

FOCUS QUESTIONS 2011

Responses from **OMV Aktiengesellschaft**

This year, the IVA has once again drawn up 8 key questions to which listed companies are invited to respond. The answers received from the companies are published online at www.iva.or.at.

The Questions:

1. How many employees received higher total annual remuneration than an ordinary Executive Board member in 2010? How many employees earned between 100 and 75 percent of the remuneration of an ordinary member of the Executive Board.

In 2010 no employee was paid a higher annual remuneration than an ordinary member of the Executive Board.

No employee earned more than 75% of the remuneration paid to an ordinary member of the Executive Board.

2. What performance criteria is used to ensure that the performance-related pay of Executive Board members and other senior executives promotes sustainable, long-term value creation in the company? How high is the total performance-related pay as a proportion of the total wages and salary bill?

Performance-related pay for senior executives is based upon

- ▶ **The achievement of specific financial performance targets by the entire group and by those units for which the executive is responsible (e.g. Clean CCS-EBIT)**

- ▶ **The achievement of cost targets defined for each segment and**
- ▶ **The achievement of individual targets.**

For the Long Term Incentive Plan (LTIP), our performance-based participation plan, key financial figures (Total Shareholder Return, Earnings per Share, Economic Value Added) and the absolute safety performance (Reported Findings, Hazards & Near Misses) are used. The performance period for a tranche is 3 years. Participation in the LTIP is mandatory for members of the Executive Board and optional for senior managers.

Performance-based remuneration of all Austrian employees as a proportion of the total wages and salary bill amounts to 8.20% (OMV Classic + OMV Insurance Broker GmbH + OMV Future Energy Fund GmbH).

3. Amount of corporation tax paid in Austria in 2010

Advance payments of corporation tax by the fully consolidated Austrian companies included in the consolidated financial statements for 2010 amounted to EUR 41.5 mn.

4. How high were external expenses for HR consulting, legal advice and PR/lobbying (report separately)? Do guidelines exist for the award of consulting contracts? To what extent is the Supervisory Board, the Executive Board, Controlling or the Legal department involved?

- **External expenses for HR consulting: approx. EUR 1.74 mn**
- **Legal advice: approx. EUR 8.09 mn**
- **PR/Public Relations/Lobbying: approx. EUR 2.68 mn**

5. Expenses for interest groups and membership in organisations such as the Economic Chamber and the Federation of Austrian Industries, both on a national and an international level

National: approx. EUR 380,000 mn

International: approx. EUR 290,000 mn

6. Litigation pending as of the balance sheet date. Brief description of lawsuits with the highest amount in dispute: Cause of action, total costs incurred to date in the prosecution or defence of the claim

Dispute	Amount in dispute (> EUR 1 mn)	Status	Costs incurred to date	OMV Company
Antitrust suit for alleged price-fixing by the oil industry in the Czech Republic; plaintiff is the competition authority in Brno.	EUR 2.7 mn	Regional Court in Brno decided in our favour; plaintiff still considering whether to appeal		OMV Česká republika, s.r.o. (Czech Republic) as defendant
Antitrust suit for alleged price-fixing by the oil industry in the Czech Republic; plaintiff is the competition authority in Brno.	EUR 1.6 mn	Regional Court in Brno decided in our favour; plaintiff still considering whether to appeal		OMV Česká republika, s.r.o. (Czech Republic) as the legal successor to Aral Czech Republic as defendant
Claims for compensation for offshore pollution	EUR 1.3 mn	Case is being heard by the court of first instance		Thyna Petroleum Services S.A. (Tunisia) [OMV (Tunisia) Production GmbH holds 50 % stake] as defendant
Suit for violations of competition law and breach of contract, etc.	EUR 47-57 mn	Case is being heard before a court of appeal; court of first instance decided in our favour and in that of Shell		OMV New Zealand (New Zealand) to 35 % and others as defendant
Suits brought by the Chamber of Agriculture and Law Society against the Ministry of Agriculture and Ministry of the Environment due to the rededication of land in Samsun (Turkey)	Non-existent but possibly > EUR 1 mn if the suit is successful	Case is being heard by the court of first, respectively second, instance		OMV Samsun Elektrik Üretim Sanayi ve Ticaret A.Ş. (Turkey) as an indirect defendant
Suit brought by the former operator of the Sari-South-Block in response to OMV's decision to let the licence expire	EUR 13 mn	Case ongoing, lower courts decided in our favour	EUR 30,000	OMV (Pakistan) Exploration GmbH (Austria) and OMV AG
Upon retirement a former OMV employee accused OMV and its functionaries of cyber crime	EUR 1.2 mn	Case is being heard by the court of first instance	EUR 3,000	OMV (Pakistan) Exploration GmbH (Austria) and OMV AG as defendants
Suit by a financial authority for payment of LYD 2.4 mn on the basis of the Audit Report 2004-2006	EUR 1.35 mn	Case is being heard by the court of first instance		OMV of Libya Limited (Libya) as defendant
Claim for compensation brought by an advertising agency on the grounds of breach of contract	EUR 6.4 mn	Case is being heard by the court of first instance		OMV Slovenija d.o.o. (Slovenia) as defendant

7. Brief Description of CSR-Activities (Corporate Social Responsibility)

Our Approach

The Community Relations Standard applies from the conceptual stage of a project right through to successful implementation and abandonment. Integrating community relations into business operations is the responsibility of line management and is monitored by tracking not only the action plan for the project but the project site and corporate targets.

Moringa Tree Project

OMV in Yemen has started a project to supply local communities with highly nutritious Moringa trees as had been done in the project in Tunisia. Moringa oleifera trees provide a wide range of benefits and have a great potential to enhance the living standards of the local communities. Seeds begin to sprout only two weeks after being planted and do not need any chemicals or high-tech equipment which ensures that the local community can take over the project.

VIVA mi escuela

Coffee drinkers help educate children in Nicaragua. One cent for every cup of coffee sold. This is the contribution that OMV is making toward a school project in Nicaragua. OMV's VIVA shop chain is collaborating with ICEP, an Austrian NGO, on a social project that was promoted by a major advertising campaign in Austria and Germany.

Building Partnership in New Zealand

The goal of this project was to build partnership and understanding with the Maori, New Zealand's indigenous people, and to work with the local population to address their concerns. This collaboration has resulted not only in a longstanding friendship and mutual respect, but we have improved energy efficiency and life quality by installing insulation in homes and have also supported young people by providing specific self-improvement programmes.

In collaboration with the New Zealand Department of Conservation, OMV sponsored research costs for a project studying migratory whale species and members of OMV's Wellington-based staff volunteered as researchers. The project resonated strongly with local communities, including the Maori, who have an important economic stake in the business of whale-watching.

More information about our CSR activities in 2010 is available in the Sustainability Report 2010.

You can find additional projects at "Sustainability World" (www.omv.com/Sustainability:HSSE).

8. Expenses relating to sponsoring, image advertising and non-product-related advertising.

Sponsoring: approx. EUR 8.53 mn