

Social Information

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This chapter encompasses information about Health, Safety & Well-Being and Human Rights and Equal Treatment in relation to our business activities across our three material stakeholder groups: our Own Workforce (S1), Workers in the Value Chain (S2), and Affected Communities (S3).

Our operations impact people in different ways, both positively and negatively. Our social license to operate is based on upholding human and labor rights and developing positive relationships with our employees and communities, which is why we prioritize high standards in this context.

We are also aware that the energy transition has social impacts. OMV is committed to contributing to a Just Transition for our employees and communities and addressing the social and economic effects of the transition to an environmentally sustainable economy.

Human rights are universal and guide our conduct in all our actions. As a United Nations Global Compact signatory, OMV is fully committed to the UN Guiding Principles on Business and Human Rights and aims to contribute to the UN's 2030 Agenda for Sustainable Development through a social investment strategy that addresses local needs and the UN Sustainable Development Goals. OMV strives to be a fair and responsible employer. We are committed to upholding human rights in all operations and to addressing any adverse human rights impacts we are involved in. We specifically concentrate on the impact of our activities on the human rights of individuals and groups that are more likely to be in vulnerable situations, such as indigenous peoples, women, or children.



S1 Own Workforce

Material Topic: S1 Own Workforce¹

Material Sub-Topics: Working conditions; Equal treatment and opportunities for all; Other work-related rights

Our aim is to build and retain a talented and skilled workforce by creating stable jobs and good working conditions, contributing to a Just Transition via upskilling, and actively ensuring equal opportunities for all, and in doing so cultivating an environment of respect and psychological safety to enable all employees to be their full selves. We do all of this while respecting and fulfilling their human rights (e.g., labor rights, freedom of association, and land rights), as well as reducing health and safety risks and promoting their physical and mental health in an integrative way.

Relevant SDGs:



SDG targets:

- 3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water, and soil pollution and contamination
- 4.4 By 2030, substantially increase the number of young people and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship
- 4.7 By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship, and appreciation of cultural diversity and of culture's contribution to sustainable development
- 5.1 End all forms of discrimination against women and girls everywhere
- 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life
- 8.2 Achieve higher levels of economic productivity through diversification, technological upgrading, and innovation, including through a focus on high value added and labor-intensive sectors
- 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value
- 8.7 Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking, and secure the prohibition and elimination of the worst forms of child labor, including recruitment and use of child soldiers, and by 2025 end child labor in all its forms
- 8.8 Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment
- 10.2 By 2030, empower and promote the social, economic, and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, or economic or other status
- 16.1 Significantly reduce all forms of violence and related death rates everywhere

Our material impacts and risk related to S1 Own Workforce can be found in → [SBM-3 Material Impacts, Risks, and Opportunities and Their Interaction with Strategy and Business Model](#). Responsibility for S1 Own Workforce is shared across various departments. Accountability for human rights is entrenched in our Company leadership. The CEO remains the key owner of human rights, with the CFO as co-owner. Both are briefed twice a year on achievements, challenges, and critical concerns related to human rights. HSSE is governed centrally by Group HSSE, which is led by the VP HSSE, who reports directly to the CEO. HSSE departments at OMV Petrom and Borealis govern their respective issues and coordinate their local HSSE officers and experts. OMV's People & Culture (P&C) department is responsible for a wide range of functions that are crucial to our organizational success, such as talent acquisition. The OMV P&C leadership team reports directly to the OMV Group Senior Vice President (SVP) of P&C, who reports directly to the CEO.

¹ In this chapter, "other workers working on OMV's sites" are considered equivalent to "contractor employees," and the terms will be used as synonyms.



S1-1 Policies Related to Own Workforce

With various policies and internal commitments, we provide a solid framework for interacting with our workforce, ensuring that certain principles and standards are kept at all times and that the identified material impacts and risks are covered. We list the most relevant of these below.

Code of Conduct

[MDR-P-65a-65f] For the Code of Conduct (CoC), unless otherwise specified, the key contents of the policy that are relevant for S1 Own Workforce, the process for monitoring, the scope of the policy, involvement of senior-level management, reference to third-party standards (where relevant), interests of key stakeholders in setting the policy (where relevant), and how the policy is made available to potentially affected stakeholders are covered under → [ESRS 2 Overarching Policies](#). [S1-1.20a] [S1-1.21, S1-1.AR 12] Regarding human rights, including labor rights, the OMV CoC sets a clear commitment to and alignment with international standards, as fostered in the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work and core treaties,¹ and the OECD Guidelines for Multinational Enterprises. OMV sees the principles of these standards as a baseline for all business conduct as well as its interactions with its own workforce, and expects all people within its own workforce to act accordingly. Business partners are required to sign the CoC and thereby confirm their respect of the standards as well.

To enforce compliance with these instruments, we have various mechanisms in place, among them our Human Rights Management System, which features a stringent due diligence process, audits, grievance mechanisms, and continuous review. Furthermore, professional human rights training and awareness-raising are crucial for bringing our human rights commitment to life. [S1-1.20b] Respecting the interests of our employees is a central aspect of OMV's human rights approach. Therefore, we emphasize proactive and respectful actions when engaging with our workforce, which include but are not limited to continuous exchange with employee representatives, granting freedom of association and collective bargaining, conducting regular surveys, and providing speak-up and grievance channels such as our Integrity Platform. For details, see → [S1-2 Process for Engaging with Own Workers and Workers' Representatives About Impacts](#). [S1-1.20c] The CoC also determines our commitment to providing or enabling remedy for human rights impacts in line with international standards. For details, see → [S1-3 Processes to Remediate Negative Impacts and Channels for Own Workers to Raise Concerns](#).

[S1-1.22] [S1-1.24a-24c; AR 13; AR 16] Within our human rights commitments and with our CoC, we stipulate zero tolerance for the use of forced or compulsory labor, human trafficking, any form of slavery, or child labor among our own workforce. We therefore also fully support the aims of the UK Modern Slavery Act 2015 and are committed to operating our business and supply chain free from forced labor, slavery, and human trafficking. The OMV Statement on Modern Slavery and Human Trafficking explains in detail the countermeasures taken in all parts of the business and value chain. We acknowledge vulnerability as a decisive parameter when it comes to the enjoyment of human and labor rights and therefore place a particular focus on those persons and groups with a high likelihood of being in vulnerable circumstances, such as young workers, women, migrant workers, indigenous peoples, and human rights defenders.

In line with this, we are committed to diversity and we do not tolerate racial discrimination or discrimination on any other grounds such as color, sexual identity, gender identity or expression, age, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, indigenous origin, property, marital or family status, disability, health status, including mental health, or any other status. This applies to our own workforce as well as applicants. We do not tolerate any form of abuse, harassment, or discrimination in any work-related setting or in connection with any work-related activity. As outlined in our CoC, we strive to foster a diverse and inclusive workplace that promotes equal opportunities for all. This is implemented mainly through our various diversity, equity and inclusion (DE&I) initiatives. [S1-1 AR 10] Since the major revision of the CoC in 2024, one minor change related to our own workforce was made during the reporting year: human rights-

1. 1. Freedom of Association and Protection of the Right to Organise Convention No. 87; 2. Right to Organise and Collective Bargaining Convention No. 98; 3. Forced Labour Convention No. 29; 4. Abolition of Forced Labour Convention No. 105; 5. Minimum Age Convention No. 138; 6. Worst Forms of Child Labour Convention No. 182; 7. Equal Remuneration Convention No. 100; 8. Discrimination (Employment and Occupation) Convention No. 111



related issues were explicitly added to the list of issues that can be submitted as complaints via the Integrity Platform.

Enterprise-Wide Risk Management Standard

[MDR-P-65a-65f] For the Enterprise-Wide Risk Management (EWRM) Standard, unless otherwise specified, the key contents of the policy that are relevant for S1 Own Workforce, the process for monitoring, the scope of the policy, involvement of senior-level management, reference to third-party standards (where relevant), interests of key stakeholders in setting the policy (where relevant), and how the policy is made available to potentially affected stakeholders are covered under → [ESRS 2 Overarching Policies](#).

Policies Related to Human Rights

Human Rights Policy Statement

[S1-1.17] [S1-1.19] [MDR-P-65a-65f] For the Human Rights Policy Statement, unless otherwise specified, the key contents of the policy that are relevant for S1 Own Workforce, the process for monitoring, the scope of the policy, involvement of senior-level management, reference to third-party standards (where relevant), interests of key stakeholders in setting the policy (where relevant), and how the policy is made available to potentially affected stakeholders are covered under → [ESRS 2 Overarching Policies](#). [S1-1.20a] [S1-1.21] [S1-1.22] [S1-1.24a, 24b] The Human Rights Policy Statement explicitly backs up our human rights commitments established by the Code of Conduct and confirms full alignment with international standards and treaties and the elimination of discrimination based on any grounds as outlined above. The Human Rights Policy Statement stipulates specific human rights commitments relevant for our own workforce as detailed below.

Labor Rights

[S1-1.20a] This includes decent living wages, working hours, employee representation, collective bargaining, and provisions against forced labor, child labor, and modern slavery. We support the five fundamental principles and rights at work outlined in the ILO's Declaration. We are committed to respecting workers' rights, in line with the ILO's fundamental conventions on rights at work, and we expect our contractors, suppliers, and the joint ventures we participate in to do the same. Where local labor rights standards fall short of OMV's standards, based on international human rights law, OMV is guided by its higher standards unless this is forbidden by law. OMV strives to be a fair and responsible employer. Upholding and promoting labor rights is essential to achieving legal compliance in a local and international environment. It is also essential to ensuring that our global workforce can develop professionally and fulfill their personal aspirations in line with our business needs. Read more about our approach to this topic under Operational Changes and Minimum Notice Periods.

Security

[S1-1.20a] This includes preventive, defensive, and community-oriented approaches to security, clear guidelines, supervision, and training, all in a manner consistent with relevant laws and international standards or initiatives, including the Voluntary Principles on Security and Human Rights (VPs) and the International Code of Conduct for Private Security Service Providers (ICoC).

Health and Safety

[S1-1.20a] [S1-1.23] This covers OMV's health and safety management including its workplace accident prevention policy and management system, as well as community arrangements.

Environment and Climate Change

[S1-1.20a] OMV recognizes the right to a clean, healthy, and sustainable environment as a human right that is intrinsically linked to a wide range of others. With our OMV Strategy 2030, we are fully committed to supporting and accelerating the energy transition, practicing responsible resource management, and minimizing the environmental impacts of our operations. Cognizant of the social impacts that the energy transition entails, OMV is committed to contributing to a Just Transition for our own workforce, and affected communities, and to addressing the social and economic effects of the transition to an environmentally sustainable economy.



The OMV Human Rights Policy Statement is our overall commitment to respecting human rights in our business operations, to identifying any potential or actual adverse impacts, and to addressing them adequately. This is facilitated by our due diligence process, which is based on two major mechanisms:

Human Rights Management System

[S1-1.20a] [S1-1.21] The OMV Human Rights Management System (HRMS) provides a framework to actively manage OMV's human rights impacts and risks, and to support its commitment to respecting human rights as set out in the OMV Group Human Rights Policy Statement. This HRMS consists of OMV's Human Rights Responsibility Matrix, a description of OMV's human rights due diligence (HRDD) process, and roles and responsibilities in implementation. We have integrated specific requirements related to aspects such as working hours and rest times, adequate living wages, and occupational health and safety, all in line with international human rights standards, into our Human Rights Responsibility Matrix, which forms the basis of all our due diligence activities. Wherever we identify gaps in the implementation of these international standards as mapped in the Universal Declaration of Human Rights, ILO, or OECD, we develop action plans to close them and be fully compliant with our commitment.

[S1-1.20b] When reviewing our human rights policies and processes, including the Human Rights Policy Statement in 2022 and the Human Rights Management System in 2024, we involved a variety of internal stakeholders in the gap analysis and consultation phase. Employee representatives were also consulted and endorsed our proposal to make human rights e-learning a mandatory training requirement for employees. [S1-1.20c] OMV has publicly committed to addressing adverse human rights impacts in which we are involved, and to taking appropriate measures for their prevention, mitigation, and, where necessary, remediation. We view grievance mechanisms as vital tools for preventing and managing negative impacts on local communities, employees, and other stakeholders. Our goal is to address all grievances received, whether they are based on actual or perceived issues, and regardless of whether the complainant is known or anonymous, in accordance with the UN Effectiveness Criteria.

Human Rights Due Diligence & Human Rights Responsibility Matrix

[S1-1.21] The human rights due diligence process follows the steps defined in the UN Guiding Principles in Business and Human Rights and can be summarized in four key steps: identify, address, track, and remediate. The Human Rights Responsibility Matrix is our preventive tool that helps us to address the negative impacts that have been identified in connection with the application of human rights principles. At all stages of the ongoing human rights due diligence process, we use it as a universal standard, mapping out reality on the ground against the specific responsibilities as defined in the matrix, and identifying any gaps we need to focus on. This approach helps us identify any potential human rights impacts of our business activities and enables us to prioritize impact management activities.

Policies Related to Health, Safety & Well-Being

All Health, Safety & Well-Being policies are connected by the OMV Group HSSE Strategy 2030. This strategy is underpinned by the HSSE Directive and outlines concrete mid-term goals to support the Group's business strategy. For more details, see → [ESRS 2 Overarching Policies](#). [MDR-P-65a] These policies all aim to improve health and safety in OMV working environments at various stages and through various initiatives, and as such contribute to minimizing our potential negative impact on our workforce's health and safety caused by misaligned staffing. Furthermore, they support our potential and actual positive impact on our employees' satisfaction and health by ensuring a healthy and safe workplace. [S1-1.23] The policies and provision related to Health, Safety & Well-Being also form OMV's workplace accident prevention policy and management system. Specifically, the policies addressing workplace accident prevention are the HSSE Directive, the Occupational Safety Management Standard, and HSSE Risk Management. The HSSE management system also includes an element dedicated to preventing workplace accidents.

HSSE Directive

[MDR-P-65a-65f] [S1-1.19] For the HSSE Directive, unless otherwise specified, the key contents of the policy that are relevant for S1 Own Workforce, the process for monitoring, the scope of the policy, involvement of senior-level management, reference to third-party standards (where relevant), interests of key stakeholders in setting the policy (where relevant), and how the policy is made available to potentially affected stakeholders are covered under → [ESRS 2 Overarching Policies](#).



The specific HSSE commitments outlined within this policy that are relevant for all workers within our own workforce are detailed below.

Risk Assessments

[MDR-P-65a] Our risk management approach involves identifying hazards, assessing risks, and implementing appropriate controls. Risk management regulations are developed, maintained, and applied. HSSE risks for acquisitions and divestments are evaluated to enable robust decision-making. All sites and activities are systematically and periodically reviewed. Processes and regulations are assessed for their HSSE impact. Occupational health examinations are conducted to prevent harm to employees from their specific work or work environment. Risks are controlled according to the following hierarchy: eliminate – tolerate – reduce – transfer. The process of hazard identification and risk assessment is documented, maintained, and available at the point of use. Findings are reported and addressed, with follow-up actions implemented in a timely manner according to their priority, and their effectiveness verified. Individuals exposed to hazards are made aware of the risks, the controls implemented, and their responsibilities. Hazard registers and risk assessments are regularly updated and reviewed. Major risks and the respective mitigation measures are evaluated and monitored within the Enterprise-Wide Risk Management (EWRM) system and documented in the Group-wide Active Risk Management System (ARMS) database. They are reported to top management twice a year or as necessary whenever issues arise. Senior management are directly involved in reviewing risks identified as a top priority.

Audits

[MDR-P-65a] To assess the effective implementation of HSSE regulations and identify areas for improvement, we have established an audit and review system. This system ensures that HSSE-relevant information and data are regularly gathered, reported, compiled, and analyzed. Our HSSE regulations are subject to independent review to achieve continuous improvement. HSSE aspects of all activities undergo regular self and independent audits according to established procedures. We ensure that resources are available to conduct these audits and reviews. Actions arising from audits and reviews are assessed for quality and monitored until they are satisfactorily resolved. We determine that systems, designs, work processes, activities, or tasks conform to specified regulations and verify the ability to access valid HSSE regulations.

Incident Reporting and Investigation as a Remediation Measure

[MDR-P-65a] All employees and contractors are encouraged to report any unsafe conditions and behaviors to line management to identify and resolve potential issues that could lead to future incidents or accidents. We acknowledge these suggestions for improvement submitted by employees and contractors locally. All incidents, hazards, HSSE walks, audits, findings, and defined actions are reported and tracked within a central HSSE reporting tool. Online training is regularly organized via the My Success Factors learning platform to ensure the effective use of the HSSE reporting tool.

Health Standard

[S1-1.19] [MDR-P-65a] The OMV Health Standard provides guidelines to mitigate the potential negative impact on workers' health caused by misalignment of staffing needs and project-related pressures. It ensures effective employee health care across OMV with a specific focus on occupational health and safety management for both our own workforce and value chain workers working on OMV's sites. It stipulates that OMV Group health care is based on four pillars: occupational health, curative medicine, emergency care and preparedness, and preventive programs for physical and mental health, and sets out the main principles, roles, and responsibilities, lines of communication within the OMV Group, a framework for managing preventive health measures and curative health care, and collaboration among HSSE specialists. It supplements local legal requirements, allowing us to establish a harmonized level of health care services and access to medical facilities at all OMV sites. [MDR-P-65b- 65f] For the Health Standard, unless otherwise specified, its scope, involvement of senior-level management, reference to third-party standards (where relevant), interests of key stakeholders in setting the policy (where relevant), the process for monitoring, and how the policy is made available to potentially affected stakeholders are the same as for the HSSE Directive and covered under → [ESRS 2 Overarching Policies](#). In addition, OMV's Health Standard also applies to medical staff involved in providing medical services and medical advice to OMV Group companies.



Reporting, Investigation, and Classification of Incidents Standard

[S1-1.19] [MDR-P-65a] OMV aims to provide its employees and contractors with a safe workplace. This is not only a moral obligation but also necessary to ensure seamless operations, without costly shutdowns or delays due to incidents. OMV's Reporting, Investigation, and Classification of Incidents Standard clearly outlines the systematic approach to be followed (beyond local/national laws) and the regulations, roles, and responsibilities when notifying, reporting, investigating, and classifying incidents within OMV. It also identifies appropriate preventive and corrective actions. It aims to ensure that all incidents are identified and reported in a timely manner. Work-related incidents with impacts or higher potential impacts on human health and safety, the environment, quality, our own workforce, customers, financial and asset loss, reputation, media attention, or compliance are thoroughly investigated to determine their direct, root, and systemic causes. [MDR-P 65b-65f] For the Reporting, Investigation, and Classification of Incidents Standard, unless otherwise specified, the scope of the policy, involvement of senior-level management, reference to third-party standards (where relevant), interests of key stakeholders in setting the policy (where relevant), the process for monitoring, and how the policy is made available to potentially affected stakeholders are the same as for the HSSE Directive and covered under → [ESRS 2 Overarching Policies](#).

Occupational Safety Management Standard

[S1-1.19] [MDR-P-65a, 65d] The Occupational Safety Management Standard is an integral part of the Group's HSSE management system, utilizing standardized instructions, practices, and specifications to ensure safe work. Key components include organization, resources, management processes, performance, safety culture, and documented practices, aligned with ISO 45001. Its aim is to provide a framework for managing the prevention of work-related incidents, developing and implementing occupational safety objectives, and establishing systematic processes that consider safety risks and opportunities for improvement. This involves identifying hazards, assessing occupational safety risks, and establishing operational controls to minimize these risks. Additionally, it includes raising awareness of occupational safety hazards and how to mitigate them through information, communication, and training, continuously evaluating and improving safety performance, developing the necessary competencies, fostering a mature safety culture, and ensuring the involvement, informing, consultation, and participation of employees. [MDR-P 65b-65c, 65e-65f] For the Occupational Safety Management Standard, unless otherwise specified, the scope of the policy, involvement of senior-level management, interests of key stakeholders in setting the policy (where relevant), the process for monitoring, and how the policy is made available to potentially affected stakeholders are the same as for the HSSE Directive and covered under → [ESRS 2 Overarching Policies](#).

Policies Related to Working Conditions, Equal Treatment and Opportunities, and Other Work-Related Rights

Our policies related to equal working conditions, equal treatment, and other work-related rights are underpinned by the OMV People & Culture Strategy 2030, which provides the vision and cultural direction for all our HR matters, focusing on Employee Experience, Organizational Evolution, New Ways of Working, and Growing Talent. The strategy is closely aligned with the Company's 2030 business strategy and thus enables OMV to achieve its transformation and growth objectives while simultaneously fostering a high-performance, inclusive, and innovative culture, supporting leadership development, talent management, diversity, and organizational effectiveness.

Human Resources Directive

[S1-1.19] [MDR-P-65a, 65b] OMV's Human Resources Directive (HR Directive) establishes the operational framework and governance to realize the P&C Strategy's ambitions, setting up HR processes and regulations across the entire OMV Group and all its entities, excluding Borealis. It outlines the main principles, values, and organizational setup for HR functions, detailing roles and responsibilities, HR processes, and governance. The directive aims to ensure consistency, internal equity, and transparency in HR practices, supporting the business strategy and adding value by engaging the business in HR-related matters. It covers areas such as reward management, talent acquisition, people development, international mobility, and HR administration, while respecting local legislation and country-specific regulations. With its provisions on people development specifically, our HR Directive supports the mitigation of the risk of inefficient reskilling and training and subsequently the risk of failing to implement our strategy successfully. By regulating talent acquisition, HR administration, and worktime-related matters, the directive also contributes to mitigating the potential negative impact on health and safety management caused by misaligned staffing needs and resource shortages on projects. Lastly, the directive's principles on equity, transparency, reward management, and worktime and flexibility help to leverage our actual and potential positive impact on enhancing employees' satisfaction, productivity, and health through just and favorable working conditions and work-life balance. The



effectiveness of the directive is monitored periodically by the respective functions through assessments and by tracking progress against targets.

