 59% and 67% of the remuneration awarded (contractually agreed based on 100% target achievement) to the active members of the Executive Board for the 2025 financial year.

For the remuneration due, the variable remuneration elements account for between 69% and 76% for the 2025 financial year. Between 58% and 69% of variable remuneration due are based on long-term performance, either through the LTIP or the proportion of the Annual Bonus vested in shares (Equity Deferral).

For the 2025 financial year, the total remuneration of the active members of the Executive Board can be illustrated in the tables on the following pages:

Executive Board remuneration

Alfred Stern
(appointment since April 1, 2021), Chairman of the Executive Board

In EUR		2025		2024	
		Awarded	Due	Awarded	Due
Non-performance related, fixed remuneration	Base salary	1,131,000		1,040,357	
	Benefits in kind (company car, accident, insurance and reimbursed expenses)	13,163		11,348	
	Pension fund contributions	282,750		260,089	
Performance related, variable remuneration	Annual Bonus				
	Cash bonus	925,200	1,389,650	848,400	1,018,928
	Equity Deferral	616,800	1,215,210	565,600	844,883
	Long-Term Incentive Plan				
	LTIP tranche 2025 – 2027	1,313,000	–	–	–
	LTIP tranche 2023 – 2025 Award	–	1,942,303 1,150,000	–	–
	LTIP tranche 2024 – 2026	–	–	1,204,333	–
LTIP tranche 2022 – 2024 Award	–	–	–	764,815 1,150,000	
Total remuneration	4,281,913	5,974,075	3,930,128	3,940,421	
Fixed remuneration as % of total remuneration	33%	24%	33%	33%	
Variable remuneration as % of total remuneration	67%	76%	67%	67%	

Executive Board remuneration

Reinhard Florey

(appointment since July 1, 2016), Chief Financial Officer

In EUR		2025		2024	
		Awarded	Due	Awarded	Due
Non-performance related, fixed remuneration	Base salary	925,300		867,775	
	Benefits in kind ¹ (company car, accident, insurance and reimbursed expenses)	11,795		10,598	
	Pension fund contributions	231,325		216,944	
Performance related, variable remuneration	Annual Bonus				
	Cash bonus	769,300	1,155,489	722,150	867,302
	Equity Deferral	512,900	1,010,505	480,325	717,488
	Long-Term Incentive Plan				
	LTIP tranche 2025 – 2027	442,500	-	-	-
	LTIP tranche 2023 – 2025 Award	-	705,289 387,500	-	-
	LTIP tranche 2024 – 2026	-	-	415,000	-
LTIP tranche 2022 – 2024 Award	-	-	-	257,691 387,500	
Total remuneration	2,893,120	4,039,703*	2,712,791	2,937,797	
Fixed remuneration as % of total remuneration	40%	29%	40%	37%	
Variable remuneration as % of total remuneration	60%	71%	60%	63%	

¹ Including schooling costs and related taxes.

* Note dated May 5, 2026: Corrected from EUR 3,940,421 to EUR 4,039,703

Berislav Gaso

(appointment since March 1, 2023), Executive Vice President Energy

In EUR		2025		2024	
		Awarded	Due	Awarded	Due
Non-performance related, fixed remuneration	Base salary	603,750		603,750	
	Benefits in kind ¹ (company car, accident, insurance and reimbursed expenses)	54,037		72,949	
	Pension fund contributions	150,938		150,938	
Performance related, variable remuneration	Annual Bonus				
	Cash bonus	514,500	772,779	514,500	617,915
	Equity Deferral	257,250	506,801	257,250	384,275
	Long-Term Incentive Plan				
	LTIP tranche 2025 – 2027	372,750	-	-	-
	LTIP tranche 2023 – 2025 Award	-	552,163 310,625	-	-
	LTIP tranche 2024 – 2026	-	-	372,750	-
LTIP tranche 2022 – 2024 Award	-	-	-	-	
Total remuneration	1,953,225	2,640,467	1,972,137	1,829,826	
Fixed remuneration as % of total remuneration	41%	31%	42%	45%	
Variable remuneration as % of total remuneration	59%	69%	58%	55%	

¹ Including rental, advisory costs and related taxes.



