

FOCUS QUESTIONS FOR 2012

The Answers from **OMV Aktiengesellschaft**

This year the Austrian Shareholder Association has again drawn up ten focus questions and invites listed companies to answer them. The companies' answers are published on the Internet at www.iva.or.at.

The questions:

1. How many employees in 2011 (excluding the Managing Board) had total annual pay exceeding EUR 200,000 and how many of those, had total annual pay exceeding EUR 500,000?

38 employees had annual basic pay exceeding EUR 200,000 in 2011.

Zero (no) employees exceeding EUR 500,000.

2. What performance criteria do you apply to determine the performance-based component of pay for members of the Managing Board and senior employees? What portion of the entitlement will not be due and payable until 2013, 2014 and later?

The performance-based component of pay is based on

- **the attainment of certain key financial figures for the overall Group and the sub-unit for which the manager is responsible (e.g. Clean CCS EBIT),**
- **the attainment of various cost targets defined for each area and**
- **the attainment of individual goals.**

We call our performance-based participation plan the Long-Term Incentive Plan (LTIP) 2011 and apply key financial figures (total shareholder return, earning per share, economic value added) and absolute safety performance figures (reported findings, hazards and near misses) to it. The performance period for a tranche of the plan lasts three years. Participation in the LTIP is mandatory for Managing Board members and voluntary for senior managers. The LTIP is paid out in two tranches—the first after three years and the second after five years.

3. How many women held management positions on the reporting date (absolute figures, in percent)? Are there targets set for the years ahead? If so, which ones?

**Number of female executives as of 31 December 2011: 5
Female executives as a percentage of total executives as of 31 December 2011: 11.4%**

Targets:

2015: 18% female executives

2020: 30% female executives

4. Is there an efficiency audit of the Supervisory Board? If so, when is it conducted?

The Supervisory Board has been conducting a self-evaluation annually since 2007 with an eye to continually improving the efficiency and effectiveness of its work. A detailed questionnaire is used for anonymous responses and assessment in connection with this evaluation. This year it covers the following topics: composition of and interaction within the Supervisory Board, supply of information, content of work carried out by the Supervisory Board, committees and general assessment.

5. How much was spent on directors' and officers' insurance in 2011? What is the amount insured?

Total expense for 2011: about EUR 900,000

Amount insured: EUR 90 million

6. How does the performance-based remuneration of all employees compare to the total payroll (in percent)?

The performance-based remuneration of all employees accounted for 10.45% of the total payroll.

7. Amount of corporate tax paid in Austria in 2011, amount of losses carried forward for tax purposes (Austria, abroad)?

Austrian companies fully included in the OMV consolidated financial statements for 2011 rendered a total of EUR 61.5 million in advance corporate tax payments. The corresponding corporate tax expense in 2011 is expected to amount to EUR 94 million.

Companies fully included in the OMV consolidated financial statements as of 31 December 2011 had the following loss carry-forwards:

Austria: EUR 3.3 million. Abroad: EUR 875.5 million

8. Outside expenses in 2011 for personnel consulting, legal advice and PR/lobbying (presented separately), expenses in 2011 for insertion in daily newspapers?

External expenses for personnel consulting and insertion in daily newspapers: About EUR 2.3 million

External expenses for legal advice: About EUR 14.6 million

PR/lobbying: About EUR 2.4 million

Image advertising in daily newspapers: About EUR 1.1 million

9. External expenses for the general meeting of shareholders, size of print run for annual report, costs of preparing the annual report (design, printing, graphics, other consulting services)?

- **External expenses for the general meeting:**

About EUR 234,000

- **Number of copies of annual report (German and English):**

10,550

- **Costs including agency services, printing and delivery (based on offers on hand): EUR 105,000**

10. What actions did the company take in the year under review with respect to its ecological responsibility?

We ensure that the environmental impacts of our business activities are responsibly managed along the entire value chain, from production to product quality. We consider it important to make efficient use of natural resources and to minimize emissions as well as solid and liquid waste.

Our Approach

We are committed to keeping the environmental impact of our activities to a minimum and to lowering the intensity of greenhouse gas from our facilities, products and services. The OMV “Environmental Management” guidelines as well as our Group-wide standards, goals and performance indicators form the basis for continuous improvements in these regards. We take into account environmental aspects in all decisions at Group level and in the individual business units.

Guidelines

Environmental Management at OMV is based on the precautionary principle and proactive control of possible environmental consequences. Climate protection measures at individual production sites and quality standards for OMV products are of central importance in this process.

The company adjusted its “Environmental Management” guidelines in 2011 to the new OMV strategy and to the modified internal organizational structure. They contain process requirements for the entire Group and thus connect the tough specifications of the Health, Safety, Security & Environment Policy (HSSE Policy) with the other OMV guidelines, the UN Global Compact that the company signed and practical implementation in daily business.

Reduction of CO2 Emissions from Activities

OMV has implemented a variety of projects to boost energy efficiency at OMV production sites where OMV is operations manager. These efforts have allowed OMV to cut CO2 emissions by 250,000 t and to identify potential for further reduction. Optimization projects in the refinery in Romania in particular are among the examples worth mentioning.

EU Emission Trading System

OMV has made all preparations, legal and otherwise, for participating in the EU Emission Trading System in the period from 2013 through 2020.

Wind Park in Dorobantu, Romania

The wind park has commenced commercial production.

Improved Water Management

The OMV Petrom production facility on the Black Sea has cut water consumption by 9% by implementing a better water management plan and by raising the awareness of local employees.