This directive is supported by its Annex 1, which contains the People & Culture Ethics Policy outlining OMV's zero-tolerance stance on any form of abuse, harassment, or discrimination in any work-related setting. [S1-1.24a] In this way, the HR Directive together with the People & Culture Ethics Policy emphasize the importance of managing diversity, recognizing it as a significant strength that we are actively building on, while fostering an environment where all employees can work free from harassment, unlawful discrimination, and retaliation. We are committed to continuously developing new initiatives and measures to promote diversity and equal opportunities within the organization. [S1-1.24d] Using our SpeakUp Channel, anyone can raise concerns online regarding serious work-related misconduct, including harassment and discriminatory practices. [S1-1 AR 10] The HR Directive was updated with guidance on this internal grievance channel (SpeakUp Channel), which is also dedicated to our own employees.

[MDR-P-65c] The Senior Vice President of the People & Culture department holds the most senior position accountable for the implementation of the HR Directive and the People & Culture Ethics Policy. [MDR-P-65e] OMV subject matter experts (e.g., from the P&C department, human rights experts, legal experts, etc.) were either directly involved in the development of the HR Directive and People & Culture Ethics Policy or consulted during the internal review process to seek their feedback on the draft policies. [MDR-P-65f] The HR Directive and People & Culture Ethics Policy are made available to all OMV employees via the Regulations Alignment Platform on the OMV Intranet and, where required, during training sessions.

The specific human rights commitments outlined within the Human Resources Directive that are relevant for our own workforce are detailed below.

Working Hours and Flexibility

[S1-1.20a] [MDR-P-65a] We are committed to complying with applicable local working time and overtime payment provisions. Part-time work is offered. In general, our part-time employees are entitled to the same benefits as full-time employees, except where benefits are linked to the amount of time worked (e.g., number of home office days per month, with full-time employees being entitled to more home office days than part-time employees). In line with local legal provisions, we offer further flexible work options such as special part-time work for certain age groups and options to work from home that provide greater time flexibility for our staff. We offer various forms of long- and short-term breaks from work such as sabbaticals and parental and other care leave.

Operational Changes and Minimum Notice Periods

[S1-1.20a] [MDR-P-65a] Our personnel policy is based on long-term employment. Both staff and the organization should benefit from long-term working relationships. We are also aware that job security represents a major concern not only for the individual employee, but also for society and the region concerned, and we therefore make every effort to meet these responsibilities by means of contingency planning. Where business, organizational, or security changes require adaptations in the workplace, or even a termination of employment, we evaluate all the options, engage in constructive dialogue, and respond with the maximum possible care and sensitivity. Almost all our employees are covered by mandatory notice periods under employment law or collective bargaining agreements in the event of restructuring. In situations where staff release becomes unavoidable, we make every effort to consider the economic and social consequences of those affected. We are committed to complying with local legislation regarding minimum notice periods in each country where we operate.

Wages and Rewards

[S1-1.20a] [MDR-P-65a] We are committed to paying locally adequate wages in the regions where we operate. For almost all our employees, minimum wages or salaries are fixed by law or agreed by way of collective bargaining. Annual remuneration reviews are conducted for this purpose. OMV continuously monitors market trends and international best practices to attract, motivate, and retain the best-qualified talent from around the world. Base salaries are set in accordance with internationally accepted methods for determining market levels of remuneration, and comply with the relevant legal regulations, for example collective bargaining agreements. Base salaries are market-oriented, fair, and tailored to the position and expertise of the employee. OMV encourages equal pay at all career stages, for instance by setting standardized entry-level salaries that are reviewed each year in line with the local market situation. Furthermore, to promote and support OMV's strategy, OMV also aims to ensure



compensation and benefits packages that are competitive within relevant labor markets in the oil, gas, and chemical industry.

People & Culture Ethics Policy on Non-Discrimination

[S1-1.19] [S1-1.24a-24d] [MDR-P-65a] With our People & Culture Ethics Policy we aim to ensure equal employment opportunities without discrimination or harassment, including sexual harassment, on the basis of any of the grounds mentioned under → [Code of Conduct](#). This policy applies to all applicants and employees, all majority-owned subsidiaries of OMV, and all affiliated companies under the control of OMV, who either apply this policy as is or adopt policies consistent with this policy. OMV encourages reporting of all perceived incidents of discrimination and harassment and prohibits retaliation, regardless of the offender's identity or position. OMV has established dedicated channels through which stakeholders may voice concerns. Any reported allegations of harassment, discrimination, or retaliation will be investigated promptly with commitment to the principles of confidentiality, anonymity, fair and equal treatment, and bona fide protection, among other things. With this policy, OMV promotes its positive impact on employee satisfaction and health by creating a safe, respectful, and empowering environment. Spot checks, grievance investigations, and internal audits are used to monitor the effective implementation of this policy. [MDR-P-65b-65c, 65e-65f] For the P&C Ethics Policy, unless otherwise specified, the scope of the policy, involvement of senior-level management, interests of key stakeholders in setting the policy (where relevant), and how the policy is made available to potentially affected stakeholders are the same as for the HR Directive.

Diversity, Equity & Inclusion Vision

[S1-1.24a] OMV is committed to ensuring equal employment opportunities, as stated in the P&C Ethics Policy, to enhance our positive impact for all employees. The DE&I vision builds on existing policies and supports OMV's objective of ensuring fair treatment and equal opportunities for all employees, maintaining zero tolerance for discrimination, and fostering an inclusive work environment. The OMV Group's DE&I vision is built upon three key pillars: Diversity of Thought and Experience, Equitable Opportunity, and Inclusive and Safe Spaces. This vision is supported by the following policies, which state OMV's zero-tolerance stance on any form of abuse, harassment, or discrimination in any work-related setting: the Code of Conduct, the HR Directive (including the P&C Ethics Policy), and the Human Rights Policy Statement. [S1-1.24c] Furthermore, OMV is committed to inclusive practices and positive action for groups at higher risk of vulnerability within its workforce. Specifically, for women, we ensure gender equality in recruitment, hiring, and promotion through our equal opportunity initiatives. OMV has also introduced supportive policies that encourage work-life balance, provide maternity leave, and support career development for women.

[S1-1.24d] In Austria, we offer family-friendly facilities including childcare options, a lockable rest room for pregnant employees at the head office, and a fully equipped parent-child office with workstations and play areas at the Schwechat refinery. In OMV in 2025, 100% of women and 100% of men were eligible for family-related leave, and among them, 10% of women and 5.6% of men took advantage of this option. [S1-1.24d] All of these principles are implemented hand in hand with the relevant policies and through a Group-wide DE&I governance structure and volunteer Employee Resource Groups (ERGs). Additionally, the achievement of diversity targets is incorporated into the ESG targets within the Long-Term Incentive Plan (LTIP) as part of the remuneration of the Executive Board. To ensure female talent is identified and supported throughout their careers, we have embedded diversity targets into our people processes, including recruitment, talent, succession planning, learning, and leadership development. For more information, see → [S1-5 Targets Related to Own Workforce](#).

S1-2 Processes for Engaging with Own Workers and Workers' Representatives about Impacts

To adequately manage our material impacts and risks, we strive to ensure continuous engagement with our own workforce and their representatives in various ways. These include:

Engagement Related to Health, Safety & Well-Being

[S1-1.25] [S1-2.27a, 27b] Safety walks and HSSE awareness-raising campaigns targeting employees are conducted on an ongoing basis to ensure safety is embedded within our corporate culture. Greater focus is placed on improving the HSSE walks by encouraging open dialogue while they are in progress. This promotes understanding of the



challenges in the operating fields and increases trust between the workforce and management. Feedback is fed into the HSSE plans (at local level and at Group level) and monitored in our HSSE reporting tool. Practical Life-Saving Rules (LSRs) training will be continued and delivered systematically in the Safety Centers. The LSRs are discussed with employees on an ongoing basis during awareness programs, workshops, HSSE walks, and various team meetings. Workers are engaged in initiating, implementing, evaluating, and improving health and safety programs. They work closely with their managers to find joint solutions to common problems, which helps managers pinpoint issues while motivating and encouraging workers to improve their own safety. Activities to promote safety are a constant focus in our organization, with dedicated resources and actions implemented on a monthly, quarterly, and annual basis. Financial and human resources related to health and safety include funding allocated for engagement activities such as HSSE campaigns, HSSE walks, training programs, and workshops, as well as dedicated health and safety personnel.

Engagement activities related to HSSE topics occur at multiple levels across the OMV Group. At the corporate level, these include the development of an annual Group HSSE plan, the communication and alignment of Points of Contact (PoC) across Safety Centers, support for HSSE systems within the organization, and the implementation of a Group-wide communication strategy. Additionally, corporate initiatives encompass HSSE campaigns and events such as HSSE Manager Days, the World Day for Safety and Health at Work, World Mental Health Week, and the HSSE Leadership training program. At local level, engagement activities feature regular meetings and HSSE days, ensuring that information is integrated into both local and Group HSSE plans and internal communication campaigns. [S1-2.27e] The effectiveness of our health and safety engagement is assessed through feedback from participants, including both employees and contractors, as well as through annual internal audits. When negative feedback is received or safety walks identify unsafe practices, the root cause is investigated and reported. Internal audits are conducted to ensure our safety measures and protocols comply with our internal guidelines. Areas for improvement identified are then incorporated into the annual HSSE plans. [S1-2.27c] The VP of the HSSE department, who reports directly to the CEO, is responsible for overseeing all initiatives related to our HSSE engagement.

Engagement Related to Working Conditions, Equal Treatment and Opportunities, and Other Work-Related Rights

[S1-2.27a, 27b] We engage with our own workforce and workers' representatives through direct communication and value creation initiatives, our main instrument the biennial Pulse Check surveys, and quarterly events with top management. These quarterly events include discussions of financial results and Q&A sessions, while town hall meetings facilitate open dialogue. OMV also supports collective bargaining to represent and protect employee interests and rights. A European Works Council, established by agreement between OMV and employee representatives in the EU/EEA, governs information, consultation rights, and financing. The Council and its Steering Committee meet regularly, with OMV representatives attending by invitation. In countries with works councils or employee representatives, local management engages with them regularly or as needed, through meetings or written communication. Employee representatives are involved whenever workforce interests are affected and at all stages required by local law.

The Pulse Check, our main tool for measuring the engagement of our employees, is an essential part of our People & Culture Strategy relating to employee experience. It is a chance for our employees to have their say and an opportunity to share their thoughts and ideas. The Pulse Check covers the dimensions of purpose, job satisfaction, motivation, and well-being. It assesses several key indices, including safety, innovation, line managers, employee development, strategy, empowerment/involvement, well-being, values, sustainability, transformational leadership, and inclusion. The Pulse Check takes place at both organizational and local levels. Leaders receive a comprehensive debriefing pack with all relevant information. Overall key findings are shared with employees via internal communications. [S1-2.27c] The People & Culture departments in OMV, OMV Petrom, and Borealis have dedicated resources to support the planning and execution of the Pulse Check survey and follow-up actions. Leaders are asked to hold a debrief on the engagement results within their teams and collaborate with them to develop action plans during dedicated workshops.

[S1-2.27e] Based on the feedback received from the recent Pulse Check survey in Q4 2024, key focus areas have been defined at Group level to strengthen employee involvement. The integration of this feedback into action plans was a priority for 2025. These action plans are developed collaboratively with employees through dedicated workshops and are communicated back to the own workforce via internal communication channels. This approach ensures



that feedback is systematically recorded, integrated into decision-making processes, and that employees are kept informed about how their input has influenced decisions. [S1-2.AR 24e] As OMV is undergoing its transformation to a low-carbon business, the Pulse Check allows us to keep a critical eye on not only the engagement of our employees but also the extent to which they feel they can contribute to the strategy, that they receive the right skills for the future, and that they understand the sustainability goals.

[S1-2.27e] The Pulse Check response rate can provide an indication of the effectiveness of the measures the organization takes, as employees feel that we listen and take action. In the Pulse Check 2024, we achieved a very high response rate of 86% at Group level. Compared to 2023, 3% of employees in the OMV Group (OMV 7%) moved from actively disengaged/passive to moderately/highly engaged, meaning a 3% increase in the overall engagement score for the OMV Group. This positive trend can be seen across both gender groups. Since 2022, disengagement has been consistently decreasing, and the disparity with the benchmark for the oil, gas, and consumable fuels sector is narrowing.

[S1-2.28] At OMV, understanding the perspectives of all employees, especially those who may be marginalized or vulnerable, is key to our DE&I commitment. Our Pulse Check includes a standard on inclusion, and 64% of OMV Group employees agree that we strive to include and fully utilize the diverse talents, experience, and backgrounds of all employees. To support this, we have DE&I Employee Resource Groups (ERGs) and Ambassadors who promote DE&I in daily operations and strategic decisions. We host Group-wide events with Q&A sessions to provide a platform for open dialogue and address any concerns or suggestions from our diverse workforce. Additionally, we have established a dedicated email address for employees to share their DE&I experiences and ideas and the SpeakUp Channel to report any misconduct. Our commitment to transparency is reflected in our DE&I reporting, which provides detailed information on gender, age, and nationality. These reports are shared during the talent management process at our annual Group People Days, ensuring that our progress and challenges are visible to all stakeholders and guiding our ongoing efforts to foster an inclusive and equitable workplace. Through these comprehensive steps, OMV strives to create an environment where all employees feel valued and heard.

S1-3 Processes to Remediate Negative Impacts and Channels for Own Workers to Raise Concerns

SpeakUp Channel

[S1-3.30, S1-3.32a-32c] We regard grievance mechanisms as a key tool for preventing, managing, and remediating adverse impacts on our own workforce and other stakeholders. In accordance with the UN Effectiveness Criteria, we aim to address all grievances received, regardless of whether they stem from real or perceived issues and whether the complainant is identified or anonymous. Where we have caused or contributed to a material negative impact, we are committed to providing or contributing to the provision of adequate remediation. The channels available for registering work-related grievances include local reporting mechanisms at Company level and our online SpeakUp Channel. All of these channels are established and managed by OMV.

The SpeakUp Channel provides our own workforce and other stakeholders with a secure platform to confidentially and, if necessary, anonymously share information about any potential work-related misconduct they have perceived or observed. It is part of our Whistleblowing Integrity Platform, but managed independently by the P&C function. The P&C function is responsible for operating the SpeakUp Channel and managing communication on workplace-related grievances with reporters through the associated IT tool. Trained P&C personnel oversee the grievance handling process, ensuring that all complaints are treated consistently and fairly using the following process: an initial pre-screening to prioritize cases, assignment, planning, internal investigation, appropriate resolution actions, clear communication of outcomes, follow-up to ensure effective implementation (where necessary), and documentation following closing. [S1-3.32d] We provide comprehensive training to employees involved in overseeing and supporting the grievance handling process. All our employees and management are informed about the availability of these channels through our internal communication tools, emphasizing the importance of using grievance channels and maintaining open communication. Our intranet and internet pages contain detailed information on the functioning, processes, and purposes of grievance handling, which helps to manage expectations and ensure proper reporting. [S1-3.32e] OMV evaluates the effectiveness of the remedies provided by gathering feedback from employees, tracking the time taken to resolve issues, and assessing whether similar problems arise again. To prevent recurrence, OMV ensures that implemented measures are continuously monitored and improved



as necessary. For example, spot checks and internal audits are conducted to identify the effectiveness of the measure and any gaps or areas for improvement.

[S1-3.33] To ensure that our workforce can trust this channel as a means for raising their concerns, we are also working on implementing effective feedback mechanisms, such as making SpeakUp Channel topics a regular agenda item at meetings with the Works Council and conducting feedback sessions with case managers and administrators. Provisions to ensure protection against retaliation for individuals reporting work-related misconduct are stipulated in our Code of Conduct, our P&C Ethics Policy, and our P&C Misconduct Reporting Procedure. These provisions specifically protect employees from experiencing negative consequences related to their professional advancement, further training, income, or other professional development opportunities, such as dismissal, demotion, denial of promotion, negative performance appraisals, or disciplinary actions for reports made in good faith. In addition to our SpeakUp Channel, we offer various other local channels at company level, such as employee hotlines and designated contact persons depending on the issue at hand (e.g., People & Culture, Compliance, or HSSE representatives, PetrOmbudsman). Many of our companies have established employee representation bodies like works councils, which offer further support in the event of grievances.

S1-4 Actions Related to Own Workforce

We have a set of actions in place to manage our material impacts and risks in relation to our own workforce, many of which are implemented on an ongoing basis. After a brief overview and overarching information about these actions and initiatives, we will present them in more depth, structured according to our focus areas of Human Rights, HSSE, and Equal Treatment for All.

In light of the geopolitical tensions in the Middle East, including military actions in Iran, the UAE, and elsewhere, OMV has taken, and continues to take, all precautionary actions to ensure that any impacts on our own workforce are minimized as much as possible. At this stage potential consequences remain uncertain and are dependent on future developments; the situation will be monitored accordingly.

[S1-4.37] [S1-4.38a] [MDR-A-68a] To fulfill our human rights commitments as established by our Code of Conduct and Human Rights Policy Statement, and to address the material negative impact of inadequate application of human rights standards, we have defined the following actions: identifying and assessing impacts and risks and conducting training and awareness-raising on human rights. [S1-4.39] These actions are developed based on the outcomes of the initial stage of the human rights due diligence process, which comprises the annual human rights impact and risk mapping exercise. This is carried out in cooperation with Group human rights experts, local focal persons, and subject matter experts, and is informed by consultations with internal stakeholders, external experts, and affected rights holders. [S1-4.43] To ensure the proper implementation of the actions, OMV has allocated the following resources: three human rights experts – two at OMV and one at OMV Petrom. Additionally, a team of three compliance experts at Borealis steers and supports the implementation of human rights due diligence. They provide tools, guidance, training, and subject matter expertise to conduct the human rights due diligence steps as described above. These efforts are supported by 23 human rights focal persons and the respective subject matter experts within the business.

[S1-4.37] [S1-4.38a] [MDR-A-68a] To support our HSSE Directive and the concrete objectives of the Group HSSE Strategy and to address the potential negative impact of a misalignment in staffing needs and resources with effects on health and safety management, annual HSSE plans are developed as part of the broader HSSE strategy. This strategy is implemented through these annual plans and corresponding targets. Using a combined top-down and bottom-up approach, 47 local annual HSSE plans are created and centrally monitored. Projects are prioritized each year for implementation in alignment with our P&C Strategy. [S1-4.43] OMV dedicates efforts and personnel to ensuring all actions outlined in the HSSE plans are executed.

[S1-4.37] [S1-4.38c] [S1-4.40a] [MDR-A-68a] To address the other material impacts related to our workforce, specifically enhancing employee satisfaction, health, and productivity by ensuring heightened awareness of human rights and mitigating the risk of stagnation due to inefficient reskilling and training, we have defined specific actions that include training and skills development, developing transformational leadership competencies, talent attraction and retention, performance management and career development, and raising awareness of DE&I. Recognizing the risk to our progress from not having up-to-date knowledge and skills, we are committed to continuously improving our



training programs to ensure our workforce remains skilled and compliant. These actions thereby contribute to fulfilling the objectives of our Human Resources Directive and the P&C Ethics Policy. [S1-4.43] OMV allocates substantial financial and human resources to mitigating material risks and contributing to people and culture development in the areas where we operate. This includes an annual budget to implement the actions defined in the People & Culture Strategy and dedicated P&C personnel throughout the Group. [S1 4.AR 47] In addition to these actions, our material risk is managed as part of the regular Enterprise-Wide Risk Management (EWRM) process where it is assessed, addressed, and monitored regularly. For details, see → [ESRS 2 General Information](#).

[MDR-A-69a, 69b] Despite the resources dedicated to the mentioned actions and initiatives, none of them exceeded our key action threshold¹ in the reporting year. Therefore, these data requirements have not been addressed. [S1-4.AR 43] Cognizant of the social impacts that the energy transition entails, OMV is committed to contributing to a Just Transition² for our employees and to addressing the social and economic effects of the transition to an environmentally sustainable economy. As part of our P&C Strategy and ongoing transformation, employee development has become a top priority. We need to identify and integrate employees with a diverse skill set. It is essential to balance reskilling employees to develop new energy solutions with retaining and training those with the skills necessary to support our business.

[S1-4.41] As the fundament for all actions, OMV is committed to ensuring that our practices do not cause or contribute to material negative impacts on our own workforce. We prioritize data privacy and security, ensuring that employee information is handled responsibly, ethically, and in line with all applicable regulations by granting access rights only to eligible persons. Spot checks and internal audits are conducted to ensure that only authorized individuals have access to personal data. [S1-4.AR 45] For information on whether and how external developments have been considered regarding dependencies turning into risks, see → [IRO-1 Description of the Processes to Identify and Assess Material Impacts, Risks, and Opportunities](#).

Actions Related to Human Rights

Impact and Risk Identification and Assessments

[S1-4.41] [S1-4.37] [S1-4.38a] [MDR-A-68a] Impact and risk identification and assessments serve as preventive measures to ensure our current and future business activities do not cause or contribute to negative impacts on affected rights holders, including our own workforce, value chain workers, and affected communities, and that we address negative human rights impacts wherever they cannot be sufficiently prevented. OMV has developed due diligence tools and techniques to identify and assess actual and potential human rights impacts and risks related to our business, even before we launch or acquire a business in a new country or region. Findings are presented to the respective Executive Board member to factor into the decision on whether or not to enter a country. We use these assessments to derive concrete due diligence measures to ensure an activity's compliance with our human rights responsibilities. This human rights due diligence is an ongoing process, starting with entering new business activities and continuing throughout our ongoing operations, as well as upon decommissioning or disinvestment.