Executive Board remuneration

Martijn Arjen van Koten
(appointment since July 1, 2021), Executive Vice President Fuels & Feedstock

In EUR		2025		2024	
		Awarded	Due	Awarded	Due
Non-performance related, fixed remuneration	Base salary	656,650		615,825	
	Benefits in kind ¹ (company car, accident, insurance and reimbursed expenses)	29,421		29,087	
	Pension fund contributions	164,162		153,956	
Performance related, variable remuneration	Annual Bonus				
	Cash bonus	559,580	840,489	524,790	630,273
	Equity Deferral	279,790	551,230	262,395	391,923
	Long-Term Incentive Plan				
	LTIP tranche 2025 – 2027	405,410	-	-	-
	LTIP tranche 2023 – 2025 Award	-	631,105 355,000	-	-
	LTIP tranche 2024 – 2026	-	-	380,205	
	LTIP tranche 2022 – 2024 Award	-	-	-	236,055 355,000
Total remuneration	2,095,014	2,873,058	1,966,258	2,057,118	
Fixed remuneration as % of total remuneration	41%	30%	41%	39%	
Variable remuneration as % of total remuneration	59%	70%	59%	61%	

¹ Instead of a company car, Martijn van Koten receives a car allowance.

Total remuneration of former Executive Board members in the 2025 financial year

The employment contracts of Executive Board members do not automatically end when they leave the Executive Board. As set out in the Remuneration Policy, OMV's Supervisory Board may revoke the appointment of an Executive Board member and terminate his/her director's contract for cause as specified by law or contract. The contractually specified reasons are governed by the grounds for termination set forth in section 75 (4) Austrian Stock Corporation Act.

If such requirements are not met in the case of termination, the contractual obligations must be fulfilled until the termination date of the Executive Board contract even if the Executive Board mandate is terminated prematurely. Consequently, both the fixed and variable remuneration components will continue to be awarded until the end of the contract.

Payments from the variable remuneration, which are reported as remuneration due, continue to run in accordance with the original plan terms even after leaving the company. This creates a long-term incentive effect and ensures that the best possible decisions are made for the future of OMV right up to the last day.

Daniela Vlad left the OMV Executive Board with effect from February 28, 2025. The term of her contract as member of the Executive Board was originally set to expire on January 31, 2026. However, it was mutually and prematurely terminated effective July 31, 2025. For the six-month period from August 1, 2025, until her original contract expiration date of January 31, 2026, Daniela Vlad received a lump-sum termination payment in the amount of half her annual base salary.

Elena Skvortsova left the OMV Executive Board with effect from October 31, 2022. However, her contract as a member of the Executive Board did not end then but continued until its original end on June 14, 2023. In addition, Johann Pleininger left the OMV Executive Board with effect from December 31, 2022. His contract ended on April 30, 2023. In 2025, for both former Executive Board members, the pro-rated LTIP 2023-2025 became due. No remuneration was awarded in the 2025 financial year.

The total remuneration of former members of the Executive Board for the 2025 financial year is illustrated in the tables on the following pages:

Executive Board remuneration

Daniela Vlad
(appointment until February 28, 2025), former Executive Vice President Chemicals

In EUR		2025		2024	
		Awarded	Due	Awarded	Due
Non-performance related, fixed remuneration	Base salary	352,426		575,000	
	Compensation payment for forfeited remuneration ¹	287,500		-	
	Benefits in kind ² (company car, accident, insurance and reimbursed expenses)	54,209		85,682	
	Pension fund contributions	154,018		143,750	
Performance related, variable remuneration	Annual Bonus				
	Cash bonus	285,833	429,321	490,000	588,490
	Equity Deferral	142,917	281,556	245,000	365,940
	Long-Term Incentive Plan				
	LTIP tranche 2025 – 2027	207,083	-	-	-
	LTIP tranche 2023 – 2025 Award	-	578,495 325,417	-	-
	LTIP tranche 2024 – 2026	-	-	355,000	-
	LTIP tranche 2022 – 2024 Award	-	-	-	-
Total remuneration	1,483,986	2,137,525	1,894,432	1,758,862	
Fixed remuneration as % of total remuneration	57%	40%	42%	46%	
Variable remuneration as % of total remuneration	43%	60%	58%	54%	

¹ Daniela Vlad received a lump-sum termination payment in the amount of half her annual base salary as compensation for the shortened phase-out period from August 1, 2025, until January 31, 2026.