[MDR-A-68a-68c, 68e] In 2025, we conducted four country entry checks that included assessments of human rights risks related to OMV's potential business activities in the respective countries and proposals for concrete mitigation measures in the event of positive entry. As part of these checks, we analyzed to what extent OMV could potentially be involved in adverse human rights impacts on its own workforce when deciding to engage in a planned activity, and how to address them. Also in 2025, we conducted an exit review for Yemen, which included reviewing human rights impacts on our own workforce associated with OMV's exit from its operations in Yemen and the transfer of its assets to the government of Yemen. Moreover, OMV conducted a human rights management system review of the UAE branch office with the support of external human rights experts. Key findings and recommendations were discussed with internal teams and external experts in dedicated workshops. The review evaluated OMV Abu Dhabi's management systems and processes for identifying and addressing adverse impacts on both the company's own

1 [MDR-A 69b] Key actions are defined as those requiring CAPEX of EUR ≥5 mn for their implementation through the end of the planning period. In 2025, the planning horizon was shortened from five years to three, resulting in forward-looking CAPEX that is lower compared to the Sustainability Statement 2024. CAPEX includes additions to property, plant, and equipment and to intangible assets (incl. IFRS 16 right-of-use assets) and expenditures for acquisitions, as well as equity-accounted investments and other interest for pre-defined sustainability CAPEX categories. Decommissioning assets, government grants, borrowing costs, additions to assets disposed (under certain conditions), and other additions that by definition are not considered capital expenditure are not included in CAPEX figures. Within the boundaries of applicable accounting standards, expenditure incurred during project implementation is generally capitalized, thus included in the CAPEX figures. OPEX figures related to key actions are not disclosed due to current limitations in data availability and may be included in future reports as reporting practices evolve.

2 "Just Transition" refers to addressing the social and economic effects of the transition to an environmentally sustainable economy as stated in the ILO Guidelines for a Just Transition.



workforce and value chain workers resulting from joint venture activities, while ensuring compliance with host country regulations. Recommendations focused on leveraging existing due diligence systems to more effectively manage impacts on worker rights within joint ventures. These recommendations have been incorporated into a comprehensive action plan for OMV Abu Dhabi. With our newly introduced annual Human Rights Impact and Risk Mapping exercise, we also identify countries and business contexts with elevated risks of labor rights violations and severe human rights abuse such as forced labor, child labor, or restrictions on the freedom of association.

[MDR-A-68b, 68c] These ongoing due diligence initiatives for the identification and assessment of impacts and risks are relevant for our current and future business activities globally and focus on our own workforce as well as our business partners' activities. [S1-4.38d] To track and assess the effectiveness of our human rights due diligence initiatives, we utilize ongoing monitoring (e.g., human rights on-site checks) and the Human Rights Self-Assessment tool. The self-assessment questionnaire, based on our Human Rights Responsibility Matrix, covers topics including rights holder engagement, working conditions, and occupational health and safety. It is filled in by local management, before being analyzed and assessed by independent external human rights professionals. Based on the findings, we develop an action plan to address the concerns raised and to close the gaps identified in the implementation of our human rights commitments. Conducting Human Rights Self-Assessments is crucial in tracking the effectiveness of our measures to address human rights impacts on our workforce. As a result, no severe human rights incidents or incidents related to child labor or forced labor have been reported since 2017.

[MDR-A-68e] Following the 2024 Human Rights Self-Assessment, OMV Tunisia implemented several human rights initiatives as part of the action plan. In 2025, the company managed to maintain its social license to operate by continuing the community relations and social investment programs, focusing on access to basic services, education, and employment. Additionally, the People & Culture policy of OMV Tunisia was updated to introduce the SpeakUp Channel and to reinforce the importance of collective representation, workplace equality, non-discrimination, and fair working conditions.

Human Rights Training

[S1-4.37] [S1-4.38a] [MDR-A-68a-68c] We pay special attention to training to bring our human rights commitment to life and prevent negative human rights impacts on our workforce. All employees are required to complete our interactive e-learning course on human rights, which has been part of the training curriculum for all our employees worldwide since 2020 and is now an ongoing action without a limited time frame. The course provides a basic understanding of human rights in the business context, insights into our specific responsibilities and due diligence tools, and what to do in the event of observed or alleged human rights abuse. Our subsidiary Borealis provides a mandatory human rights e-learning course for the entire Borealis workforce in nine languages, covering all relevant human rights aspects and including transparent information and lessons learned from the PDH Kallo incident in 2022. For details, see [OMV Sustainability Report 2022](#).

In 2025, 4,339¹ employees completed the human rights e-learning, and a total of 49 participants in instructor-led sessions learned about human rights in the business context, new and upcoming regulatory requirements, the OMV Human Rights Management System, and additional focus topics. By the end of 2025, 78.5% of employees at Borealis, OMV Petrom, and OMV had been trained in human rights. [S1-4.38d] To track the effectiveness of our training, we ask participants for feedback using a standardized questionnaire. Additionally, Human Rights Self-Assessments help us assess the effectiveness of our training initiatives. Lastly, we set ourselves the target to train all OMV employees in human rights, which helps us track the progress of training initiatives (see [S1-5 Targets Related to Human Rights](#)).

[MDR-A-68e] In addition to training all employees on the basics, in 2025, we strategically shifted our efforts toward delivering tailored training programs for our 23 newly appointed human rights focal persons and engaging employees who had not yet completed the human rights e-learning. As a result, the majority of the human rights focal persons (78.3%) participated in dedicated webinars, and we achieved an overall training completion rate of 78.5% employees trained. Training on human rights is also provided to workers in our upstream value chain. For details, see [S2 Workers in the Value Chain](#).

1 The absolute figures include board members, external and leased personnel, and interns.



Awareness-Raising

[S1-4.37] [S1-4.38a, 38c] [MDR-A-68a] We also implement internal awareness-raising campaigns throughout the Group to inform our staff about our approach and prevention measures related to salient human rights issue areas like human trafficking. In 2025, we continued working on engaging the top management in human rights. As the key figures and co-owners of human rights in the OMV Group, the CEO and CFO have been directly briefed by our Group human rights experts about updates to our policies and due diligence activities. Human rights topics were also discussed with the general managers and leadership teams of the respective business units and summaries shared in written form. [MDR-A-68b, 68c] Our awareness-raising campaigns target our own employees and occur throughout the year without a limited time frame. [S1-4.38d] To track the effectiveness of our awareness-raising activities, we use the Human Rights Self-Assessment tool.

Actions Related to Health, Safety & Well-Being

Preventive Care

[S1-4.37] [S1-4.38a, 38c] [MDR-A 68a] Preventive care is our proactive measure to address and contribute to our employees' long-term health. This is achieved by implementing a variety of initiatives and projects across the OMV Group. OMV maintains or works with a total of 42 medical units across all locations where we have operating facilities. To address occupational health risks, our medical staff carry out specific preventive examinations in compliance with the legal regulations of the countries in which we operate. Preventive programs address not only targeted pathologies but also stress management education and healthy lifestyle campaigns. [S1-4.38d] To track the effectiveness of these medical units, internal audits are conducted to ensure that the quality of the preventive examinations aligns with our Health Standard and the legal regulations of the countries where we operate.

[MDR-A 68b, 68c, 68e] Preventive examinations that are provided by the medical units at our sites are available to our own employees as well as the other workers working on OMV's sites. Additional health initiatives and awareness-raising campaigns such as skin cancer screening, cardiovascular programs, and ophthalmological screenings are reserved for our own employees. In 2025, a multitude of health webinars targeting preventive care were organized on different subjects, ranging from mental health to cardiovascular education. 2025 was the year of focusing on mental health, so particular emphasis was placed on preventing the aggravation of the early signs of mental health conditions. Ten preventive health care webinars were dedicated to this subject, during which our network of mental health first aiders reached the proposed target of 60 employees. Six comprehensive workshops were held with departments to help our employees recognize the early signs of mental health conditions like burnout and inform them that they can attend the Health Centers if they need assistance. [S1-4.38d] To continue preventive care with a focus on mental health, we set the target of exposing at least 30% of all employees to at least to one mental health activity by 2030 (see → [S1-5 Targets Related to Health, Safety & Well-Being](#)). This enables us to track the progress of related activities.

Training, Awareness-Raising, and Safety Promotion

[MDR-A 68a-68c] [S1-4.37] [S1-4.38a, 38c] Training, awareness-raising, and safety promotion activities are part of our preventive and enhancement measures targeting all employees on an ongoing basis. All OMV employees at all levels are regularly trained for their roles and responsibilities. Education and training are important for informing workers and managers about workplace hazards and controls, so they can fully understand the hazards, eliminate or mitigate the risks, and work safely. All staff are required to be familiar with the HSSE Policy, internal HSSE regulations, relevant legislation, and especially the Life-Saving Rules (LSRs). Following the update and Group-wide alignment of our LSRs, we ran an in-depth program to train our employees in our LSR Training Safety Center. All training activities contribute to and further develop HSSE awareness as part of our corporate culture, for example by stopping and reporting unsafe or irresponsible acts and conditions and reporting any near misses, incidents, and non-compliance. [S1-4.38d] Through these reports, we track the effectiveness of training, awareness-raising, and the promotion of safety practices.

Life-Saving Rules Safety Centers

[S1-4.38a, 38c] [MDR-A 68a-68c, 68e] In 2024, we rolled out and implemented our new concept for practical training on our Life-Saving Rules for 20 operational locations. Since then, our own employees continuously receive practical training in the specially built Safety Training Centers to act as a multiplier for safety on-site. This helps improve the relationship between the workforce and management and encourages safe behavior, leading to an overall positive impact at our sites. A major focus in the Safety Centers is increasing safety awareness and knowledge through



practical training to avoid serious incidents. Safety programs were implemented with the aim of consolidating and improving safety performance. To underline their importance, they are supported and managed by senior management as sponsors. [S1-4.38d] All of these capacity-building actions – training, awareness-raising, safety promotion, and the LSR Safety Centers – are linked to our targets related to the Total Recordable Injury Rate and work-related fatalities, as our performance against these targets reflects the effectiveness of our capacity-building initiatives, among other things (see → [S1-5 Targets Related to Health, Safety & Well-Being](#)).

Actions Related to Working Conditions, Equal Treatment and Opportunities, and Other Work-Related Rights

Training and Skills Development

[S1-4.37] [S1-4.38a, 38c] [S1-4.40a] [MDR-A 68a-68c] By offering competitive training and skills development opportunities to our own workforce across the Group, we aim to mitigate the risk of inefficient reskilling and foster a culture of continuous learning and development. To expand our employees' skill sets to meet the demands of our dynamic business and pave the way to becoming a net-zero company by 2050, we are focusing on several key areas.

In 2025, the training options focused on HSSE, a legally required, mandatory, and business-critical topic. We continued our collaboration with LinkedIn Learning and offer the Digital Academy, which provides training to help everyone take part in lifelong learning and build strengths in the capability areas needed to deliver the OMV Digital Journey. The Data Academy, a global initiative for all finance employees, offers data-related training that is fully integrated with competence management, skill definition, and DataCamp curricula, providing comprehensive courses for all skill levels. Additionally, a global Data Analytics program supports upskilling in data analytics and science. OMV has also created a global AI learning path via LinkedIn Learning for all skill levels. These initiatives prepare employees for a rapidly evolving professional landscape and the growing field of digitalization. OMV's leadership portfolio focuses on enabling new leaders to quickly and efficiently take on their new role, develop leadership capabilities, and learn relevant tools. In addition, a modular program helps new and current leaders to upskill on people and business processes. To mitigate the risk of inefficient reskilling of our workforce, particularly with regards to the transition to a greener, climate-neutral economy, specific initiatives to upskill employees in technical areas are being continued, e.g., training on green gases and energy efficiency. The training and skills development activities and their progress are directly linked to our target of increasing the average number of annual learning hours per employee (see → [S1-5 Targets Related to Equal Treatment for Own Workforce](#)).

[S1-4.38d] Measuring the effectiveness of training is achieved through training evaluation forms that are distributed to training participants upon completion of the respective training.

Transformational Leadership Competencies

[S1-4.37] [S1-4.38a, 38d] [S1-4.40a] [MDR-A 68a-68c] The Transformational Leadership Competencies form the basis of the Group-wide mandatory leadership assessment, which is part of the recruitment process for key managerial and project management positions and conducted by an external partner. By employing standardized evaluation methods, we aim to identify and select candidates who not only possess the necessary skills and expertise but also align with our commitment to sustainable leadership practices. This action is an ongoing process and specifically targets leaders within our workforce. The action also supports our 2030 target of increasing the share of women at senior management level to 30% (see → [S1-5 Targets Related to Equal Treatment for Own Workforce](#)).

The Transformational Leadership Competencies are applied in our training programs and therefore assessed using the training evaluations forms. By incorporating them into our training programs and evaluating them consistently using these forms, we can measure how well our leadership development efforts are fostering effective leaders. This process allows us to gauge the impact of our training on employee performance, engagement, and overall organizational culture, ensuring that our initiatives are driving positive outcomes for our workforce.

Talent Attraction and Retention

[S1-4.37] [S1-4.38a, 38c] [MDR-A-68a] [S1-4.40a] At OMV, we use shared internal job boards to offer diverse career opportunities. Externally, we build strong talent pipelines through partnerships with key universities and offer apprenticeships and internships focused on technical and commercial roles. In both the Energy and Fuels segments, we regularly conduct graduate programs for highly qualified university graduates, supporting them in establishing their careers. In Energy, the Integrated Graduate Development Program (IGD) focuses on enhancing understanding of the energy value chain and developing soft and technical skills, with a new emphasis on the Low Carbon



Business. The Fuels & Feedstock Fresh Graduate Program targets graduates in engineering or business administration, providing virtual and F2F training combined with leadership meetings and site visits. Both programs enable young employees to improve the specific technical and business skills needed for outstanding job performance and support them in building their future careers. In 2025, 86 employees participated in the IGD program and 34 in the Fuels & Feedstock program. [S1-4.38d] To track the quality of these programs, all participants are encouraged to provide feedback through a survey conducted at the end of the program. [MDR-A 68b, 68c] These actions are aimed at all employees within our workforce, as well as external stakeholders interested in pursuing a career at OMV, and are implemented on an ongoing basis.

[MDR-A-68e] To retain talent, we have ongoing leadership programs in place that are designed to support all employees who take on new management roles, as well as current leaders who want to upgrade their basic knowledge of leadership. The OMV Leading Ahead program continued in 2025 in partnership with Borealis and OMV Petrom to offer the Group's top talent a wide-ranging leadership development journey and a broad career platform. As part of our ongoing transformation, we are committed to ensuring that no one is left behind. To facilitate this, we offer low-carbon training solutions and continue to expand our efforts to upskill our workforce. The aim is to keep skills up to date, acknowledging that existing skills can be transferred to new energy solutions, thereby mitigating the risk of missing skills in the workforce that could jeopardize the implementation of our transition strategy.

Performance Management and Career Development

[S1-4.37] [S1-4.38a] [MDR-A-68a-68c] OMV strives to maintain a uniform organizational structure that provides clarity and transparency in relation to responsibilities and the hierarchical classification of positions. At OMV and OMV Petrom, we have developed Company-wide career paths that outline the experience and skills required for each position. OMV has an annual review process in place to support our employees and managers in the structured, systematic planning of performance and personal development within the Company. Employees and their managers work together to set performance and development goals, review progress, and evaluate achievements, with employees ultimately being rewarded and recognized annually. Progress is monitored annually through completion rates of performance evaluations. [S1-4.38d] Succession planning is a key component in tracking and assessing the effectiveness of this action. By ensuring that candidates for available positions are selected from a well-defined succession plan, we can measure the success of our talent development programs, leadership training, and career progression initiatives. This process helps us evaluate how effectively we are preparing our employees for future roles, thereby supporting our overall strategy for workforce development and organizational resilience and mitigating the risk of an insufficiently skilled workforce.

Diversity, Equity & Inclusion

[S1-4.37] [S1-4.38a] [MDR-A-68a, 68b, 68c, 68e] In 2025, we continued our DE&I initiatives to support our 2030 targets of increasing the representation of women in senior management to 30%, ensuring at least 20% (stretch target 30%) of Executive Board members are female, and creating an inclusive and accessible work environment for people with disabilities (see → [S1-5 Targets Related to Equal Treatment for Own Workforce](#)). Diversity is promoted by our Employee Resource Groups in six workstreams across OMV: Accessibility, Gender, Generations, Intercultural, LGBTQ+, and Parenting/Caregivers. Several cross-Company events are organized as part of the annual DE&I events calendar: International Women's Week, Pride Month celebrations, International Day of Tolerance, and the Positively Purple event. Moreover, Generations Coffee Mornings were established, community lunches were held, and internal blog articles were published that contributed to the growing visibility of DE&I within the OMV Group.

The DE&I Playbook serves as a comprehensive toolkit to support line managers in building an inclusive work environment. Additionally, the DE&I Learning Hub offers a vast array of LinkedIn training modules designed to enhance the skills of both leaders and employees. In 2025, OMV launched a new DE&I training program for line managers and employees, which covers DE&I fundamentals, the importance of belonging, and practical approaches to active inclusion. Two pilot sessions were held to gather feedback from diverse perspectives. Delivered by internal trainers, the sessions are offered every two months. Together with our DE&I Ambassadors, several events were organized across various business areas. These workshops focused on raising awareness, identifying OMV's specific DE&I needs, and exploring ways to create and sustain an inclusive work environment.

The Gender stream organized an International Women's Day event with the theme #AccelerateAction, including a keynote and panel featuring OMV senior leaders. Within our divisions, OMV celebrated International Women in



Engineering Day and received the amaZone Award for our commitment to training and equal opportunities for young women in technical apprenticeships. In the Chemicals segment, a dedicated workshop addressed retaining female talent, breaking bias, and supporting mothers returning from parental leave. To connect and empower women in the Energy segment, the “femmeforward” network was launched as a pilot program to foster sharing knowledge and experiences within the Energy division. Our Accessibility stream continued its awareness-raising activities with the annual Positively Purple event.

All of these initiatives are aimed at all employees within our workforce and take place on an ongoing basis. They contribute to the creation of a diverse, inclusive, favorable, and just workplace for all, which in turn fosters our positive impact on employee well-being.

[S1-4.38d] The score of the DE&I question on inclusion in the Pulse Check and our training evaluation forms are essential tools for tracking and assessing the effectiveness of our DE&I programs. These tools help us measure how well we are fostering a diverse and inclusive environment, the effectiveness of our training sessions related to DE&I, and our overall progress toward our DE&I targets.

Metrics and Targets

S1-5 Targets Related to Own Workforce

To track the effectiveness and progress of our policies and actions addressing material impacts and risks related to our own workforce, we have set measurable, outcome-oriented, and time-bound targets. To address the negative impacts of inadequate application of human rights standards and misalignment of staffing needs and resources – which can affect safety and health management – we aim to ensure our workforce is trained in human rights, including the right to a safe and healthy workplace. Additionally, we cultivate a company safety culture through targets focused on mental health, incident reduction, zero fatalities, and safe working practices. To enhance the positive impact of heightened awareness of human rights, OMV promotes a diverse and inclusive workplace with targets such as increasing the share of women in senior management, boosting international management representation, and ensuring the inclusion of persons with disabilities. The material risk of inefficient reskilling and training is addressed by our target of increasing the average number of annual learning hours per employee. Like our policies and actions, our targets are structured according to our focus areas of Human Rights, HSSE, and Equal Treatment for All and are explained in more detail in the following section.

Targets Related to Human Rights



Train OMV Group Employees in Human Rights

[S1-5.44a, 44b] [MDR-T-80a-80j]

[MDR-T-80a] Professional training in and raising awareness of human rights are crucial to bringing our human rights commitment, as established in our Code of Conduct and the OMV Human Rights Policy Statement, to life. It is essential that our workforce understands their own rights as well as those of value chain workers and affected communities. This knowledge heightens their awareness of human rights, enabling them to co-create enhanced working conditions and identify and address negative impacts of the inadequate application of human rights standards. For this reason, our mandatory human rights e-learning is a vital part of the training curriculum for all employees worldwide.

2025	2030
Train all OMV Group employees in human rights	Train all OMV Group employees in human rights



Absolute target	
Value chain activities	Own operations
In scope	All employees of OMV (based on head count)
Out of scope	Employees of suppliers/contractors
Geographical coverage	All employees Group-wide
Base year	2019
Baseline value in %	47

[MDR-T-80f] The target was established with the aim of creating a measurable and comparable KPI, as well as enhancing human rights management skills through training and awareness initiatives. At the time of setting this target, only a few peers had measurable goals related to human rights, and we recognized the training target as a valuable tool to support the implementation of our commitment. Initially, the KPI focused on a specific target group (employees in corporate functions managing human rights risks, as well as corresponding functions in countries with elevated human rights risks) with a baseline of 4% trained in 2017. By 2019, we had already achieved 82% of employees trained within this group and decided to expand the scope to include the entire workforce, establishing a new baseline of 47% trained in 2019. [S1-5.47a, MDR-T-80h, 80i] Internal stakeholders involved in setting this target include EB members (e.g., during board workshops, as part of the development of the Sustainability Strategy in 2017/18), the Works Council (discussion and approval for mandatory e-learning in 2022), and the P&C Learning Services Department (ongoing expert consultation and coordination). The targets were approved by the OMV EB. There were no changes made to this target or related metrics in the reporting year.

Status 2025

[MDR-T-80j] The target is monitored twice a year and reported annually. **78.5%** (2024: 80%) of employees are trained in human rights. In 2025, **4,339** employees (2024: 6,868) completed the human rights e-learning course, and **49** employees (2024: 23) participated in (virtual) classroom training on human rights. The target of 100% employees trained by 2025 has not been fully achieved. A contributing factor was the integration (“in-setting”) of large numbers of blue-collar workers not anticipated in the context of this specific target setting. Additionally, these employees have limited access to the online learning platform.



[S1-47b, 47c] The progress against the target, combined with year-on-year figures, is reviewed twice a year, which provides an insight into the achievement level of this target. Our CEO and CFO are updated twice a year during our human rights briefings on the progress made. Only selected employees are involved in tracking OMV's performance against this target, including OMV human rights experts, who discuss progress and measures to improve the level of achievement both among themselves and with learning and development experts. Progress is also monitored in connection with the effectiveness of the related action of human rights training. Through engagement with training participants and human rights focal persons through surveys, areas for improvement can be identified.



Targets Related to Health, Safety & Well-Being¹



Total Recordable Injury Rate

[S1-5.44a] [MDR-T-80a-80j]

[MDR-T-80a] Backed by the HSSE Directive and in line with the provisions in our Code of Conduct, the OMV Group HSSE Strategy 2030 defines several strategic goals. This target related to the injury rate supports the strategic goal to “Ensure the safety, physical and mental integrity of people,” thereby addressing any potential negative impacts on health and safety management.

2025	2030
At least second quartile in the respective business segment	First quartile in the respective business segment

Relative target	
Value chain activities	Own employees and contractor employees
In scope	100% for fully owned assets and for assets where the Group's interest is less than 100% but more than 50%, and where the Group's interest is 50% or less if OMV is the operator of a joint venture. We compare to each business segment and region (usually continent) we are operating in. Relevant industrial association (e.g., IOGP, Concawe, Cefic, Solomon, NACE)
Out of scope	Joint ventures where OMV does not have control or operatorship; where OMV has no management control, M&A in the integration phase
Geographical coverage	Group-wide
Base year	2024
Baseline value	The KPI is calculated independently for each year, without reference to prior years.

[MDR-T-80f] The Total Recordable Injury Rate (TRIR) is the number of recordable injuries (fatalities, lost workday cases, restricted workday cases, and medical treatment cases) per 1,000,000 hours worked. The TRIR is calculated on an annual basis and reported as a combined rate including data for both employees and other workers on OMV's sites (value chain workers under OMV management control). The following sources are used to define or benchmark this KPI: OMV HSSE Policy/Directive, OMV Group HSSE Policy, and the internal HSSE reporting tool. Reporting follows IOGP safety and environmental data reporting standards, Concawe reporting guidelines, and Ipeca/IOGP Health Performance Indicators, which provide guidance for the oil and gas industry. [MDR-T-80h] The target was proposed during internal workshops involving relevant internal stakeholders and business functions and approved by the OMV Executive Board (EB) in 2024. [MDR-T-80i] There were no changes to this target in the reporting year.

Status 2025
[MDR-T-80j] TRIR: 1.38 per 1 mn hours worked (2024: 1.33)

¹ [MDR-T-80a-80j] The targets related to Health, Safety, & Well-Being in S1 Own Workforce (excluding the target on preventive health care programs) and in S2 Workers in the Value Chain, apply to all of our own employees and non-employees (leased personnel e.g., engineering and technical staff, operational field staff, HSSE, project managers, supply chain and procurement, legal and compliance) and all other workers on OMV's sites, known as contractor and sub-contractor employees. To ensure comparability of these indicators across the industry, the targets are established based on best practice guidelines for the oil, gas, and chemicals industry. All targets are monitored monthly and reviewed annually to evaluate our year-on-year performance and identify potential areas for improvement.



HSSE Engagement Walks (EWs)

[S1-5.44a, 44b] [MDR-T-80a-80j]

[MDR-T-80a] Another strategic goal of our OMV Group HSSE Strategy 2030 is “Enhancing the effectiveness and efficiency of processes, regulations, and tools.” The target related to HSSE Engagement Walks thus aims to ensure safe work on-site, share positive observations, eliminate unsafe situations and behavior, and generate commitment, thereby minimizing potential negative impacts on employees' health and safety and promoting positive impacts.

2025	2030
30% of the HSSE EWs should be associated with focus areas as follows: 1. EW with LSR focus, 2. EW with contractors, 3. EW to train newcomers and less experienced employees	From 2030 onward, the number of HSSE EWs with rewards for positive observations will also be included in the calculation as stated for 2025

Relative target	
Value chain activities	Own operations (including contracted services when applicable)
In scope	100% for fully owned assets and for assets where the Group's interest is less than 100% but more than 50%, and where the Group's interest is 50% or less if OMV is the operator of a joint venture
Out of scope	Joint ventures where OMV does not have control or operatorship
Geographical coverage	Group-wide
Base year	2025
Baseline value	n.a. This target was set starting in 2025, with the 2025 figure serving as the baseline for future years.

1 In this chapter, “other workers working on OMV’s sites” are considered equivalent to “contractor employees,” and the terms will be used as synonyms.

[MDR-T-80f] The target is calculated as (Number of EW LSR + Number of EW Contractors + Number of EW Coached) / (Total Number of EW) × 100. Number of EW with LSR focus refers to HSSE EWs with a focus on the Life-Saving Rules, EW with contractors refers to HSSE EWs conducted with other workers on OMV’s sites, and EW coached refers to EWs to train newcomers and less experienced employees. [MDR-T-80h] The target was proposed during internal workshops involving relevant internal stakeholders including Group HSSE (e.g., in the refineries), Group Sustainability, and specific business functions. It was approved by the OMV Executive Board (EB). [MDR-T-80i] The target focuses on reducing negative impacts on safety. There were no changes to this target in the reporting year. This target was established to ensure safe work on-site to avoid material impacts on our own workforce and value chain workers while on our premises.

Status 2025

[MDR-T-80j] In 2025, 37% of HSSE EWs were conducted with a focus on LSR, EWs with contractors, and EWs to train newcomers and less experienced employees.

Preventive Health Care Programs with a Focus on Mental Well-Being

[S1-5.44a, 44b] [MDR-T-80a-80j]

[MDR-T-80a] A further strategic goal of the OMV Group HSSE Strategy 2030 is to “Improve workability through integrated health management.” The target related to preventive health care supports this goal and is in line with our commitment to supporting our employees in improving both their mental well-being and physical health, thereby reducing our potential negative impact on their well-being and increasing our positive impact.

2025	2030
At least three Group actions (webinars, surveys, lectures) targeting mental health topics	Reach at least 30% exposure among all employees to at least to one mental health activity



Relative target from 2025 to 2030; absolute target from 2030 onward	
Value chain activities	Own employees
In scope	100% for fully owned assets and for assets where the Group's interest is less than 100% but more than 50%, and where the Group's interest is 50% or less if OMV is the operator of a joint venture
Out of scope	Joint ventures where OMV does not have control or operatorship
Geographical coverage	Group-wide
Base year	2023
Baseline value	0

[MDR-T-80f] The methodology for calculating achievements in 2025 involves reporting the quantitative number of each type of mental health event organized per year by the Health Management department, including internal communications (blogs, MyNews), webinars, and mental health training sessions. For 2030, the methodology involves calculating the percentage of the total number of people exposed to at least one of the activities organized on mental health topics in the last five years, relative to the total number of employees. The assumption regarding the number of participants attending the online events is based on the number of individuals who accepted the training invitation. [MDR-T-80h] The target was proposed during internal workshops involving relevant internal stakeholders and business functions and approved by the OMV Executive Board (EB). [MDR-T-80i] No changes were made to the target, metrics, or methodologies in the reporting year.

Status 2025

[MDR-T-80j] In 2025, we tripled the number of employees exposed to webinars. Almost 1,000 individual users attended the 10 webinars organized on this topic. By the end of 2025, we expanded our network of mental health first aiders to a total of 60 (2024: 12), extending coverage across several OMV locations. This growth has enabled us to create a robust mental health knowledge network, ready to intervene and support employees throughout the organization whenever needed. Six departmental workshops were organized, with half conducted face to face. These sessions initiated valuable discussions and educated many of our employees on mental health topics.

Work-Related Fatalities

[S1-5.44a] [MDR-T-80a-80j]

[MDR-T-80a] Our target regarding work-related fatalities is another target to support our OMV Group HSSE Strategy 2030 strategic goal to “Ensure the safety, physical and mental integrity of people,” thereby addressing our potential negative impact on health and safety.

2025	2030
0	0

Absolute target	
Value chain activities	Own employees and contractor employees
In scope	100% for fully owned assets and for assets where the Group's interest is less than 100% but more than 50%, and where the Group's interest is 50% or less if OMV is the operator of a joint venture
Out of scope	Joint ventures where OMV does not have control or operatorship; where OMV has no management control, M&A in the integration phase
Geographical coverage	Group-wide
Base year	2023
Baseline value	1

[MDR-T-80f] The methodology to derive work-related fatalities is based on the guidelines outlined in the OMV Group HSSE Policy and follows reporting standards such as the IOGP safety and environmental data reporting, Concawe reporting guidelines, and Ipeca/IOGP Health Performance Indicators, which serve as a guide for the oil and gas industry. [MDR-T-80h] The target was proposed during internal workshops involving relevant internal stakeholders and



business functions and approved by the OMV Executive Board (EB). [MDR-T-80j] There were no changes to this target in the reporting year.

Status 2025

[MDR-T-80j] **1** work-related fatality (2024: 0)



[S1-5.47a-47c] The process for setting our HSSE targets related to incidents, HSSE walks, preventive health care programs, and work-related fatalities included an evaluation of the results from reported HSSE incidents, internal audits, and contractor assessments to identify areas for improvement. This was followed by consultations with internal stakeholders like EB members and the Group Sustainability department, as well as benchmarking against IOGP and Concawe best practices and guidelines. We did not directly engage with workers in our value chain or their representatives in setting the targets. We monitor our performance against these targets monthly and review them annually. The monthly monitoring of progress toward these targets, combined with year-on-year figures, provides insight into the effectiveness of the actions taken to achieve them. If a negative trend is observed, we investigate the root cause and ensure the lessons learned are shared with affected stakeholders (e.g., employees, partners, and suppliers/contractors).

Targets Related to Working Conditions, Equal Treatment and Opportunities, and Other Work-Related Rights



Women at Senior Management Level

[S1-5.44b] [MDR-T-80a-80j]

[MDR-T-80a] OMV is committed to increasing the share of women at senior management level to ensure equal employment opportunities, as stated in the P&C Ethics Policy. This target is derived from OMV's DE&I vision and supports OMV's objective of ensuring fair treatment and equal opportunities for all employees, maintaining zero tolerance for discrimination, and fostering gender balance, thereby maintaining the positive impact of a diverse, inclusive, and just work environment.

2025	2030
Increase share of women at senior management level to 25%	Increase share of women at senior management level to 30%

Absolute target	
Value chain activities	Own operations
In scope	Absolute head count of OMV
Out of scope	Excluding acquisitions, head count of Borealis Group located in the USA
Geographical coverage	Group-wide
Base year	2021
Baseline value in %	20.9

[MDR-T-80f] Management is defined as OMV Grade 15 and higher and Borealis Grade 14 and higher, moving toward the EU Directive on improving gender balance on corporate boards (2022/2381). [MDR-T-80h] This target was developed during internal consultations conducted by the P&C department. It was then presented for review to the Executive Board, DE&I sponsors of OMV, Group Sustainability, and other relevant corporate and business functions within OMV, OMV Petrom, and Borealis. The OMV Executive Board subsequently approved the target. [MDR-T-80i] Minor changes were made to this target in the reporting year. In 2025, OMV changed the scope of this target from



“excluding acquisitions, head count of DUNATÀR Kőolajtermék Tároló és Kereskedelmi Kft., and SapuraOMV” to “excluding acquisitions, head count of Borealis Group located in the USA.” This is due to the integration of DUNATÀR Kőolajtermék Tároló és Kereskedelmi Kft. and the sale of SapuraOMV. To ensure compliance with US federal anti-discrimination laws, action was taken to exclude US-based roles and incumbents. Additionally, the definitions of OMV’s management levels were slightly modified. For consistency, the title of this target has been updated accordingly.

Status 2025

[MDR-T-80j] **24.2%** women at senior management level (2024: 23.7%). The target is monitored quarterly and reviewed annually.

Female Executive Board Members

[S1-5.44b] [MDR-T-80a-80j]

[MDR-T-80a] OMV is committed to increasing the number of female members on the Executive Boards of OMV, OMV Petrom, and Borealis, backed by our P&C Ethics Policy, which stipulates equal employment opportunities without discrimination or harassment on any grounds. The target focuses on advancing the positive impacts concerning equal opportunities for all in the OMV culture through gender balance in management.

2030

Min. 20% of Executive Board members (stretch target 30%) are female

Absolute target	
Value chain activities	Own operations
In scope	Executive Boards of OMV, OMV Petrom, and Borealis
Out of scope	Executive Boards of non-operated assets and minority shareholdings
Geographical coverage	Group-wide
Base year	2021
Baseline value in %	26.7

[MDR-T-80f] The methodology is based on the EU Directive on improving gender balance on corporate boards (2022/2381) and is aimed at moving toward compliance with this directive. [MDR-T-80h] This target was developed during internal consultations conducted by the P&C department. It was then presented for review to the Executive Board, DE&I sponsors of OMV, Group Sustainability, and other relevant corporate and business functions within OMV, OMV Petrom, and Borealis. The OMV Executive Board subsequently approved the target. [MDR-T-80i] There were no changes to the target and metrics in the reporting year.

Status 2025

[MDR-T-80j] **14.3%** female Executive Board members (2024: 20%). The target is monitored quarterly and reviewed annually.

Top Management with International Experience

[S1-5.44b] [S1-5.45] [MDR-T-80a-80j]

[MDR-T-80a] OMV is committed to increasing the share of top management with international experience, backed by our P&C Ethics Policy, which stipulates equal opportunities without discrimination or harassment on any grounds. The target focuses on advancing the positive impacts concerning equal opportunities for all in the OMV culture through increased internationality in top management.



2025

Maintain share of top management with international experience at 75%

2030

Maintain share of top management with international experience at 75%

Absolute target	
Value chain activities	Own operations
In scope	Absolute head count of OMV
Out of scope	Excluding acquisitions, head count of Borealis Group located in the USA
Geographical coverage	Group-wide
Base year	2021
Baseline value in %	71.8

[MDR-T-80f] The methodology is based on the EU Directive on improving gender balance on corporate boards (2022/2381) and is aimed at moving toward compliance with this directive. This target applies to top management, defined as OMV Senior Vice Presidents and OMV Petrom and Borealis Executive Board members. International experience is defined as a minimum of three years of work experience in countries of which the person does not hold citizenship. [MDR-T-80h] This target was developed during internal consultations conducted by the P&C department. It was then presented for review to the Executive Board, DE&I sponsors of OMV, Group Sustainability, and other relevant corporate and business functions within OMV, OMV Petrom, and Borealis. The OMV Executive Board subsequently approved the target. [MDR-T-80i] Minor changes were made to this target in the reporting year. In 2025, OMV changed the scope of this target from “excluding acquisitions, head count of DUNATÁR Kőolajtermék Tároló és Kereskedelmi Kft., and SapuraOMV” to “excluding acquisitions, head count of Borealis Group located in the USA.” This is due to the integration of DUNATÁR Kőolajtermék Tároló és Kereskedelmi Kft. and the sale of SapuraOMV. To ensure compliance with US federal anti-discrimination laws, action was taken to exclude US-based roles and incumbents. Additionally, the definitions of OMV’s management levels were slightly modified. For consistency, the title of this target has been updated accordingly.

Status 2025

[MDR-T-80j] **75.5%** of top management with international experience (2024: 72.3%). The target is monitored quarterly and reviewed annually.

International Senior Management

[S1-5.44b] [S1-5.45] [MDR-T-80a-80j]

[MDR-T-80a] OMV is committed to increasing the share of non-Austrian citizens at senior management level, backed by our P&C Ethics Policy, which stipulates equal opportunities without discrimination or harassment on any grounds. The target focuses on advancing the positive impacts concerning equal opportunities for all in the OMV culture through an increasingly international senior management.

2030

Increase share of international management to 65%



Absolute target	
Value chain activities	Own operations
In scope	Absolute head count of OMV
Out of scope	Excluding acquisitions, head count of Borealis Group located in the USA
Geographical coverage	Group-wide
Base year	2021
Baseline value in %	60

[MDR-T-80f] This target applies to senior management, defined as OMV Grade 15 and higher and Borealis Grade 14 and higher. [MDR-T-80h] This target was developed during internal consultations conducted by the P&C department. It was then presented for review to the Executive Board, DE&I sponsors of OMV, Group Sustainability, and other relevant corporate and business functions within OMV, OMV Petrom, and Borealis. The OMV Executive Board subsequently approved the target. [MDR-T-80i] Minor changes were made to this target in the reporting year. In 2025, OMV changed the scope of this target from “excluding acquisitions, head count of DUNATÁR Kőolajtermék Tároló és Kereskedelmi Kft., and SapuraOMV” to “excluding acquisitions, head count of Borealis Group located in the USA.” This is due to the integration of DUNATÁR Kőolajtermék Tároló és Kereskedelmi Kft. and the sale of SapuraOMV. To ensure compliance with US federal anti-discrimination laws, action was taken to exclude US-based roles and incumbents. Additionally, the definitions of OMV’s management levels were slightly modified. For consistency, the title of this target has been updated accordingly.

Status 2025

[MDR-T-80j] International senior management: **61%** (2024: 60.3%). The target is monitored quarterly and reviewed annually.

Build an Inclusive, Accessible Work Environment for People with Disabilities

[S1-5.44b] [S1-5.45] [MDR-T-80a-80j]

[MDR-T-80a] OMV is committed to building an inclusive, accessible work environment that enables people with disabilities to work for OMV, backed by our P&C Ethics Policy, which stipulates equal opportunities without discrimination or harassment on any grounds. The target focuses on advancing the positive impacts concerning equal opportunities for all in the OMV culture through an increasingly inclusive and accessible work environment. The target consists of two components, outlined below.

2025	2030
<ul style="list-style-type: none"> (1) Improvement in Inclusion focus area in Pulse Check by +1% against baseline (2) Improvement in reported number of employees with disabilities at OMV Group legal entities in Austria 	<ul style="list-style-type: none"> (1) Improvement in Inclusion focus area in Pulse Check by +5% against baseline (2) 1% increase in reported number of employees with disabilities at OMV Group legal entities in Austria



Relative target	
Value chain activities	Own operations
In scope	(1) All countries are in scope for building an inclusive work environment. (2) The employee disability target applies only to Austria. In accordance with Austrian legislation employees are counted as persons with registered disabilities only if their confirmed degree of disability is 50% or higher.
Out of scope	(1) No country is out of scope for building an inclusive work environment (2) Countries other than Austria are out of scope for the employee disability target
Geographical coverage	(1) Group-wide for building an inclusive work environment (2) Austria for the employee disability target
Base year	2024
Baseline value	(1) OMV Group-wide Pulse Check DE&I value of 64% (2) Average of 0.9% of employees with disabilities at OMV legal entities in Austria (specific entities range between 0.3–1.6%)

[MDR-T-80f] The significant assumptions used in defining the target include the following: countries have varying disability legislation, definitions, and directives on employment law (e.g., minimum percentage of employees), and in some cases there is no legislation at all. Not all assets of legal entities have sufficient safe job opportunities available for employees with disabilities, therefore the OMV Group cannot achieve 100% compliance across all entities. Only OMV Group entities with sufficient safe job opportunities within countries that have disability legislation are eligible. [MDR-T-80h] This target was developed during internal consultations conducted by the P&C department. It was then presented for review to the Executive Board, DE&I sponsors of OMV, Group Sustainability, and other relevant corporate and business functions within OMV, OMV Petrom, and Borealis. The OMV Executive Board subsequently approved the target. [MDR-T-80i] The target was updated during the reporting period to address material impacts and risks related to an accessible and inclusive work environment by extending the time horizon and specifying the specific geographical scope.

Status 2025

[MDR-T-80j] (1) **64%** according to the Pulse Check. The Pulse Check is conducted biennially.
(2) The OMV Group legal entities in Austria had an average of **1.3%** (2024: 0.9%) of employees with disabilities. The target is monitored and reviewed annually.

Annual Learning Hours

[S1-5.44b, 44c] [S1-5.45] [MDR-T-80a-80j]

[MDR-T-80a] OMV is committed to contributing to a Just Transition for our employees, and to addressing the social and economic effects of the transition, one of which is the challenge of maintaining up-to-date skills for employees. This commitment is reflected in our HR Directive, which includes the objective of equipping employees with the skills needed to support current and future business capabilities. As such, the target related to learning hours helps mitigate our risk related to inefficient reskilling and training, which could jeopardize the successful implementation of our Strategy 2030.

2030

Increase average number of annual learning hours to a min. of 30 hours per employee

Absolute target	
Value chain activities	Own operations
In scope	OMV workforce
Out of scope	OMV Russia, OMV Orient Upstream GmbH; DYM Solutions, Integra, Rialti, Renasci
Geographical coverage	Group-wide
Base year	2022
Baseline value in hours	23



[MDR-T-80f] Increasing employees' learning hours will sufficiently support the necessary skills development. An increase in the number of learning hours is required to meet the need for mandatory/HSE training and to guarantee the necessary upskilling and reskilling. Based on a comparison with industry peers and the assumption that an annual increase of 3–4 hours on average per year is realistic and manageable, we set the target of 30 hours. The metric used is the total number of training hours provided to employees divided by the total number of employees (head count as of December 31). [MDR-T-80h] This target was developed during internal consultations conducted by the P&C department. It was then presented for review to the Executive Board, DE&I sponsors of OMV, Group Sustainability, and other relevant corporate and business functions within OMV, OMV Petrom, and Borealis. The OMV Executive Board subsequently approved the target. [MDR-T-80i] No changes were made to this target in the reporting year.