² Including one-off benefits associated with her relocation in the 2025 financial year.

Johann Pleininger
(appointment until December 31, 2022), former Deputy Chairman of the Executive Board & Executive Officer Exploration & Production, contract until April 30, 2023

In EUR		2025		2024	
		Awarded	Due	Awarded	Due
Non-performance related, fixed remuneration	Base salary	-		-	
	Compensation payment for forfeited remuneration	-		-	
	Benefits in kind (company car, accident, insurance and reimbursed expenses)	-		-	
	Pension fund contributions	-		-	
Performance related, variable remuneration	Annual Bonus				
	Cash bonus	-	-	-	-
	Equity Deferral	-	-	-	-
	Long-Term Incentive Plan				
	LTIP tranche 2025 – 2027	-	-	-	-
	LTIP tranche 2023 – 2025 Award	-	295,925 166,667	-	-
	LTIP tranche 2024 – 2026	-	-	-	-
LTIP tranche 2022 – 2024 Award	-	-	-	332,508 500,000	
Total remuneration	-	295,925	-	332,508	
Fixed remuneration as % of total remuneration	-	0%	-	0%	
Variable remuneration as % of total remuneration	-	100%	-	100%	

Executive Board remuneration

Elena Skvortsova

(appointment until October 31, 2022), former Executive Officer Marketing & Trading, contract until June 14, 2023

In EUR		2025		2024	
		Awarded	Due	Awarded	Due
Non-performance related, fixed remuneration	Base salary	-	-	-	-
	Compensation payment for forfeited remuneration	-	-	-	-
	Benefits in kind ¹ (company car, accident, insurance and reimbursed expenses)	1,500	-	8,351	-
	Pension fund contributions	-	-	-	-
Performance related, variable remuneration	Annual Bonus	-	-	-	-
	Cash bonus	-	-	-	-
	Equity Deferral	-	-	-	-
	Long-Term Incentive Plan	-	-	-	-
	LTIP tranche 2025 – 2027	-	-	-	-
	LTIP tranche 2023 – 2025 <i>Award</i>	-	298,304 162,708	-	-
	LTIP tranche 2024 – 2026	-	-	-	-
LTIP tranche 2022 – 2024 <i>Award</i>	-	-	-	236,055 355,000	
Total remuneration	1,500	298,304	8,351	244,406	
Fixed remuneration as % of total remuneration	-	0%	100%	3%	
Variable remuneration as % of total remuneration	-	100%	0%	97%	

¹ Including one-off benefits associated with her relocation in the 2024 financial year

The total remuneration for the Executive Board based on the actual payouts in the 2025 financial year is included in Note 35 of the Annual Report. Accordingly, the payout of the Cash Bonus 2024 and the payout of the LTIP 2022 are illustrated for 2025.

Remuneration of affiliated companies

The members of the Executive Board assign all claims to remuneration and other capital-accumulating benefits from Board functions in Group companies or affiliated companies to the Company. Furthermore, the members of the Executive Board assign to the Company claims from memberships and positions in business organizations and interest groups if these claims have been assigned by the Company by resolution of the Supervisory Board.

Clawback

There were no causes and thus no use was made of the option to reclaim variable remuneration in the 2025 financial year.

Remuneration of the Supervisory Board

Changes in the Supervisory Board

At the Annual General Meeting on May 27, 2025, Jean-Baptiste Renard, Elisabeth Stadler, and Robert Stajic were re-elected as members of the Supervisory Board of OMV.

Further, Hans-Joachim Müller was elected as member of the Supervisory Board of OMV with effect from the end of the Annual General Meeting on May 27, 2025. He is also a member of the Audit Committee, the Portfolio and Project Committee, as well as the Sustainability and Transformation Committee.

Due to the resignation of Stefan Doboczky from the Supervisory Board of OMV with effect from June 11, 2024, the Supervisory Board temporarily only consisted of nine shareholder delegates. Since the 2025 Annual General Meeting, the number of shareholder delegates has returned to ten.