Status 2025

[MDR-T-80j] Average number of annual learning hours: **24** (2024: 23). The target is monitored quarterly and reviewed annually.



[S1-5.47a-47c] The process for setting all our targets related to Working Conditions, Equal Treatment and Opportunities, and Other Work-Related Rights includes an evaluation of past data, external best practice, and legal requirements. This is followed by consultations with the Group Sustainability department, Group DE&I Governance, and finally approval by the Group Executive Board. All targets are reviewed on a yearly basis, and we monitor our performance against them quarterly. An exception is the target related to accessibility of the workforce, the performance for which we monitor annually. The performance monitoring, combined with year-on-year figures, provides an insight into the effectiveness of the actions taken to achieve them. The targets and their results are shared with the leadership team and the Executive Board during Group People Days to discuss potential positive or negative trends and actions to take for improvement.

S1-6 Characteristics of OMV's employees

Employees by gender¹

[S1-6.50a] [MDR-M.77c]

Head count

	December 31, 2025		December 31, 2024	
	number	%	number ²	% ²
Male	16,573	74.3	17,557	74.5
Female	5,742	25.7	6,000	25.5
Other	0	0.0	0	0.0
Not reported	0	0.0	0	0.0
Total	22,315	100.0	23,557	100.0

¹ Including OMV board members

² OMV Petrom investment in May 2024 (Renovatio Asset Management SRL) is excluded – 10 employees.

For metrics definitions and methodologies related to the MDR-M-77 disclosure requirements on Employees by gender, Employees broken down by region, country, gender, and local nationality, Employees broken down by local nationality and management position, Employees broken down by gender, region, employment, and contract type, Number of employees who have left and employee turnover rate, New hires by region, gender, age, and management level, see → [Annex: S1-6 Characteristics of OMV's Employees metrics definitions and methodologies](#).

[S1-6.50f] See → [Note 12 – Personnel expenses and average number of employees](#) (based on different calculation methodology: average figures in Note 12 and year-end figures in S1-6).



Employees broken down by region and country, gender and local nationality²

[S1-6.50a] [S1-6.51] [MDR-M.77c] [Voluntary]

Head count

	December 31, 2025							December 31, 2024						
	Female	Male	Other	Not reported	Total head count	Thereof local nationality ¹	% ¹	Female	Male	Other	Not reported	Total head count ³	Thereof local nationality	%
Austria														
Austria	1,554	3,802	0	0	5,356	4,001	74.7	1,599	3,808	0	0	5,407	3,991	73.8
Rest of Europe														
Belgium	234	1,016	0	0	1,250	1,188	95.0	238	1,027	0	0	1,265	1,176	93.0
Bulgaria	69	123	0	0	192	190	99.0	73	129	0	0	202	201	99.5
Croatia	0	1	0	0	1	1	100.0	0	1	0	0	1	1	100.0
Czech Republic	21	26	0	0	47	44	93.6	21	25	0	0	46	43	93.5
Denmark	0	0	0	0	0	0	0	0	1	0	0	1	1	100.0
Finland	224	716	0	0	940	904	96.2	223	720	0	0	943	910	96.5
France	4	13	0	0	17	14	82.4	5	13	0	0	18	15	83.3
Germany	120	800	0	0	920	800	87.0	118	792	0	0	910	792	87.0
Hungary	35	63	0	0	98	98	100.0	34	59	0	0	93	93	100.0
Italy	21	186	0	0	207	168	81.2	19	180	0	0	199	163	81.9
Moldova	25	16	0	0	41	39	95.1	23	21	0	0	44	41	93.2
Netherlands	9	97	0	0	106	101	95.3	10	107	0	0	117	108	92.3
Norway	39	47	0	0	86	69	80.2	40	47	0	0	87	69	79.3
Poland	2	5	0	0	7	7	100.0	2	5	0	0	7	7	100.0
Romania	2,644	7,637	0	0	10,281	10,211	99.3	2,855	8,488	0	0	11,343	11,280	99.4
Russia	0	0	0	0	0	0	0	1	2	0	0	3	3	100.0
Serbia	23	22	0	0	45	45	100.0	25	22	0	0	47	47	100.0
Slovakia	148	54	0	0	202	181	89.6	140	46	0	0	186	164	88.2
Slovenia	0	1	0	0	1	1	100.0	0	1	0	0	1	1	100.0
Spain	2	9	0	0	11	8	72.7	2	9	0	0	11	8	72.7
Sweden	254	769	0	0	1,023	1,001	97.9	246	740	0	0	986	957	97.1
Switzerland	6	58	0	0	64	0	0.0	5	60	0	0	65	2	3.1
Turkey	20	34	0	0	54	53	98.2	24	32	0	0	56	56	100.0
United Kingdom	19	63	0	0	82	70	85.4	20	72	0	0	92	77	83.7
Middle East & Africa														
Iran	0	3	0	0	3	3	100.0	0	3	0	0	3	3	100.0
Libya	5	25	0	0	30	29	96.7	5	24	0	0	29	28	96.6
Morocco	0	1	0	0	1	1	100.0	0	1	0	0	1	1	100.0
South Africa	2	0	0	0	2	2	100.0	1	0	0	0	1	1	100.0
Tunisia	59	332	0	0	391	389	99.5	44	225	0	0	269	267	99.3
United Arab Emirates	24	66	0	0	90	0	0.0	23	69	0	0	92	1	1.1



Employees broken down by region and country, gender and local nationality²

[S1-6.50a] [S1-6.51] [MDR-M.77c] [Voluntary]

Head count

	December 31, 2025							December 31, 2024						
	Female	Male	Other	Not reported	Total head count	Thereof local nationality ¹	% ¹	Female	Male	Other	Not reported	Total head count ³	Thereof local nationality	%
Yemen	0	0	0	0	0	0	0	14	230	0	0	244	243	99.6
Rest of the world														
Argentina	0	1	0	0	1	1	100.0	0	1	0	0	1	1	100.0
Brazil	48	102	0	0	150	150	100.0	50	98	0	0	148	148	100.0
Chile	4	2	0	0	6	5	83.3	3	2	0	0	5	4	80.0
China	1	1	0	0	2	2	100.0	1	1	0	0	2	2	100.0
Colombia	4	3	0	0	7	7	100.0	4	3	0	0	7	7	100.0
Mexico	1	3	0	0	4	4	100.0	1	3	0	0	4	4	100.0
New Zealand	57	159	0	0	216	168	77.8	65	173	0	0	238	179	75.2
Singapore	2	6	0	0	8	2	25.0	1	9	0	0	10	2	20.0
South Korea	18	93	0	0	111	92	82.9	19	87	0	0	106	87	82.1
United States	44	218	0	0	262	245	93.5	46	221	0	0	267	246	92.1
Total	5,742	16,573	0	0	22,315	20,294	90.9	6,000	17,557	0	0	23,557	21,430	91.0

1 Voluntary metrics

2 Including OMV board members

3 OMV Petrom investment in May 2024 (Renovatio Asset Management SRL) is excluded – 10 employees



Employees¹ broken down by local nationality and management position

[MDR-M.77c] [Voluntary]

%

	December 31, 2025	
	Share of total workforce ²	Share of all management positions
Romanian	46.8	32.3
Austrian	18.3	26.8
Belgian	5.5	7.7
German	4.6	5.8

1 Voluntary metrics. The table contains new metrics, and the data are not available for 2024.

2 Including OMV board members

Employees¹ broken down by gender, region, employment, and contract type

[S1-6.50b-i, b-ii, b-iii] [S1-6.50d] [S1-6.51] [S1-6.52a, 52b] [MDR-M.77c]

Head count

	December 31, 2025				
	Austria	Rest of Europe	Middle East & Africa	Rest of the world	Total
Contract type					
permanent employees	4,996	15,288	509	751	21,544
thereof female	1,455	3,808	86	172	5,521
thereof male	3,541	11,480	423	579	16,023
thereof other	0	0	0	0	0
thereof not disclosed	0	0	0	0	0
temporary employees²	360	387	8	16	771
thereof female	99	111	4	7	221
thereof male	261	276	4	9	550
thereof other	0	0	0	0	0
thereof not disclosed	0	0	0	0	0
Employment type					
full-time employees³	4,858	15,080	517	751	21,206
thereof female	1,178	3,769	90	167	5,204
thereof male	3,680	11,311	427	584	16,002
thereof other	0	0	0	0	0
thereof not disclosed	0	0	0	0	0
part-time employees	498	595	0	16	1,109
thereof female	376	150	0	12	538
thereof male	122	445	0	4	571
thereof other	0	0	0	0	0
thereof not disclosed	0	0	0	0	0
Employees with non-guaranteed hours	0	0	0	0	0

1 Including OMV board members

2 A temporary contract of employment is of limited duration and terminated by a specific event, such as the end of a project, the return of replaced personnel, etc.

3 In OMV Petrom, employees have the option to reduce their daily working hours to raise a child up to the age of two or three. These employees are reported as full-time.

**Employees¹ broken down by gender, region, employment, and contract type**

[S1-6.50b-i, b-ii, b-iii] [S1-6.50d] [S1-6.51] [S1-6.52a, 52b] [MDR-M.77c]

Head count

	December 31, 2024				Total
	Austria	Rest of Europe	Middle East & Africa	Rest of the world	
Contract type					
permanent employees	4,961	16,154	633	770	22,518
thereof female	1,467	3,972	85	183	5,707
thereof male	3,494	12,182	548	587	16,811
thereof other	0	0	0	0	0
thereof not disclosed	0	0	0	0	0
temporary employees²	446	569	6	18	1,039
thereof female	132	152	2	7	293
thereof male	314	417	4	11	746
thereof other	0	0	0	0	0
thereof not disclosed	0	0	0	0	0
Employment type					
full-time employees³	4,924	16,186	612	769	22,491
thereof female	1,222	3,967	84	177	5,450
thereof male	3,702	12,219	528	592	17,041
thereof other	0	0	0	0	0
thereof not disclosed	0	0	0	0	0
part-time employees	483	537	27	19	1,066
thereof female	377	157	3	13	550
thereof male	106	380	24	6	516
thereof other	0	0	0	0	0
thereof not disclosed	0	0	0	0	0
Employees with non-guaranteed hours	0	0	0	0	0

1 OMV Petrom investment in May 2024 (Renovatio Asset Management SRL) is excluded – 10 employees.

2 A temporary contract of employment is of limited duration and terminated by a specific event, such as the end of a project, the return of replaced personnel, etc.

3 In OMV Petrom, employees have the option to reduce their daily working hours to raise a child up to the age of two or three. These employees are reported as full-time.

**Number of employees who have left and employee turnover rate^{1,2}**

[S1-6.50c] [MDR-M.77c] [Voluntary]

Head count

	2025				
	Austria	Rest of Europe	Middle East & Africa	Rest of the world	TOTAL
Total number of employees who have left	306	2,063	163	135	2,667
Turnover rate	5.7%	13.2%	31.5%	17.6%	12.0%
Voluntary leavers	47	62	10	24	143
Voluntary attrition rate	0.9%	0.4%	1.9%	3.1%	0.6%
Number of employees who have left by gender					
Female	102	500	12	43	657
Male	204	1,563	151	92	2,010
Other	n.a.	n.a.	n.a.	n.a.	n.a.
Not disclosed	n.a.	n.a.	n.a.	n.a.	n.a.
Number of employees who have left by age group					
Under 30 years old	44	222	4	24	294
Between 30 and 50 years old	140	376	116	80	712
Over 50 years old	122	1,465	43	31	1,661
Turnover rate by gender					
Female	1.9%	3.2%	2.3%	5.6%	2.9%
Male	3.8%	10.0%	29.2%	12.0%	9.0%
Other	n.a.	n.a.	n.a.	n.a.	n.a.
Not disclosed	n.a.	n.a.	n.a.	n.a.	n.a.
Turnover rate by age group					
Under 30 years old	0.8%	1.4%	0.8%	3.1%	1.3%
Between 30 and 50 years old	2.6%	2.4%	22.4%	10.4%	3.2%
Over 50 years old	2.3%	9.3%	8.3%	4.0%	7.4%

1 Total number of employees who have left and total turnover rate are ESRS metrics. All other metrics are voluntary.

2 Excluding Yemen exit (242 employees)

Number of employees who have left and employee turnover rate¹

[S1-6.50c] [MDR-M.77c] [Voluntary]

Head count

	2024				
	Austria	Rest of Europe	Middle East & Africa	Rest of the world	TOTAL
Total number of employees who have left	276	1,071	76	128	1,551
Turnover rate	5.1%	6.4%	11.9%	16.2%	6.6%
Voluntary leavers	106	173	38	57	374
Voluntary attrition rate	2.0%	1.0%	6.0%	7.2%	1.6%
Number of employees who have left by gender					
Female	90	296	11	30	427
Male	186	775	65	98	1,124
Other	n.a.	n.a.	n.a.	n.a.	n.a.
Not disclosed	n.a.	n.a.	n.a.	n.a.	n.a.
Number of employees who have left by age group					
Under 30 years old	39	201	0	19	259
Between 30 and 50 years old	144	311	60	79	594
Over 50 years old	93	559	16	30	698
Turnover rate by gender					
Female	5.6%	7.2%	12.6%	15.8%	7.1%
Male	4.9%	6.2%	11.8%	16.4%	6.4%
Other	n.a.	n.a.	n.a.	n.a.	n.a.
Not disclosed	n.a.	n.a.	n.a.	n.a.	n.a.
Turnover rate by age group					
Under 30 years old	6.3%	16.9%	0.0%	32.2%	13.8%
Between 30 and 50 years old	4.2%	4.3%	11.6%	15.9%	5.1%
Over 50 years old	7.1%	6.7%	13.5%	12.9%	7.0%

1 Excluding divestment of SapuraOMV (240 employees)



New hires by region, gender, age, and management level

[MDR-77c] [Voluntary]

	2025									
	Austria		Rest of Europe		Middle East & Africa		Rest of the world		Total	
	Head count	%	Head count	%	Head count	%	Head count	%	Head count	%
Total by region	242	14.4	1,037	61.8	284	16.9	115	6.9	1,678	100.0
Gender										
Male	188	77.7	737	71.1	255	89.8	92	80.0	1,272	75.8
Female	54	22.3	300	28.9	29	10.2	23	20.0	406	24.2
Other	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Not reported	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Total	242	100.0	1,037	100.0	284	100.0	115	100.0	1,678	100.0
Age										
<30	110	45.5	352	33.9	15	5.3	46	40.0	523	31.2
30-50	114	47.1	440	42.4	223	78.5	60	52.2	837	49.9
>50	18	7.4	245	23.6	46	16.2	9	7.8	318	19.0
Total	242	100.0	1,037	100.0	284	100.0	115	100.0	1,678	100.0
Level										
Top management ¹	1	0.4	2	0.2	0	0.0	0	0.0	3	0.2
Advanced	13	5.4	14	1.4	0	0.0	1	0.9	28	1.7
Core	23	9.5	110	10.6	1	0.4	11	9.6	145	8.6
Primary	27	11.2	177	17.1	11	3.9	9	7.8	224	13.4
Entry	170	70.3	591	57.0	272	95.8	65	56.5	1,098	65.4
Not classified	8	3.3	143	13.8	0	0.0	29	25.2	180	10.7
Total	242	100.0	1,037	100.0	284	100.0	115	100.0	1,678	100.0

¹ Top management = Executives include OMV Senior Vice Presidents, and OMV Petrom and Borealis Group Board members.



New hires by region, gender, age, and management level

[MDR-M.77c] [Voluntary]

	2024									
	Austria		Rest of Europe		Middle East & Africa		Rest of the world		Total	
	Head count	%	Head count	%	Head count	%	Head count	%	Head count	%
Total by region	444	9.7	3,973	86.8	20	0.4	143	3.1	4,580	100.0
Gender										
Male	312	70.3	3,376	85.0	16	80.0	104	72.7	3,808	83.1
Female	132	29.7	597	15.0 ²	4	20.0	39	27.3	772	16.9
Other	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Not reported	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Total	444	100.0	3,973	100.0	20	100.0	143	100.0	4,580	100.0
Age										
<30	145	32.7	2,433	61.2	0	0.0	31	21.7	2,609	57.0
30-50	270	60.8	1,486	37.4	20	100.0	99	69.2	1,875	40.9
>50	29	6.5	54	1.4	0	0.0	13	9.1	96	2.1
Total	444	100.0	3,973	100.0	20	100.0	143	100.0	4,580	100.0
Level										
Top management ¹	3	0.7	0	0.0	0	0.0	0	0.0	3	0.1
Advanced	15	3.4	22	0.6	0	0.0	1	0.7	38	0.8
Core	107	24.1	182	4.6	1	5.0	20	14.0	310	6.8
Primary	129	29.1	291	7.3	7	35.0	27	18.9	454	9.9
Entry	172	38.7	3,265	82.2	11	55.0	78	54.6	3,526	77.0
Not classified	18	4.1	213	5.4	1	5.0	17	11.9	249	5.4
Total	444	100.0	3,973	100.0	20	100.0	143	100.0	4,580	100.0

1 Top management = Executives include OMV Senior Vice Presidents, and OMV Petrom and Borealis Group Board members

2 Figure restated from 77.33 to 15.3 due to reporting error

S1-7 Characteristics of Non-Employees in OMV's Own Workforce

Non-employees in own workforce data

[S1-7.55a] [MDR-M.77c]

Number¹

	December 31, 2025	December 31, 2024
Total number of non-employees in own workforce	91	182

1 Numbers: leased personnel are counted as manpower (MP/MP-FTE) and not as head count.

For metrics definitions and methodologies related to the MDR-M-77 disclosure requirements on Characteristics of Non-Employees in OMV's Own Workforce, see → [Annex: S1-7 Characteristics of Non-Employees in OMV's Own Workforce metrics definitions and methodologies](#).



S1-8 Collective Bargaining Coverage and Social Dialogue

[S1-8.60a, 60b] 91% (2024: 92%) of all our employees are covered by collective bargaining agreements. In the EEA, we have more than one collective bargaining agreement.

[S1-8.63b] OMV established a European Works Council in agreement with employee representatives in 2013, and the agreement was renewed in 2021. The European Works Council and its Steering Committee convene regularly. Management representatives, including members of the OMV Aktiengesellschaft Executive Board, participate in these meetings upon invitation from the European Works Council.

For metrics definitions and methodologies related to the MDR-M-77 disclosure requirements on Collective Bargaining and Social Dialogue, see → [Annex: S1-8 Collective Bargaining Coverage and Social Dialogue metrics definitions and methodologies](#).

Collective bargaining and social dialogue

[S1-8.60a, 60b, 60c] [S1-8.63a, 63b] [S1 AR 70] [MDR-M.77c]

Coverage rate	Collective bargaining coverage				Social dialogue	
	Employees – EEA only (for countries with >50 employees and representing >10% of total employees)		Employees – Non-EEA (estimate for regions with >50 employees and representing >10% of total employees)		Workplace representation – EEA only (for countries with >50 employees and representing >10% of total employees)	
	December 31, 2025	December 31, 2024	December 31, 2025	December 31, 2024	December 31, 2025	December 31, 2024
0–19%			Rest of Europe (0.1%)	Rest of Europe (0.13%); Rest of the world (19%)		
20–39%			Rest of the world (20%)			
40–59%			Middle East & Africa (52%)			
60–79%						Romania (79.4%)
80–100%	Austria (100%), Romania (100%)	Austria (100%), Romania (100%)		Middle East & Africa (80%)	Austria (99%), Romania (82%)	Austria (99%)



S1-9 Diversity Metrics

Diversity metrics³

[S1-9.66a, 66b] [MDR-M.77c] [Entity-specific] [Voluntary]

	December 31, 2025							Total
	Age group			Gender				
	<30	30-50	>50	Female	Male	Other gender	Not reported	
OMV Executive Board¹								
Head count	0	0	4	0	4	0	0	4
%	0.0	0.0	100.0	0.0	100.0	0.0	0.0	0.0
Top management (Executives)⁴								
Head count	0	15	34	7	42	0	0	49
%	0.0	30.6	69.4	14.3	85.7	0.0	0.0	0.2
Advanced level¹								
Head count	0	495	404	219	680	0	0	899
%	0.0	55.1	44.9	24.4	75.6	0.0	0.0	4.0
Senior management (executives² & advanced)								
Head count	0	510	438	226	722	0	0	948
%	0.0	53.8	46.2	23.8	76.2	0.0	0.0	4.3
Junior management^{2, 5}								
Head count	16	867	506	357	1,032	0	0	1,389
%	1.2	62.4	36.4	25.7	74.3	0.0	0.0	6.2
All management (senior management and junior management)^{2, 6}								
Head count	16	1,377	944	583	1,754	0	0	2,337
%	0.7	58.9	40.4	25.0	75.1	0.0	0.0	10.5
Management positions in revenue-generating functions²								
Head count	15	981	698	339	1,355	0	0	1,694
%	0.9	57.9	41.2	20.0	80.0	0.0	0.0	0.8
Employees in STEM-related positions^{2, 7}								
Head count	790	4,346	3,093	1,503	6,726	0	0	8,229
%	9.6	52.8	37.6	18.3	81.7	0.0	0.0	36.9
Total								
Head count	1,792	11,141	9,382	5,742	16,573	0	0	22,315
%	8.0	49.9	42.0	25.7	74.3	0.0	0.0	100.0

1 Entity-specific

2 Voluntary metrics

3 Including OMV board members

4 Executives include OMV Senior Vice Presidents, and OMV Petrom and Borealis Group Board members.

5 Junior management includes department manager and team leader (new metric in 2025; no comparison figures for 2024 available).

6 "All management" includes top management (executive level), advanced level, and junior management (new KPI in 2025; no comparison figures for 2024 available).

7 STEM: new KPI in 2025; no comparison figures for 2024 available



Diversity metrics^{1,3}

[S1-9.66a, 66b] [Entity-specific] [MDR-M.77c]

	December 31, 2024							
	Age group			Gender				Total
	<30	30-50	>50	Female	Male	Other gender	Not reported	
OMV Executive Board								
Head count	0	1	4	1	4	0	0	5
%	0.0	20.0	80.0	20.0	80.0	0.0	0.0	100.0
Top management (executives)²								
Head count	0	17	30	8	39	0	0	47
%	0.0	36.2	63.8	17.0	83.0	0.0	0.0	100.0
Advanced level								
Head count	0	505	376	212	669	0	0	881
%	0.0	57.3	42.7	24.1	75.9	0.0	0.0	100.0
Total³								
Head count	1,877	11,677	10,003	6,000	17,557	0	0	23,557
%	8.0	49.6	42.5	25.5	74.5	0.0	0.0	100.0

1 OMV Petrom investment in May 2024 (Renovatio Asset Management SRL) is excluded – 10 employees.

2 Executives include OMV Senior Vice Presidents, and OMV Petrom and Borealis Group Board members

3 Including OMV board members

For metrics definitions and methodologies related to the MDR-M-77 disclosure requirements on Diversity, see → [Annex: S1-9 Diversity metrics definitions and methodologies.](#)

S1-10 Adequate Wages

[S1-10.69] 100% of the OMV Group's employees are paid an adequate wage, in line with applicable benchmarks. For metrics definitions and methodologies related to the MDR-M-77 disclosure requirements on Adequate Wages see → [Annex: S1-10 Adequate Wages metrics definitions and methodologies](#), and for details about our policies see → [ESRS 2 Overarching Policies](#) and → [S1-1 Policies Related to Own Workforce](#).

S1-11 Social Protection

[S1-11.74] All of our employees are covered by social protection against loss of income due to major life events, except for the specified employee categories and life events in the countries listed in the table:

Social protection metrics

[S1-11.75] [MDR-M.77c]

		2025		2024		
		New Zealand	United Kingdom	New Zealand	United Kingdom	Yemen ²
Sickness	White collar	•	•	•	•	
	Blue collar	•		•		
	Executives	•		•		
Unemployment ¹	White collar	•		•		•
	Blue collar	•		•		•
	Executives	•		•		•
Employment injury and acquired disability	White collar		•		•	
	Blue collar					
	Executives					
Parental leave	White collar		•		•	•
	Blue collar					•
	Executives					•
Retirement	White collar		•		•	
	Blue collar					
	Executives					

1 Starting from when the employee begins working for the undertaking

2 Yemen: no figures for 2025 due to exit



For metrics definitions and methodologies related to the MDR-M-77 disclosure requirements on Social Protection, see → [Annex: S1-11 Social Protection metrics definitions and methodologies](#).

S1-12 Persons with Disabilities

[S1-12.77] [S1-12.79] [S1-12.AR 76] [MDR-M.77c] Globally, 0.8% (2024: 0.7%) of the OMV Group's employees are individuals with disabilities. The number of employees with disabilities is reported per country as determined by local legal legislation. The reported numbers in 2024 form a base year, based on which countries can aim to increase these numbers. The OMV Group legal entities in Austria aim to increase their relative baseline (0.9%) of employees with disabilities by 1% by 2030. In 2025, the OMV Group legal entities in Austria had 1.3% (2024: 0.9%) of employees with disabilities. Furthermore, we measure how employees experience the workplace via the Pulse Check. In the last Pulse Check in 2024, we received a positive response on this focus area. For metrics definitions and methodologies related to the MDR-M-77 disclosure requirements on Persons with Disabilities, see → [Annex: S1-12 Persons with Disabilities metrics definitions and methodologies](#).

S1-13 Training and Skills Development Metrics

Training and skills development metrics

[S1-13.83a, 83b, AR 77] [S1-13 AR 77b] [S1-13.84] [MDR-M.77c] [Entity-specific] [Voluntary]

Head count

	2025				Total
	Female	Male	Other gender	Not reported	
Performance and career development reviews metrics					
Percentage of employees that participated in regular performance and career development reviews ³	79.7	53.0	0.0	0.0	60.0
Training metrics⁴					
Total number of training hours for all employees ¹	135,687	400,196	0	0	535,883
Average number of training hours per employee	24	25	0	0	24
Number of employees trained in health, safety, and environmental standards within the last year ¹	4,675	15,295	0	0	19,970
Average number of hours of health, safety, and emergency response training for employees ¹	7	10	0	0	9
Average number of training hours by employee category					
Top management (executives)	30	17	0	0	19
Advanced level	25	20	0	0	22
Core level	25	23	0	0	24
Primary level	26	27	0	0	27
Entry level	21	25	0	0	24
Not classified	18	14	0	0	15
Number of participants in training ¹	6,065	17,278	0	0	23,343
Percentage of employees trained on discrimination and harassment ²	21.0	18.0	0.0	0.0	19.0
Training expenditure (EUR) ¹	1,882,673	5,342,377	0	0	7,225,050

1 Entity-specific metrics

2 Voluntary metrics

3 Percentage of employees that participated in regular performance and career development reviews in 2024 calculated against the HC from S1-6 2024. Last year, the percentage was calculated only based on employees eligible for performance reviews (excluding OMV Petrom blue-collar workers, Borealis: Ecoplast, mtm, DYM, Integra, Rialti, Renasci).

4 Training figures: excl. conferences; training for OMV Supervisory and Executive Board members and external employees excl. OMV Russia Upstream, OMV Orient Upstream; excl. DYM Solutions, Integra, Rialti, Renasci



Training and skills development metrics

[S1-13.83a, 83b, AR 77] [S1-13 AR 77b] [S1-13.84] [MDR-M.77c] [Entity-specific] [Voluntary]

Head count

	2024				Total
	Female	Male	Other gender	Not reported	
Performance and career development reviews metrics					
Percentage of employees that participated in regular performance and career development reviews ¹	82.0	64.1	0.0	0.0	69.1
Training metrics					
Total number of training hours for all employees ²	158,778	375,064	0	0	533,842
Average number of training hours per employee ²	27	22	0	0	23
Number of employees trained in health and safety standards within the last year ²	4,502	12,949	0	0	17,451
Average number of hours of health, safety, and emergency response training for employees ²	7	9	0	0	8
Average number of training hours by employee category ²					
Top management (executives)	60	49	0	0	51
Advanced level	41	28	0	0	31
Core level	33	26	0	0	28
Primary level	31	29	0	0	30
Entry level	20	18	0	0	18
Not classified	15	17	0	0	17
Number of participants in training ²	5,737	15,011	0	0	20,748
Percentage of employees trained on discrimination and harassment ²	0.0	0.0	0.0	0.0	0.0
Training expenditure (EUR) ²	3,397,045	7,830,491	0	0	11,227,536

1 Percentage of employees that participated in regular performance and career development reviews in 2023 calculated against the HC from S1-6 2023. Last year, the percentage was calculated only based on employees eligible for performance reviews (excluding OMV Petrom blue-collar workers, Borealis: Ecoplast, mtm, DYM, Integra, Rialti, Renasci). The methodology has been changed to align with ESRS S1-13.83a, AR 77b. (2024: Female 91.5%, Male: 86.6%, Total 88.3%).

2 Training figures: excl. conferences; training for OMV Supervisory and Executive Board members and external employees excl. OMV Russia Upstream, OMV Orient Upstream; excl. DYM Solutions, Integra, Rialti, Renasci

For metrics definitions and methodologies related to the MDR-M-77 disclosure requirements on Training and Skills Development, see → [Annex: S1-13 Training and Skills Development metrics definitions and methodologies](#).



S1-14 Health and Safety Metrics

Health and safety metrics⁴

[S1-14.88a, 88b, 88c] [S1-14.89] [MDR-M.77c] [Entity-specific] [Voluntary]

		2025	2024
People in own workforce who are covered by a health and safety management system based on legal requirements and/or recognized standards or guidelines (employees)	%	100.0	100.0
People in own workforce who are covered by a health and safety management system based on legal requirements and/or recognized standards or guidelines (non-employees)	%	100.0	100.0
Health and safety metrics			
Number of hours worked ¹	hours (thousand)	40,025	36,976
Fatalities as a result of work-related injuries and work-related ill health	number	0	0
thereof fatalities as a result of work-related injuries	number	0	0
thereof fatalities as a result of work-related ill health	number	0	0
Fatality rate ¹	per 100 mn hours worked	0.00	0.00
Number of recordable work-related accidents (Total recordable injuries)	number	61	52
Rate of recordable work-related accidents (Total Recordable Injury Rate)	per 1 mn hours worked	1.57	1.41
Lost-Time Injury Rate (LTIR) ¹	per 1 mn hours worked	1.00	1.05
Lost-time injury severity ¹	average number of LWDs per LWDI	32.30	29.23
Occupational safety – non-employees			
Number of hours worked ¹	hours (thousand)	292	0
Fatalities as a result of work-related injuries and work-related ill health	number	0	0
thereof fatalities as a result of work-related injuries	number	0	0
thereof fatalities as a result of work-related ill health	number	0	0
Fatality rate ¹	per 100 mn hours worked	0.00	0.00
Number of recordable work-related accidents (Total recordable injuries)	number	2	0
Rate of recordable work-related accident (Total Recordable Injury Rate)	per 1 mn hours worked	6.84	0.00
Lost-Time Injury Rate (LTIR) ¹	per 1 mn hours worked	0.00	0.00
Lost-time injury severity ¹	average number of LWDs per LWDI	0.00	0.00
Occupational safety – other workers at OMV sites			
Number of hours worked ¹	hours (thousand)	67,216	72,562
Fatalities as a result of work-related injuries and work-related ill health	number	1	0
thereof fatalities as a result of work-related injuries	number	1	0
thereof fatalities as a result of work-related ill health	number	0	0
Fatality rate ¹	per 100 mn hours worked	1.49	0.00
Number of recordable work-related accidents (Total recordable injuries) ¹	number	85	94
Rate of recordable work-related accident (Total Recordable Injury Rate) ¹	per 1 mn hours worked	1.26	1.30
Lost-Time Injury Rate (LTIR) ¹	per 1 mn hours worked	0.67	0.87
Lost-time injury severity ¹	average number of LWDs per LWDI	33.42	38.38 ³
Occupational safety – employees and other workers at OMV sites²			
Number of hours worked ¹	hours (thousand)	107,240	109,540
Fatalities as a result of work-related injuries and work-related ill health	number	1	0
thereof fatalities as a result of work-related injuries	number	1	0
thereof fatalities as a result of work-related ill health	number	0	0
Fatality rate	per 100 mn hours worked	0.93	0.00
Number of recordable work-related accidents (Total recordable injuries)	number	148	146
Rate of recordable work-related accident (Total Recordable Injury Rate)	per 1 mn hours worked	1.38	1.33
Lost-Time Injury Rate (LTIR)	per 1 mn hours worked	0.79	0.93
Lost-time injury severity	average number of LWDs per LWDI	32.89	36.67 ³

¹ Entity-specific

² Voluntary metrics unless otherwise specified

³ Data was revised to accurately reflect the actual value of LWDs associated with LWDI.

⁴ The table displays statistics for all incidents involving our own workforce and employees within the value chain under OMV Management Control. There was one fatality within the Borealis value chain in 2024 (2025: 0), which was outside our Management Control and therefore not included in the statistics in accordance with OMV's reporting guidelines.



Additional health and safety metrics²

[S1-14.90] [MDR-M.77c] [Entity-specific] [Voluntary]

		2025	2024
Sites certified with ISO 45001 ²	%	38.0	42.0
OMV employees covered by this certification	%	35.0	31.0
Clinics audited by OMV Corporate Health ¹	number	14	10

1 Entity-specific
2 Voluntary metrics

For metrics definitions and methodologies related to the MDR-M-77 disclosure requirements on Health and Safety, see → [Annex: S1-14 Health and Safety metrics definitions and methodologies.](#)

S1-15 Work-Life Balance Metrics

Percentage of employees entitled to take family-related leave vs. those who took it

[S1-15.93a, 93b] [S1-15.94] [MDR-M.77c]

In %

Gender	2025		2024	
	entitled	took	entitled	took
Female	100.0	10.0	100.0	8.2
Male	100.0	5.6	98.7	5.3
Other	0.0	0.0	0.0	0.0
Not reported	0.0	0.0	0.0	0.0
Total	100.0	6.7	99.0	6.1

For metrics definitions and methodologies related to the MDR-M-77 disclosure requirements on Work-Life Balance, see → [Annex: S1-15 Work-Life Balance metrics definitions and methodologies.](#)



S1-16 Remuneration Metrics (Pay Gap and Total Remuneration)

[S1-16.97a] Gender pay gap including all employees: 1.5% (2024: 1.0%^{2,3}). [MDR-M.77c] [S1-16.97b, 97c] Annual total remuneration ratio (CEO-to-median employee pay ratio): 73:1 (2024: 76:1). For metrics definitions and methodologies related to the MDR-M-77 disclosure requirements on Remuneration Metrics (Pay Gap and Total Remuneration), see → [Annex: S1-16 Remuneration Metrics \(Pay Gap and Total Remuneration\) metrics definitions and methodologies](#).

Gender pay gap¹

[S1-16-98] [S1-16.97a] [MDR-M.77c]

Head count at December 31, 2025 / GPG 2025														
Country	Top management		Advanced level		Core level		Primary level		Entry level		Not classified		Total	
	HC	Male-female pay gap (%)	HC	Male-female pay gap (%)	HC	Male-female pay gap (%)	HC	Male-female pay gap (%)	HC	Male-female pay gap (%)	HC	Male-female pay gap (%)	HC	Male-female pay gap (%)
Austria	39	11.5	453	9.3	1,389	5.5	1,559	10.8	1,752	7.6	69	-1.5	5,261	8.1
Belgium	0	n.a.	72	12.5	237	4.3	325	9.3	586	0.3	30	-7.2	1,250	-3.9
Germany	2	n.a.	31	6.2	152	1.2	222	20.7	261	-42.7	240	29.1	908	13.0
Finland	0	n.a.	27	-10.4	163	2.8	225	-1.8	500	3.3	25	-3.5	940	-7.7
Romania	6	n.a.	146	16.3	953	19.6	2,100	10.2	6,894	-1.2	135	20.6	10,234	-15.6
Sweden	0	n.a.	31	13.7	138	4.5	269	1.9	585	5.2	0	n.a.	1,023	2.0
Total all countries OMV GROUP													22,136	1.5

Gender pay gap¹

[S1-16-98] [S1-16.97a] [MDR-M.77c]

Head count at December 31, 2024 / GPG 2024														
Country	Top management		Advanced level		Primary level		Core level		Entry level		Not classified		Total	
	HC	Male-female pay gap (%)	HC	Male-female pay gap (%)	HC	Male-female pay gap (%)	HC	Male-female pay gap (%)	HC	Male-female pay gap (%)	HC	Male-female pay gap (%)	HC	Male-female pay gap (%)
Austria	40	13.5	472	12.5	1,625	8.9	1,401	7.0	1,774	5.0	62	24.5	5,374	9.8
Belgium	n.a.	n.a.	79	19.1	333	8.0	241	3.1	583	0.6	29	5.1	1,265	-2.5
Germany	2	n.a.	30	19.1	222	23.4	152	3.5	264	-52.4	235	5.4	905	17.0
Finland	n.a.	n.a.	31	-11.6	224	-1.0	155	0.8	507	2.8	26	-7.0	943	-8.4
Romania ²	5	n.a.	109	13.4	2,244	8.6	857	5.9	7,905	0.6	124	20.1	11,244	-16.8
Sweden	n.a.	n.a.	30	12.5	255	2.4	128	3.9	573	5.5	n.a.	n.a.	986	1.9
Total all countries³													23,296	1.0

1 Excluding board members

2 OMV Petrom investment in May 2024 (Renovatio Asset Management SRL) is excluded – 10 employees.

3 Restatement of GPG from 1.4 (including board members) to 1.0 (excluding board members)

n.a. The pay gap will not be published due to data protection concerns if the target group by career level is too small.



Base salaries are market-oriented, fair, and tailored to the position and expertise of the employee. OMV encourages equal pay at all career stages, for instance by setting standardized entry-level salaries that are reviewed each year in line with the local market situation.

S1-17 Incidents, Complaints, and Severe Human Rights Impacts

Incidents, complaints and severe human rights impacts

[S1-17-103a, 103b, 103c] [S1-17.104] [S1-17-104a, 104b] [S1-17 AR 106] [MDR-M.77c] [Voluntary]

		2025	2024
ESRS Metrics			
Number of complaints filed through channels for own workforce to raise concerns ¹	number	83	27
Number of incidents of discrimination	number	43	31
Amount of fines, penalties, and compensation for damages as a result of incidents of discrimination, including harassment and complaints filed and a reconciliation of such monetary amounts disclosed, with the most relevant amount presented in the financial statement	EUR mn	0	0
Severe human rights issues and incidents connected to own workforce	number	0	0
Thereof severe incidents related to child labor	number	0	0
Thereof severe incidents related to forced labor	number	0	0
Thereof severe human rights cases where undertaking played a role in securing a remedy for those affected	number	0	0
Thereof cases of non-respect of the UN Guiding Principles and OECD Guidelines for Multinational Enterprises	number	0	0
Amount of fines, penalties, and compensation for damages for severe human rights incidents connected to own workforce	EUR mn	0	0
Complaints filed with National Contact Points for OECD Multinational Enterprises	number	0	0
Voluntary Metrics			
Human Rights Assessments			
Total operational sites that have been assessed in last three years	%	100.0	n.a.
thereof where human rights impacts or risks have been identified	%	9.5	n.a.
thereof where mitigation actions taken	%	100.0	n.a.

¹ We classify all complaints filed by own workforce through these channels as human rights grievances. We received 106 human rights grievances (substantiated and non-substantiated) from own workforce in 2025.

For metrics definitions and methodologies related to the MDR-M-77 disclosure requirements on Incidents, Complaints, and Severe Human Rights Impacts, see → [Annex: S1-17 Incidents, Complaints, and Severe Human Rights Impacts metrics definitions and methodologies](#).



S2 Workers in the Value Chain

Material Topic: S2 Workers in the Value Chain

Material Sub-Topics: Working conditions; Equal treatment and opportunities; Other work-related rights (e.g., child labor)

Respecting the fundamental rights of workers in our value chain, including labor rights such as freedom of association and non-discrimination, while creating stable jobs and ensuring safe working conditions in relation to our business activities

Relevant SDGs:



SDG targets:

- 4.7 By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship, and appreciation of cultural diversity and of culture's contribution to sustainable development
- 8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity, and innovation, and encourage the formalization and growth of micro-, small-, and medium-sized enterprises, including through access to financial services
- 8.7 Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking, and secure the prohibition and elimination of the worst forms of child labor, including recruitment and use of child soldiers, and by 2025 end child labor in all its forms
- 8.8 Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

The material impacts and risks related to S2 Workers in the Value Chain can be found in → [SBM-3 Material Impacts, Risks, and Opportunities and Their Interaction with Strategy and Business Model](#).

S2-1 Policies Related to Value Chain Workers

[MDR-P-65a] [S2-1.14] [S2-1.16] To manage our identified material impacts related to human rights in the value chain and our material risks related to reputational damage from human rights violations, as well as the loss of skilled workers in the value chain, our Code of Conduct and Human Rights Policy Statement act as overarching documents outlining our general commitments to value chain workers. The HSSE Directive and Corporate Procurement Directive set out specific requirements for value chain workers hired by OMV, including those providing outsourced services (e.g., security, catering) and equipment suppliers performing regular maintenance at OMV-controlled sites, as specified in their contracts.

Code of Conduct

[MDR-P-65a-65f] For the Code of Conduct, unless otherwise specified, the key contents of the policy that are relevant for S2 Workers in the Value Chain, the process for monitoring, the scope of the policy, involvement of senior-level management, reference to third-party standards (where relevant), interests of key stakeholders in setting the policy (where relevant), and how the policy is made available to potentially affected stakeholders are covered under → [ESRS 2 Overarching Policies](#). [S2-1.16] Our Code of Conduct applies to all workers in the value chain equally.

[S2.1.18] Through our Code of Conduct we oppose forced labor, slavery, child labor, and human trafficking. Our supply chain partners are required to sign our Code of Conduct and agree to these commitments as part of their contract. OMV reserves the right to terminate relationships with suppliers if any instances of non-compliance with our Code of Conduct are discovered and if non-compliance is not addressed in a timely manner.



Human Rights Policy Statement

[MDR-P-65a-65f] For the Human Rights Policy Statement, unless otherwise specified, the key contents of the policy that are relevant for S2 Workers in the Value Chain, the process for monitoring, the scope of the policy, involvement of senior-level management, reference to third-party standards (where relevant), interests of key stakeholders in setting the policy (where relevant), and how the policy is made available to potentially affected stakeholders are covered under → [ESRS 2 Overarching Policies](#). [S2-1.16] Our Human Rights Policy Statement applies to all workers in the value chain equally. Specific commitments for value chain workers outlined in the Human Rights Policy Statement include:

Health and Safety

[S2-1.17a] OMV's commitments to respecting the human rights of our own workforce and all value chain workers according to the ILO's Fundamental Conventions and Declaration on Fundamental Principles and Rights at Work are summarized in → [S1-1 Policies Related to Own Workforce](#). A central human right is the right to a healthy and safe workplace. Therefore, for our value chain workers specifically, we are committed to upholding standards to ensure healthy and safe working environments. Our Safety Management System is founded on the OMV Group HSSE Strategy, the HSSE Directive, and various corporate regulations. By signing our General Purchase Conditions, contractors and suppliers commit to adhering to the same human rights standards that are also outlined in our Code of Conduct. We seek to work with suppliers and contractors who respect our principles and we request that our business partners also pass these requirements, as applicable, on to their own business partners, thus supporting strong human rights principles across the value chain.