Main features of the Remuneration Policy for the Supervisory Board

The Remuneration Policy for the Supervisory Board was last approved at the Annual General Meeting on May 28, 2024, with 99.82% of the valid votes cast. The Remuneration Policy for the Supervisory Board is available at [Supervisory Board | Remuneration | OMV.com](#). Furthermore, Section 16 of the Articles of Association of OMV Aktiengesellschaft sets out regulations referring to the remuneration of the Supervisory Board.

The remuneration of the Supervisory Board members elected by the General Meeting (capital representatives) is based on the system described in the Remuneration Policy for the Supervisory Board and is determined by the General Meeting:

Supervisory Board remuneration at a glance

Remuneration element	Description & Operation
Fixed annual remuneration	Annual remuneration in the form of cash for Supervisory Board activities. Depends on the role the respective Supervisory Board member assumes (e.g., higher remuneration for the Chairman/Chairwoman)
Additional fixed annual remuneration for committee membership	Additional remuneration in cash to reflect additional responsibilities and tasks on Supervisory Board committees; also depends on the role the respective Supervisory Board member assumes on the committee (e.g., higher remuneration for the committee Chairman/Chairwoman)
Meeting fee	Additional fee in cash for participating in meetings of the Supervisory Board and the committees of the Supervisory Board

In 2025, 8 meetings of the Supervisory Board and 30 committee meetings were held.

Remuneration of the Supervisory Board for the 2025 financial year

The amount of the remuneration for the capital representatives in the Supervisory Board for the 2025 financial year was resolved on May 27, 2025, with 99.9% of the valid votes cast as follows:

Remuneration for Supervisory Board members

In EUR¹

Chairman/Chairwoman	60,000
Deputy Chairman/Chairwoman	37,500
Ordinary member	30,000
Committee Chairman/Chairwoman	30,000
Committee Deputy Chairman/Chairwoman	18,750
Ordinary Committee member	15,000

¹ Meeting fees in the amount of EUR 600/meeting, as well as any applicable reimbursement of withholding tax, are not included therein.

The remuneration for the individual members of the Supervisory Board for the 2025 financial year is as follows:

Supervisory Board remuneration

In EUR

Name of the Supervisory Board member and function	Year	Supervisory Board and Committees ¹						Fixed remuneration ²			Total remuneration
		SB	PNC	PPC	AC	STC	RC	Fixed annual remuneration	Committee remuneration	Meeting fees	
Lutz Feldmann (since May 31, 2023), Chairman of the Supervisory Board	2025	C	C	-	M	-	C	60,000	75,000	17,400	152,400
	2024	C	C	-	M	-	C	60,000	75,000	16,800	151,800
Edith Hlawati ³ (since June 3, 2022), Deputy Chair- woman of the Supervisory Board	2025	DC	DC	-	-	-	DC	37,500	37,500	13,200	88,200
	2024	DC	DC	-	-	-	DC	37,500	37,500	13,200	88,200
Khaled Salmeen (since May 28, 2024), Deputy Chair- man of the Supervisory Board	2025	DC	DC	DC	-	M	DC	37,500	71,250	11,400	120,150
	2024	DC ⁴	DC ⁴	DC ⁴	-	M ⁴	DC ⁴	22,336	42,439	9,000	73,775
Khaled Al Zaabi (since May 28, 2024), Member of the Supervisory Board	2025	M	M	M	DC	-	-	30,000	48,750	15,600	94,350
	2024	M ⁴	M ⁴	M ⁴	DC ⁴	-	-	17,869	29,037	9,600	56,506
Dorothee Deuring (since May 28, 2024), Member of the Supervisory Board	2025	M	-	-	C	M ⁵	M ⁵	30,000	45,041	12,000	87,041
	2024	M ⁴	-	-	C ⁴	-	M ⁴	17,869	26,803	7,200	51,872
Patrick Lammers (since May 28, 2024), Member of the Supervisory Board	2025	M	-	M	-	C ⁵	M ⁵	30,000	48,041	12,000	90,041
	2024	M ⁴	-	M ⁴	-	M ⁴	-	17,869	17,869	6,600	42,338
Hans Joachim Müller (since May 27, 2025) Member of the Supervisory Board	2025	M ⁵	-	M ⁵	M ⁵	DC ⁵	-	18,000	29,250	7,200	54,450
	2024	-	-	-	-	-	-	-	-	-	-
Jean-Baptiste Renard (since June 3, 2022), Member of the Supervisory Board	2025	M	-	C	-	DC	-	30,000	48,750	10,200	88,950
	2024	M	-	C	-	DC	-	30,000	48,750	11,400	90,150
Elisabeth Stadler (since May 14, 2019), Member of the Supervisory Board	2025	M	-	-	DC	M ⁶	M	30,000	39,791	11,400	81,191
	2024	M	-	-	DC	M	M	30,000	48,750	11,400	90,150
Robert Stajic ³ (since June 3, 2022), Member of the Supervisory Board	2025	M	-	DC	M	M	-	30,000	48,750	14,400	93,150
	2024	M	-	DC	M	M	-	30,000	48,750	15,000	93,750