Due Diligence and Engagement

[S2-1.17b] In line with the UN Guiding Principles on Business and Human Rights, our human rights due diligence (DD) activities involve continuous engagement and consultation with external stakeholders, including those impacted by our operations. We are dedicated to adopting a rights holder perspective, ensuring that, alongside business-related risks, actual and potential impacts on human rights are professionally assessed and appropriately addressed. OMV engages with value chain workers through annual surveys and regular town hall meetings. Some examples of this engagement include running supplier audits and assessments, holding service quality meetings, hosting forums and safety performance meetings with contractors, conducting HSSE walks with contractor managers at their facilities, and organizing annual meetings with strategic suppliers and sustainability supplier day events. For more details, see → [S2-2 Processes for Engaging with Value Chain Workers about Impacts](#). [S2-1.17c] To remediate negative human rights impacts that may affect our value chain workers, we provide grievance mechanisms that allow them to report their concerns – if they wish, they can even do so anonymously. For more details, see → [S2-3 Processes to Remediate Negative Impacts and Channels for Value Chain Workers to Raise Concerns](#).

Alignment with Internationally Recognized Instruments

[S2-1.17] [S2-1.19] [S2-1.AR 14] The OMV Human Rights Policy Statement and the OMV Human Rights Management System are grounded in international human rights standards and laws, including the International Bill of Human Rights, international humanitarian law (where applicable), International Labour Organization (ILO) core treaties, the UN Global Compact, the UN Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises. Being an engaged member of the Voluntary Principles on Security and Human Rights (VPs) Initiative, we also commit to acting in accordance with these principles and the International Code of Conduct for Private Security Service Providers (ICoC). OMV is further committed to complying with the UK Modern Slavery Act 2015 and publishes a Statement on Modern Slavery and Human Trafficking every year, explaining the steps we have taken, and continue to take, to prevent modern slavery or human trafficking within OMV's value chain and associated businesses.

HSSE Directive

[MDR-P-65a-65f] For the HSSE Directive, unless otherwise specified, the key contents of the policy that are relevant for S2 Workers in the Value Chain, the process for monitoring, the scope of the policy, involvement of senior-level management, reference to third-party standards (where relevant), interests of key stakeholders in setting the policy (where relevant), and how the policy is made available to potentially affected stakeholders are covered under → [ESRS 2 Overarching Policies](#). [S2-1.16] As mentioned above, our HSSE Directive applies to all workers in the value chain equally.



Contractor HSSE Management Standard

[MDR-P-65a] The Contractor HSSE Management Standard provides guidelines on managing the negative impact arising from failure to ensure adequate health and safety conditions, and therefore contributes to the safety of our value chain workers under OMV management control. It defines key HSSE responsibilities for all OMV employees, partners, and contractors who are expected to adhere to the guidelines stipulated in the HSSE Directive and our management system. Our chemicals subsidiary, Borealis, is committed to implementing the guidelines of the Responsible Care Global Charter, which is the chemical industry's voluntary initiative aimed at continuous improvement in health and safety performance. The effectiveness of all our HSSE policies is monitored periodically by the respective functions through audits, HSSE assessments, site walks, and by tracking progress against targets.

[MDR-P-65b] [S2-1.16] This standard also applies to value chain workers of OMV globally who are under OMV management control, with specific provisions for local legal compliance being considered. This includes OMV Aktiengesellschaft and all its subsidiaries, Borealis GmbH, and OMV Petrom S.A., along with their respective subsidiaries. Minor exclusions apply, for instance within Borealis, where separate guidelines that cover entity-specific operational incidents are provided. The policy also applies to value chain workers, including external experts who provide subject matter advice to OMV Group companies, as well as all contractor employees.

[MDR-P-65c] Members of the Executive Board represent the most senior level accountable for approving and implementing the standard. [MDR-P-65f] Detailed health and safety management aspects defined by the standard are addressed during contractor onboarding sessions, while other relevant aspects for suppliers are incorporated into contractual agreements.

Corporate Procurement Directive

[MDR-P-65a] The Corporate Procurement Directive outlines the framework, principles, and rules for managing procurement activities within OMV, including supplier relationship management, procurement processes, and contract management. It emphasizes the importance of early procurement involvement, ethical values, and compliance with legal requirements, ensuring transparency, efficiency, and value creation. The document outlines the overall process of supplier engagement and management, detailing how human rights aspects are integrated into supplier prequalification, audits, and meetings. The directive thereby sets the framework for our target related to supplier evaluations (see → [S2-5 Targets Related to Value Chain Workers](#)) and its effectiveness is monitored through the progress against this target by the Strategy & Digitalization procurement unit. By embedding human rights in these key procurement activities, we ensure that our supply chain operates ethically and responsibly, upholding internationally recognized human rights standards. This approach leads to improved working conditions and opportunities for workers throughout the value chain and further reduces the risk of reputational damage related to disparities in treatment. The directive thus addresses both our negative and positive material impacts related to the application of human rights principles, and the risk of reputational damage caused by disparities in treatment and opportunities for workers in the value chain.

The policy also sets qualitative objectives related to the social practices of suppliers by defining two criteria for evaluating the sustainability performance of bidders during the commercial evaluation: participation in the EcoVadis assessment and completion of the climate change questionnaire, as outlined in the "Evaluate Bids" section of the Corporate Procurement Directive. Biannual checks and progress tracking against targets are carried out by the Governance & Analytics and Strategy & Digitalization procurement units to monitor the effectiveness of the Corporate Procurement Directive's implementation. [MDR-P-65b-65f] For the Corporate Procurement Directive, unless otherwise specified, the process for monitoring, the scope of the policy, involvement of senior-level management, reference to third-party standards (where relevant), interests of key stakeholders in setting the policy (where relevant), and how the policy is made available to potentially affected stakeholders are covered in → [G1 Business Conduct](#). [S2-1.16] This policy applies to suppliers and contractors. The directive stipulates specific requirements with regards to:

Prequalification

[MDR-P-65a] The Corporate Procurement Directive requires a comprehensive prequalification process for suppliers to ensure alignment with our environmental, social, economic, and sustainable procurement standards from the very start of our business relationship. Through such measures, we aim to minimize the likelihood of negative impacts and risks related to human rights deficiencies and to create an environment conducive to positive impacts in the value chain upfront. For more details, see → [G1 Business Conduct](#).



Supplier Selection

[MDR-P-65a] A similar logic applies to supplier selection, where stringent criteria ensure that contractors are aware of and align with our standards, thereby creating a supply chain that is less susceptible to human rights violations, which consequently can lead to negative impacts on workers in the value chain and reputational risks for OMV. For more details, see → [G1 Business Conduct](#).

Enterprise-Wide Risk Management Standard

[MDR-P-65a-65f] For the Enterprise-Wide Risk Management Standard, unless otherwise specified, the key contents of the policy that are relevant for S2 Workers in the Value Chain, the process for monitoring, the scope of the policy, involvement of senior-level management, reference to third-party standards (where relevant), interests of key stakeholders in setting the policy (where relevant), and how the policy is made available to potentially affected stakeholders are covered under → [ESRS 2 Overarching Policies](#). [S2-1.16] The EWRM Standard applies to all workers in the value chain equally.

S2-2 Processes for Engaging with Value Chain Workers about Impacts

[S2-2.22a, 22b] OMV promotes collaboration and engagement with contractors and subcontractors on health, safety, and other sustainability topics. As mentioned above, engagement with workers in the value chain occurs in all stages of our business relationship and at all stakeholder levels (both with management and on-site workers) and takes on different forms. For instance, to increase awareness of embedding HSSE and sustainability principles in our value chain, we organize annual contractor forums and training sessions, where we engage with management representatives from our contractors and suppliers. Furthermore, we conduct quarterly service meetings between business representatives in OMV, Procurement, and HSSE and selected contractor representatives to review and improve service performance. To gain a better understanding of on-site conditions, we conduct joint HSSE walks and on-site human rights checks. To evaluate the effectiveness of mitigation measures that have been put in place, we conduct annual HSSE audits, TfS audits, and contractor audits with external auditors (see → [S2-4 Actions Related to Value Chain Workers](#)). [S2-2.22c] The responsibilities and roles for contractor HSSE management are shared between Business, Procurement, and HSSE. As previously stated, the VP of HSSE who reports directly to the CEO, and the Procurement and Investor Relations & Sustainability SVPs, who report directly to the CFO, oversee this engagement with workers in the value chain.

[S2-2.22e] The effectiveness of the engagement with workers in the value chain or their representatives is assessed using a range of tools. A 360-degree evaluation is conducted to understand if the regularity and format of the supplier engagement methods used by OMV meet expected requirements. We also track the effectiveness of the engagement with workers in the value chain with tools like the Human Rights Self-Assessment (see → [S2-4 Actions Related to Value Chain Workers](#)). [S2-2.23] OMV takes specific steps to gain insights into the perspectives of workers who may be particularly vulnerable. We identify these vulnerable groups and have established feedback mechanisms through our grievance channels and TfS audits to gather insights from workers who may be especially susceptible to impacts or marginalization. Additionally, we conduct interviews with contractors' blue-collar workers during audits to further understand their perspectives and identify any potential issues. For more information, see → [Audits](#).

S2-3 Processes to Remediate Negative Impacts and Channels for Value Chain Workers to Raise Concerns

[S2-3.27a] We regard grievance mechanisms as a crucial tool for preventing and managing adverse impacts on our stakeholders, including workers in our value chain. In line with the UN Effectiveness Criteria, we aim to address all grievances received, whether they arise from real or perceived issues and whether the complainant is identified or anonymous. These mechanisms provide a channel for identifying potential or actual adverse impacts, resolving grievances, and offering remedies to rights holders where we have caused or contributed to a negative impact. We recognize that these mechanisms do not impede stakeholders' rights to access judicial or other remedies. Each value chain worker's reported grievance is investigated with a commitment to confidentiality, data protection,



protection against retaliation, equal treatment, objectivity, and impartiality. Wherever OMV has caused or contributed to a negative human rights impact, we take remedial actions to counteract or mitigate it, e.g., through financial or non-financial compensation, restitution, restoration, rehabilitation, or other remedial actions. We engage with the affected rights holder while implementing the proposed remedy and ensure that the remedy is rights-compatible and does not lead to secondary harm. The following channels are available for our value chain workers to raise their concerns: the SpeakUp Channel (on our Integrity Platform) and our Community Grievance Mechanisms. These channels were both established by OMV. [S2-3.28] Both of these channels are protected against retaliation, employing methods such as whistleblower protection, as legally required by OMV through our Code of Conduct. They are communicated through training sessions, meetings, and events, and are publicly available on our website and at site locations (e.g., CGM). During audits, interviews with blue-collar workers are conducted to assess their trust in these grievance channels.

SpeakUp Channel

[S2-2.27a, 27b] [S2-3 AR 23] Our general approach to and process for remediating an identified material negative impact related to value chain workers is through the provision of grievance mechanisms. OMV has therefore established the SpeakUp Channel, which is technically part of our Whistleblowing Integrity Platform and provides our value chain workers and other stakeholders with a secure platform to confidentially and, if necessary, anonymously raise concerns regarding serious work-related misconduct, including discrimination, harassment, unequal employment opportunities, and any violations of work-related human rights (such as forced labor, child labor, and human trafficking), and have them addressed. [S2-2.27c] OMV launched communication activities addressing our business partners in 2025 to enhance access to the SpeakUp Channel for value chain workers. These activities included the presentation of this grievance channel in meetings with contractors, and we also initiated the distribution of information posters at operational sites. [S2-2.27d] For details on the process through which we support the availability of the SpeakUp Channel, as well as our approach to tracking, monitoring, and ensuring effectiveness, see → [S1-3 Processes to Remediate Negative Impacts and Channels for Own Workers to Raise Concerns](#).

Community Grievance Mechanisms (CGMs)

[S2-3.27a-27c] For issues related to human rights, such as inadequate working conditions, or for any other concerns associated with OMV's operations, any external parties, including value chain workers, can utilize the locally available Community Grievance Mechanisms (CGMs). These mechanisms are developed in line with the UN Guiding Principles on Business and Human Rights Effectiveness Criteria and applicable national regulations on grievance procedures, and are available at our operational sites to enable the reporting of grievances, identification of potential adverse impacts, resolution of issues, and provision of remedies where OMV has caused or contributed to a negative impact. The CGMs, managed by community relations teams or focal persons, are available at our sites to handle grievances from external stakeholders. In accordance with OMV's Code of Conduct, business partners shall, to the extent permissible by law, also have an accessible and effective grievance mechanism (or other mechanism in accordance with the applicable law) in place for their own workers and other stakeholders to report any breaches of human rights. During human rights monitoring activities (e.g., on-site checks), we assess the accessibility of workers' grievance mechanisms. [S2-3.27d] We aim to resolve all grievances promptly. Depending on the severity and type of issue, response times can range from within 24 hours for urgent cases to a maximum of 45 days for those requiring detailed investigations. Our approach aligns with Ipieca's best practice and the UN Guiding Principles on Business and Human Rights Effectiveness Criteria, ensuring our grievance mechanism is legitimate, accessible, predictable, equitable, transparent, rights-compatible, continuously improving, and based on dialogue. For details on the process through which we support the availability of our CGMs as well as our approach to tracking, monitoring, and ensuring its effectiveness, see → [S3-3 Processes to Remediate Negative Impacts and Channels for Affected Communities to Raise Concerns](#).

S2-4 Actions Related to Value Chain Workers

[S2-4.31] Specific actions have been defined to address the material negative impacts and risks related to our value chain workers such as inadequate application of human rights principles, including failing to ensure health and safety conditions or respect for human rights, loss of skilled workers along the value chain, and reputational damage due to disparities in treatment and opportunities. These actions also advance the positive material impact related to promoting strong human rights principles along the value chain. They include conducting impact and risk assessments, human rights compliance checks, audits, providing training and awareness-raising activities.



Furthermore, we see active engagement with contractors on safety topics as not only a means of communication and exchange, but equally a concrete action to manage our impacts and risks. [S2-4.33c] Processes to enable or provide remedy in the case of material negative impacts are established through our SpeakUp Channel as described in → [S2-3 Processes to Remediate Negative Impacts and Channels for Value Chain Workers to Raise Concerns](#).

[S2-4.38] OMV dedicates significant resources to facilitating these actions, with a strong focus on training and raising awareness among value chain workers. The Sustainable Procurement, Supplier Innovation, and HSSE departments have also organized webinars and training sessions to increase sustainability awareness and safety at contractors' sites. Human rights management is integrated throughout the organization, including in Procurement, Security, HSSE, and Community Relations. We also utilize external resources for assessments, audits, and other related activities.

In light of the geopolitical tensions in the Middle East, including military actions in Iran, the UAE, and elsewhere, OMV has taken, and continues to take, all precautionary actions to ensure that any impacts on value chain workers under our management control are minimized as much as possible. At this stage potential consequences remain uncertain and are dependent on future developments; the situation will be monitored accordingly.

Impact and Risk Assessments and Human Rights Compliance Checks

[MDR-A-68a] [S2-4.32a] [S2-4.33a] [S2-4.34a] [S2-4.35] Impact and risk identification and assessments serve as preventive and ongoing measures to ensure our current and future business activities do not cause or contribute to negative impacts on affected rights holders, including our value chain workers, and that we adequately address negative human rights impacts. OMV has developed due diligence tools and techniques to comply with our human rights commitments as outlined in our Human Rights Policy Statement and Code of Conduct. These include higher-level assessments such as country entry checks, human rights compliance checks of potential business partners, and Human Rights Impact and Risk Mapping, as well as in-depth assessments such as impact assessments, self-assessments, and audits, usually implemented when the higher-level assessments reveal potential issues. We focus specifically on the prevention of the identified material negative impacts and risks, which include inadequate application of human rights principles and failure to ensure adequate health and safety conditions, and the resulting risks related to reputational damage due to disparities in treatment and opportunities for workers in the value chain and the reduction of workforce expertise along the value chain. [S2-4.32c] At the same time, these due diligence tools also support us in promoting the positive impact of strong human rights principles along the value chain.

[MDR-A 68e] In total, 55 human rights compliance checks and assessments were conducted across the OMV Group in 2025 (2024: 20).⁴¹ The findings of these, both positive and negative, are compiled in reports that are shared with the responsible managers and action plans to address any identified impacts or risks are defined. [MDR-A68b, 68c] This process of identifying and assessing impacts and risks is relevant for our current and future business activities and relationships globally and focuses on our own workforce and workers in the value chain, primarily those working as contractors on-site or in the upstream value chain. It is an ongoing process.

[MDR-A-68a, 68b] [S2-4.33a] On the higher level, in 2025, we conducted a Group-wide Human Rights Impact and Risk Mapping exercise, which will be reviewed and updated annually from now on. This newly introduced tool allows the high-level identification of impacts and risks associated with our operated and non-operated assets, based on country context as well as type of business activities. The identified impact and risk levels define the depth and intensity of further human rights due diligence to be carried out, including more in-depth human rights assessments, which we recognize as an ongoing process, starting with entering new business activities and continuing throughout our ongoing operations, as well as upon decommissioning or divestment.

Another example is our human rights compliance checks, with which we screen business partners' capability to comply with OMV's human rights commitments. [MDR-A 68e] A total of 49 human rights compliance checks were conducted across the OMV Group in 2025. These checks help us to identify any gaps and define the risk exposure to OMV when engaging with the respective business partner.

[MDR-A-68a, 68b] [S2-4.33a] As a follow-up to the higher-level assessments, in 2025, we conducted an in-depth exit review for Yemen, which examined human rights risks associated with OMV's exit, focusing on current and potential

⁴¹ This figure does not include the Group-wide Human Rights Impact and Risk Mapping mentioned below.



impacts on local communities and its workforce including value chain workers. It also assessed risks arising from the withdrawal, analyzed OMV's responsibility for adverse impacts, and recommended mitigation and remediation measures to manage these risks during and after disengagement. Such in-depth assessments are connected to our target to conduct human rights assessments, including action plans, in all high-risk countries every five years by 2030 (see → [S2-5 Targets Related to Value Chain Workers](#)).

[S2-4.32d] To track the effectiveness of our human rights impact and risk assessments and compliance checks, we utilize the Human Rights Self-Assessment tool. The self-assessment questionnaire, based on our Human Rights Responsibility Matrix, covers topics including rights holder engagement, working conditions, and occupational health and safety. It is filled in by local management, before being analyzed and assessed by independent external human rights professionals. Based on the findings, we develop an action plan to address the concerns raised and to close the gaps identified in the implementation of our human rights commitments.

Audits

[MDR-A 68a, 68b, 68c] [S2-4.32a] [S2-4.33a, 33b] [S2-4.35] Audits are both a preventive and a monitoring measure established by the Corporate Procurement Directive. They aim to verify whether our strong human rights principles are upheld along the value chain, thereby addressing the negative impact and risk related to inadequate application of human rights principles and the risk of potential reputational damage related to disparities in treatment and opportunities. Since 2021, OMV has been a member of Together for Sustainability (TfS), a global network of 53 companies that sets the standard for environmental, social, and governance performance in chemical supply chains. The TfS program is based on the principles of the UN Global Compact and Responsible Care. Being a TfS member helps OMV further embed sustainability in its day-to-day business operations and cascade sustainability requirements within our supply chain. Every year, OMV conducts two types of audits for selected suppliers and contractors: on-site TfS audits focusing on sustainability performance, and remote audits performed by external auditors focusing on financial stability, strategy, organization, supply chain, sustainability, and cybersecurity performance. Both types of audits are conducted on an ongoing basis during prequalification or contract execution and aim to measure and improve supplier performance. As such, they are directly linked to our 2030 target to ensure that 100% of suppliers representing 80% of Procurement spend have a valid TfS sustainability assessment and/or audit in place (see → [S2-5 Targets Related to Value Chain Workers](#)). [S2-4.32d] The effectiveness of the audits is assessed based on improvement plans. Audit findings classified with a red flag are followed up on and analyzed by the Procurement team in collaboration with business representatives and any other relevant function (e.g., HSSE, Legal, Internal Audit, and Compliance). Information on the outcome of the audit is made available to the supplier, and the supplier is requested to submit a proposed corrective plan with concrete measures and an implementation timeline.

Training and Awareness-Raising

[MDR-A68a] [S2-4.32a, 32c] Enhancement measures such as training sessions, webinars, and other information events aim to build capacity and knowledge about human rights and HSSE principles throughout our value chain. These actions thereby contribute to mitigating our negative impact that could stem from inadequate application of human rights caused by a lack of knowledge, and in turn mitigating the resulting risk of reputational damage. Training also addresses the risk of decreasing quality of work caused by a loss of expertise and skills in the value chain. Lastly, training enables the positive impact of strong human rights principles applied along the value chain. As such, the actions support the objectives of our Code of Conduct, HSSE Directive, Contractor HSSE Management Standard, and Corporate Procurement Directive. Training is also backed by our target related to contractor onboarding (see → [S2-5 Targets Related to Value Chain Workers](#)).

During the reporting period, OMV continued its actions to protect workers in the value chain by providing training. For instance, when a supplier is invited to complete an EcoVadis assessment, they also gain access to an e-learning platform courses dedicated to sustainable business practices (including labor practices and human rights). Furthermore, our suppliers can also register on the TfS Academy platform, where a wide variety of courses are available on topics such as discrimination and harassment, human trafficking, modern slavery, child labor, recognizing and preventing forced labor, etc. In addition, training our own staff on human rights ensures that they are equipped to uphold and advocate for these standards throughout the value chain, thereby contributing to better working conditions and fair treatment of all workers. [MDR-A-68e] In 2025, a total of 86 (2024: 26) suppliers were trained on social issues. Human rights training contributes to our target related to human rights assessments and



the development of action plans, as it equips our people to better develop, implement, and track the effectiveness of such action plans (see → [S2-5 Targets Related to Value Chain Workers](#)).