¹ Abbreviations: SB = Supervisory Board, PNC = Presidential and Nomination Committee, PPC = Portfolio and Project Committee, AC = Audit Committee, STC = Sustainability and Transformation Committee, RC = Remuneration Committee; C = Chairman/Chairwoman, DC = Deputy Chairman/Chairwoman, M = Member.

² In addition, the members of the Supervisory Board receive a cash reimbursement for expenses actually incurred. Any withholding taxes that may be refundable are not included.

³ In accordance with their contracts with ÖBAG, Edith Hlawati and Robert Stajic have assigned the remuneration for their Supervisory Board function for fiscal year 2024 at OMV AG to ÖBAG.

⁴ Since May 28, 2024.

⁵ Since May 27, 2025.

⁶ Until May 27, 2025.

In total, the members of the Supervisory Board elected by the Annual General Meeting therefore received a remuneration of EUR 949,923 for the 2025 financial year (2024: EUR 922,407).

Supervisory Board members delegated by the employee representation body do not receive any remuneration, but are entitled to a lump-sum reimbursement for expenses. In the 2025 financial year, the Supervisory Board members delegated by the employee representation body received a lump-sum reimbursement totaling EUR 63,000 (2024: EUR 63,000). The delegation of Supervisory Board members by the employee representation body is for an indefinite period; however, these employee representatives can be recalled by the delegating body at any time.

Development of total remuneration due

The following table provides an overview of the development of the total remuneration due to the Executive Board and Supervisory Board and compares this with the development of the economic performance and the development of the employee remuneration.

The development of the total remuneration due to the members of the Executive Board is heterogeneous. This is due to the gradual replacement of members of the Executive Board and the resulting new members joining and leaving the company. In addition, the members of the Executive Board do not receive annual remuneration adjustments, but only every few years, which are then correspondingly higher. Therefore, the current values cannot be put directly into relation.

The development of the Company's economic performance and the remuneration of the Executive Board are closely linked. In the 2025 financial year, OMV achieved a Clean CCS Operating Result of EUR 4.6 bn. Reported Net Income (after tax and financial result) decreased by 25%, reflecting the Operating Result trend, largely driven by a substantially lower Energy result (-41%), mainly due to negative market effects, partially offset by improved performance from Fuels (+22%) and Chemicals (+6%). The effective tax rate also increased from 53% in 2024 to 60% in 2025. The total remuneration due to the members of the Executive Board serving the full year increased in 2025 compared to 2024, driven by the relatively higher target achievement of the Annual Bonus 2025 and the LTIP tranche 2023-2025.

The comparison of the remuneration with the remuneration of employees is based on the adjusted personnel expenses. This is adjusted for Executive Board remuneration according to the Annual Report, expenses in connection with employee severance packages, taxes and social security contributions. The average personnel expenses are calculated by dividing the adjusted personnel expenses by the number of active employees in the OMV Group during the financial year, calculated as the average of the number of employees at the end of the month during the year.

The decrease in the average remuneration of OMV employees in 2025 compared to 2024 is mainly due to changes in the workforce due to deconsolidation and insourcing field activities.

In order to ensure neutral monitoring of the Executive Board by the Supervisory Board, the members of the Supervisory Board receive neither variable remuneration nor bonuses. The development of the Supervisory Board's remuneration is therefore independent of the development of the Company's economic success or the development of the remuneration of employees who receive variable remuneration or bonuses.

Due to a number of changes to the Supervisory Board during the years from 2020 to 2025, it is difficult to put the development of Supervisory Board remuneration in this period into perspective.



Comparison of total remuneration due and financial performance

Change per year

	2025 to 2024		2024 to 2023	2023 to 2022	2022 to 2021	2021 to 2020
	in %	in EUR	in %	in %	in %	in %
Remuneration of the Executive Board members						
Alfred Stern (appointment since April 1, 2021), Chairman of the Executive Board	52%	2,033,655	-2%	30%	77%	n/a
Reinhard Florey (appointment since July 1, 2016), Chief Financial Officer	38%	1,101,906	-9%	6%	13%	21%
Berislav Gaso (appointment since March 1, 2023), Executive Vice President Energy	44%	810,641	-22%	n/a	n/a	n/a
Martijn van Koten (appointment since July 1, 2021), Executive Vice President Fuels & Feedstock	40%	815,940	-1%	18%	142%	n/a
Remuneration of former Executive Board members						
Daniela Vlad (appointment until February 28, 2025), former Executive Vice President Chemicals	22%	378,663	-13%	n/a	n/a	n/a
Johann Pleininger (appointment until December 31, 2022), former Deputy Chairman of the Executive Board & Executive Officer Exploration & Production, contract until April 30, 2023	-11%	-36,583	-82%	-42%	7%	21%
Elena Skvortsova (appointment until October 31, 2022), former Executive Officer Marketing & Trading, contract until June 14, 2023	22%	53,898	-82%	-35%	0%	143%
Remuneration of the Supervisory Board members						
Lutz Feldmann (since May 31, 2023), Chairman of the Supervisory Board	0%	600	78%	n/a	n/a	n/a
Edith Hlawati (since June 3, 2022), Deputy Chairwoman of the Supervisory Board	0%	0	3%	78%	n/a	n/a
Khaled Salmeen (since May 28, 2024), Deputy Chairman of the Supervisory Board	63%	46,375	n/a	n/a	n/a	n/a
Khaled Al Zaabi (since May 28, 2024), Member of the Supervisory Board	67%	37,844	n/a	n/a	n/a	n/a
Dorothee Deuring (since May 28, 2024), Member of the Supervisory Board	68%	35,169	n/a	n/a	n/a	n/a
Patrick Lammers (since May 28, 2024), Member of the Supervisory Board	113%	47,703	n/a	n/a	n/a	n/a
Hans Joachim Müller (since May 27, 2025) Member of the Supervisory Board	n/a	n/a	n/a	n/a	n/a	n/a
Jean-Baptiste Renard (since June 3, 2022), Member of the Supervisory Board	-1%	-1,200	2%	81%	n/a	n/a
Elisabeth Stadler (since May 14, 2019), Member of the Supervisory Board	-10%	-8,959	0%	11%	107%	9%
Robert Stajic (since June 3, 2022), Member of the Supervisory Board	-1%	-600	-1%	82%	n/a	n/a
in EUR mn						
Financial performance of the Company						
Reported Net Income (after tax and net financial result)	-25%	-504	6%	-63% ¹	85%	90%
in EUR						
Financial performance of the Company						
Average remuneration of OMV employees	-4% ²	-3,259	9%	6%	10%	31% ³

¹ OMV achieved a Clean CCS Operating Result of approximately EUR 6 billion in the 2023 financial year, representing the second highest operating result in its history. However, the overall results declined compared to the levels achieved in the extraordinary year of 2022 as commodity prices fell from their unsustainable highs.

² Compared to the Remuneration Report 2024, the change in the average remuneration of OMV employees is calculated without considering Borealis.

³ The comparison of the average remuneration of OMV employees in 2020 with 2021 is difficult due to the integration of Borealis. The increase results mainly from the full consolidation of Borealis and from outsourcings in OMV Petrom's E&P division.

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