[MDR-A68b, 68c] [S2-4.32d] OMV also collaborates with its suppliers on awareness-raising activities to enhance overall sustainability performance. Providing training and raising awareness for value chain workers is crucial for our global business activities. This effort primarily focuses on business partners in our upstream value chain, especially those working as on-site contractors. Training and awareness-raising are ongoing processes and to track their effectiveness, OMV monitors suppliers' progress through improved EcoVadis scores, which reflect enhancements in their sustainability performance.

Contractor Safety

[MDR-A 68a-68c] [S2-4.32a, 32c, 32d] [S2-4.34a] In addition to all of the actions described above, we implement further measures dedicated to ensuring contractor safety to mitigate any potential negative impacts linked to insufficient health and safety standards at our contractors' sites and the resulting risk of reputational damage. Actively enhancing contractor safety also creates a positive impact as it facilitates a safe and healthy workplace for workers in the value chain. Contractor safety actions are relevant for our current business activities globally and focus on business partners in our upstream value chain, primarily those working as contractors on-site. They are an ongoing process governed by our Contractor HSE Management standard and their effectiveness is tracked through performance against our target related to contractor onboarding (see → [S2-5 Targets Related to Value Chain Workers](#)). Our Contractor HSE Management process begins with issuing the scope of work, related risks, information about HSE requirements, and the HSE key performance indicators (KPIs). The process continues through the tender stage with the HSE evaluation and capability audit, if needed. Once the contract terms are agreed and the contract is awarded, and before work begins at the site, we reinforce our expectations and requirements during kick-off meetings, HSE inductions, site-specific training, and other joint meetings.

Every contractor employee is onboarded with dedicated safety training. We also run an in-depth program to train other workers on OMV's sites in our Life-Saving Rules (LSR) Training Safety Center. The presence of contractors at our sites is monitored around the clock using an electronic registration system (e.g., in the refineries) or paper sign-in system (e.g., attendance sheet, permit to work, and induction sheet). During the contract period, we monitor our contractors by way of supervision, audits, inspections, joint HSE or safety walks, service quality meetings, forums, and workshops, using the outcomes to share information and encourage improvement of our HSE performance as a team. To increase the awareness and knowledge of contract owners, contract holders (i.e., the beneficiaries in need of external services), procurement staff, and HSE experts regarding our Contractor HSE Management process, we have continued to deliver specific training explaining how HSE requirements and tools are embedded in the source-to-contract process. OMV has also introduced the HSE Contractor Awards to recognize and incentivize contractors who demonstrate exceptional safety practices. OMV also actively participates in industry networks to share best practices in occupational health and safety and regularly learn from industry leaders, e.g., within the International Association of Oil & Gas Producers (IOGP).

[S2-4 AR 43] To ensure proper management of our material risks related to the value chain, particularly contractors/suppliers, they are integrated into our existing HSE (Health, Safety, Security, and Environment) Risk Management system. Through this established framework, OMV systematically identifies, assesses, and mitigates our potential negative impacts and associated risks. Key components of this process include regular audits, stringent prequalification procedures, and continuous stakeholder engagement. [MDR-A-69a, 69b] Despite the resources dedicated to the actions and initiatives, none of them exceeded our key action threshold⁴² of EUR 5 million CAPEX in the reporting year. Therefore, data requirements related to CAPEX have not been addressed.

42 [MDR-A 69b] Key actions are defined as those requiring CAPEX of EUR ≥5 mn for their implementation through the end of the planning period. In 2025, the planning horizon was shortened from five years to three, resulting in forward-looking CAPEX that is lower compared to the Sustainability Statement 2024. CAPEX includes additions to property, plant, and equipment and to intangible assets (incl. IFRS 16 right-of-use assets) and expenditures for acquisitions, as well as equity-accounted investments and other interest for pre-defined sustainability CAPEX categories. Decommissioning assets, government grants, borrowing costs, additions to assets disposed (under certain conditions), and other additions that by definition are not considered capital expenditure are not included in CAPEX figures. Within the boundaries of applicable accounting standards, expenditure incurred during project implementation is generally capitalized, thus included in the CAPEX figures. OPEX figures related to key actions are not disclosed due to current limitations in data availability and may be included in future reports as reporting practices evolve.



Metrics and Targets

S2-5 Targets Related to Value Chain Workers

[MDR-T-80a] [S2-5.39a, 39c] To track the effectiveness and progress of our policies and actions addressing material impacts and risks related to workers in the value chain, we have set measurable, outcome-oriented, and time-bound targets. First, we continuously aim to minimize our potential negative impact on value chain workers from the inadequate application of human rights and maximize our positive impact of strong human rights principles along the value chain. To support those objectives, we work toward the target to conduct human rights assessments in 100% of high-risk countries by 2030. Also related to this potential negative and potential and actual positive impact is the target related to supplier evaluations. In addition, this target contributes to managing our risk of reputational damage related to human rights deficiencies as it requires continuous improvement of our suppliers' sustainability performance. Finally, we set a target for contractor onboarding, which backs continuous learning and capacity building in the value chain, specifically linked to HSSE. Therefore, this target covers both our positive and negative impacts and addresses our risk of a reduction in workforce expertise along the value chain. More details about these targets are given in the following section.



Conduct Human Rights Assessments

[S2-5.39a, 39c] [S2-5.41] [MDR-T-80a-80]

[MDR-T-80a] The OMV Code of Conduct and Human Rights Policy Statement outline our full commitment to the UN Guiding Principles on Business and Human Rights. Our target of conducting human rights assessments including action plans in all high-risk countries every five years by 2030, underscores our commitment to identifying and addressing human rights impacts on workers in the value chain. These assessments enable us to identify, prevent, and mitigate potential negative human rights impacts related to our business activities and relationships, particularly in high-risk countries and among value chain workers. This allows us to more effectively define and implement our action plans.

2030

Human rights assessments¹ including action plans in all high-risk countries every five years by 2030

Absolute target	
Value chain activities	Own operations (including contracted services when applicable)
In scope	JVs, own operations, operating partners with OMV share of more than 10%
Out of scope	Minority shareholdings of 10% or less
Geographical coverage	Group-wide
Base year	2022
Baseline value	4/15 countries: 26.6%

[MDR-T-80f] To identify and address human rights impacts and risks related to our workers in the value chain, OMV adheres to the UN Guiding Principles on Business and Human Rights (UNGPs) and the UN Global Compact (UNGC) requirements for human rights due diligence, now also included in the European Sustainability Reporting Standards (ESRS). For our upstream value chain, local supplier procedures are integrated into country- or asset-level due diligence activities. We annually document all human rights due diligence activities, including action plans for our business activities. [MDR-T-80h] The target was set following consultations with Executive Board (EB) members, SVPs, and HSSE, and approved by the EB. Workers in the value chain were not involved in setting the target.

¹ For this target, we define human rights assessments as in-depth assessments such as impact assessments, self-assessments, and audits. Country entry checks, human rights compliance checks, and Human Rights Impact and Risk Mapping are not in scope.



[MDR-T-80i] No changes were made to targets in the reporting year. Methodologies are periodically reviewed to ensure they reflect the latest standards and practices.

Status 2025

[MDR-T-80j] Over the last five years, a human rights assessment has been conducted and action plan developed in **66.7%** (6 out of 9; 2024: 70%) of our operations in high-risk countries. This target is monitored and reviewed annually.



[S2-5.42a] The target-setting process involves an evaluation of our current performance, identification of key areas for improvement, and extensive consultations with business divisions, subject matter experts, and senior management. Although we did not directly engage with workers in our value chain or their representatives, the target was established with the understanding that human rights assessments are essential to identify any actual or potential human rights impacts on rights holders, including those of workers in the value chain, related business risks, and to address them accordingly. [S2-5.42b] Benchmarking exercises were conducted against industry standards to set realistic targets. Value chain workers are not involved in tracking OMV's performance against the set targets. [S2-5.42c] The year-on-year figures provide an insight into the effectiveness of our actions taken to achieve them. When a negative trend is observed, we analyze the causes and identify actions to improve performance. For example, we may hold workshops to raise internal awareness of our human rights responsibilities and the importance of thorough assessments.



TfS and Supplier Sustainability Evaluations

[S2-5.39b] [S2-5.41] [MDR-T-80a-80j]

[MDR-T-80a] As stipulated in our Corporate Procurement Directive, OMV is committed to continuously improving sustainability management and performance, both in our own operations and in our value chain. To this end, our target is to be an active member of TfS and conduct sustainability evaluations for all suppliers covering over 80% of Procurement spend by 2025. We aim to maintain this target yearly until 2030. Through this commitment, we aim to enhance sustainability in daily procurement activities, provide a better overview of the environmental, social, and economic impacts of purchased goods and services, and embed more ambitious sustainability targets in the supply chain.

2025

Be an active member of TfS and conduct sustainability evaluations for all suppliers covering >80% of Procurement spend

2030

Ensure that 100% of suppliers representing 80% of Procurement spend have a valid TfS sustainability assessment and/or audit in place

Absolute target

Value chain activities	Upstream value chain – Tier 1 suppliers
In scope	Suppliers in Procurement scope, according to Corporate Procurement Directive
Out of scope	All suppliers that are not in Procurement scope, according to Corporate Procurement Directive
Geographical coverage	Group-wide
Base year	2022
Baseline value in %	36

[MDR-T-80f] This target has been established as part of OMV's commitments to TfS and in alignment with other TfS members. The goal is to focus on EcoVadis assessments for suppliers with the highest spend and TfS audits for those from high-risk countries in terms of human rights or labor rights (e.g., Southeast Asia). Each year, in addition to suppliers covering 80% of Procurement spend, suppliers with an EcoVadis score below 45 points are invited to



undergo a new EcoVadis evaluation to improve their performance. [MDR-T-80h] Internal stakeholders, such as EB members and the Group Sustainability department, along with external stakeholders, including the TfS organization, were involved in the target-setting process through consultations. The target was approved by the OMV Executive Board. [MDR-T-80i] In alignment with our business strategy review and the recent EU regulatory developments, including the German Supply Chain Due Diligence Act (LkSG) and the Corporate Sustainability Due Diligence Directive (CSDDD), our 2030 target was subsequently revised, following approval by OMV's Sustainability Coordination Forum in October 2025. In the reporting year, there were no changes in methodologies, which are periodically reviewed to ensure they reflect the latest sustainable procurement standards and practices.

Status 2025

[MDR-T-80j] Suppliers covering **80%** of Procurement spend assessed (2024: 65%). This target is monitored monthly and reviewed annually.

[S2-5.42a] The target-setting process includes a thorough evaluation of our current performance, identification of key areas for improvement, and consultations with internal stakeholders such as EB members and the Group Sustainability department, as well as external stakeholders such as the TfS organization. We did not directly engage with workers in our value chain or their representatives. As a TfS member, we ask our suppliers to conduct sustainability assessments (via EcoVadis) and audits to evaluate ESG performance. [S2-5.42b] Sharing results within the TfS network reduces duplication and benefits the entire supply chain. We do not involve value chain workers in tracking OMV's performance against the targets. [S2-5.42c] The monthly review of the progress toward this target, as well as the year-on-year figure provides insight into the effectiveness of our actions taken to achieve them. When the performance indicates a negative trend, we analyze the reasons and identify possible actions to improve our performance against this target. For example, additional training with our contractors may be implemented to raise awareness of the importance of completing the TfS sustainability assessments (via EcoVadis).



Contractor Onboarding

[S2-5.41] [MDR-T-80a-80j]

[MDR-T-80a] Backed by the HSSE Directive and in line with the provisions of our Code of Conduct, the OMV Group HSSE Strategy 2030 defines several strategic goals. The target related to contractor onboarding supports the strategic goal of "developing supplier and contractor management capabilities on all levels, internally and externally." This includes proper onboarding of key contractors and providing dedicated HSSE support during the ramp-up phase, as also outlined in the Contractor HSSE Management standard. [MDR-T-80c] This target includes all value chain workers on OMV sites, such as those providing outsourced services (e.g., security) and equipment suppliers performing regular maintenance at OMV-controlled sites, as specified in their contracts.

2025

Completion rate (CR) of Life-Saving Rules training within Safety Centers for external workforce (phased rollout)
Target: 85% of contractor employees¹ trained according to division plans.

1 In this chapter, "other workers on OMV's sites" are considered equivalent to "contractor employees," and the terms will be used as synonyms.



Relative target	
Value chain activities	Own operations (including contracted services when applicable)
In scope	100% for fully owned assets and for assets where the Group's interest is less than 100% but more than 50%, and where the Group's interest is 50% or less if OMV is the operator of a joint venture
Out of scope	Joint ventures where OMV does not have control or operatorship, where no Safety Center is available
Geographical coverage	Group-wide
Base year	2025
Baseline value	n.a.

[MDR-T-80f] The methodology applied to determine the contractor completion rate (CR) is based on the following calculation: Number of contractor employees trained in the Life-Saving Rules (LSR) Safety Center divided by the number of contractor employees planned to train in the LSR Safety Center, multiplied by 100. The result should be 85% or over. [MDR-T-80h] The metric and target were proposed within the Leading KPI Framework during internal workshops that involved internal stakeholders from HSSE and Group Sustainability and specific business functions that work closely with value chain workers (e.g., in the refinery). Workers in our value chain or their representatives were not directly involved in this process. The Leading KPI Framework was subsequently approved by the OMV EB. [MDR-T-80i] No changes were made in the reporting year.

Status 2025

[MDR-T-80j] By the end of 2025, the target of **85%** completion rate was achieved: CR = 135%, as more contractors were trained than planned.

[S2-5.42a] The process for setting the target on contractor onboarding included an evaluation of the results from contractor assessments and audits in order to identify areas for improvement. This was followed by consultations with internal stakeholders like EB members and the Group Sustainability department, as well as benchmarking against IOGP and Concawe best practices and guidelines. [S2-5.42b] We monitor our performance against this target annually. [S2-5.42c] The quarterly review of progress toward this target, along with the year-on-year figures, provides insight into the effectiveness of our actions taken to achieve it. When a negative trend is identified, we communicate lessons learned to contractors, implement improvements at the sites, and share safety best practices.



Metrics Related to Value Chain Workers

Workers in the value chain metrics

[S2-4.36] [S2-1.19] [MDR-M.77c] [Entity-specific] [Voluntary]

		2025	2024
ESRS metrics			
Severe human rights issues and incidents connected to our upstream and downstream value chain	number	0	0
Thereof cases of non-respect of international standards reported in OMV's value chain	number	0	0
Total human rights grievances raised through SpeakUp Channel and Community Grievance Mechanisms by value chain workers	number	77	n.a.
Entity-specific and voluntary metrics			
Audits performed by OMV Procurement with an external auditor	number	33	42
TfS (re)assessments performed by EcoVadis	number	632	570
TfS audits performed	number	23	13
Suppliers with a valid EcoVadis score (no more than 3 years old)	number	900	697
Suppliers with improved EcoVadis score	%	78.0	67.0
Buyers across all locations that attended awareness sessions on sustainable procurement	number	190	155
New suppliers screened for social criteria (e.g., child labor, forced labor, and collective bargaining) and environmental criteria	number	1,175	1,531
New suppliers assessed with negative social impacts in the supply chain that were disqualified	%	0.1	1.0
Suppliers that were trained on social issues	number	86	26
Spend with local suppliers	%	70.9	71.1



Additional metrics

[MDR-M.77c] [Voluntary]

		2025
Total number of Tier 1 suppliers	number	14,000
Total number of significant suppliers in Tier 1	number	300
Total spend on significant suppliers in Tier 1	%	80.0
Total number of significant suppliers in non- Tier 1	number	0
Total number of significant suppliers (Tier 1 and non Tier 1)	number	300
Total number of significant Tier 1 and non Tier 1 suppliers assessed via desk or on-site assessments	number	56
Target of number of suppliers assessed via desk assessments/on-site assessments	number	12
Number of suppliers assessed with substantial actual/potential negative impacts	number	16
Suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	%	100.0
Number of suppliers with substantial actual/potential negative impacts that were terminated	number	0
Total number of suppliers in capacity building programs	number	289
Total contractors and Tier 1 suppliers assessed in human rights in the last three years	%	7.2
thereof where risks have been identified	%	0.1
thereof where mitigation actions taken	%	100.0

For metrics definitions and methodologies related to the MDR-M-77 disclosure requirements on Workers in the Value Chain, and the additional metrics, see → [Annex: S2 Workers in the Value Chain metrics definitions and methodologies](#).



S3 Affected Communities

Material Topic: S3 Affected Communities

Material Sub-Topics: Communities' economic, social, and cultural rights; Communities' civil and political rights; Rights of indigenous peoples

Managing the impact of our activities on local communities (e.g., local employment and skills development, infrastructure impacts, environmental, health, and well-being impacts), including through targeted social investments

Relevant SDGs:



SDG targets:

- 1.4 By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology, and financial services, including microfinance
- 8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity, and innovation, and encourage the formalization and growth of micro-, small-, and medium-sized enterprises, including through access to financial services
- 16.6 Develop effective, accountable, and transparent institutions at all levels
- 16.7 Ensure responsive, inclusive, participatory, and representative decision-making at all levels

The material impacts related to S3 Affected Communities can be found in → [SBM-3 Material Impacts, Risks, and Opportunities and Their Interaction with Strategy and Business Model](#). This topic is governed centrally by Group Sustainability, which is led by the SVP Investor Relations & Sustainability, who reports directly to the CFO. The sustainability departments at OMV Petrom and Borealis govern their respective issues and coordinate with their local community relations focal persons.

S3-1 Policies Related to Affected Communities

[S3-1.12] [S3-1.14] [S3-1 AR 9] To manage the identified material impacts related to all affected communities near our operations, our Code of Conduct (CoC) and Human Rights Policy Statement serve as overarching frameworks outlining our general commitments to affected communities and their human rights. In addition, the Sustainability Directive outlines specific processes and covers social responsibility, including community relations and social investments. The Sustainability Directive was updated in 2025 to include new community relations and social investment requirements, including a reference to the Community Relations & Social Investments (CR & SI) handbook, which provides additional guidance to manage these activities and which is available for all local OMV community relations and social investments focal persons.

Code of Conduct

[MDR-P-65a-65f] For the Code of Conduct, unless otherwise specified, the key contents of the policy that are relevant for S3 Affected Communities, the process for monitoring, the scope of the policy, involvement of senior-level management, reference to third-party standards (where relevant), interests of key stakeholders in setting the policy (where relevant), and how the policy is made available to potentially affected stakeholders are covered under the policies disclosed in → [ESRS 2 Overarching Policies](#).



Human Rights Policy Statement

[MDR-P-65a-65f] For the Human Rights Policy Statement, unless otherwise specified, the key contents of the policy that are relevant for S3 Affected Communities, the process for monitoring, the scope of the policy, involvement of senior-level management, reference to third-party standards (where relevant), interests of key stakeholders in setting the policy (where relevant), and how the policy is made available to potentially affected stakeholders are covered under the policies disclosed in → [ESRS 2 Overarching Policies](#).

Specific Commitments for Affected Communities and Indigenous Peoples

[S3-1.15] [MDR-P-65a] Through specific provisions in the Human Rights Policy Statement, OMV is dedicated to addressing any adverse impacts on local culture, religions, customs, traditions, indigenous peoples' rights, legitimate land, or livelihoods caused or contributed to by our business operations and community investment projects.

[S3-1.16a] OMV adheres to the principle of free, prior, and informed consent, in line with the International Finance Corporation (IFC) Performance Standard 7 and ILO Convention 169. This commitment includes community consultations to ensure that the rights, culture, and traditions of indigenous peoples are respected and protected. OMV is dedicated to avoiding involuntary resettlement and maintains a zero-tolerance policy for illegitimate land grabbing. We respect legitimate tenure rights related to land and natural resources, including water, as per IFC Performance Standard 5. In cases where OMV's activities might interfere with the rights of affected communities, particularly indigenous peoples, we commit to developing mitigation, reparation, and compensation plans in consultation with relevant stakeholders, including the host government. [S3-1.16b, 16c] We are committed to maintaining regular dialogue with local communities to understand their needs, concerns, and interests. The forms of engagement with local communities are tailored to the local context. Local needs identified through engagement guide our investment priorities. We are committed to making Community Grievance Mechanisms (CGMs) available at all operational sites. A CGM is a formalized process to manage grievances in a systematic and transparent manner and offer opportunity for remedy (see → [Processes to Remediate Negative Impacts and Channels for Affected Communities to Raise Concerns](#)). [S3-1.17] The OMV Human Rights Policy Statement and Human Rights Management System are specifically aligned with the International Bill of Human Rights, international humanitarian law (where applicable), International Labour Organization (ILO) core treaties, the UN Global Compact, the UN Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises to ensure the rights of affected communities and indigenous peoples are respected and protected. For more details, see → [ESRS 2 Overarching Policies](#).

Sustainability Directive

[S3-1.12] [MDR-P-65a] To ensure that local communities near our operations benefit from our presence, the Sustainability Directive outlines the requirements for obtaining and maintaining the social license to operate through partnership-oriented community relations and social investments. Social investments address identified community needs and are designed to mitigate potential and actual negative impacts on affected communities from failure to respect their rights during Company operations, while fostering the actual and potential positive impacts of a respectful and trustful relationship. They also create valuable business opportunities by fostering trust, collaboration, and mutual benefit between OMV and the communities it impacts. By monitoring adherence to this policy through activities such as regular self-assessments, we verify and ensure that requirements are consistently applied, which in turn enables us to identify opportunities for continuous improvement. [MDR-P-65b] The Sustainability Directive applies to OMV's global operations, including Borealis and OMV Petrom.

[MDR-P-65c] Final approval for the Sustainability Directive lies with the Executive Board. Group Sustainability experts steer the overall community relations agenda and targets and provide tools, training, guidance, expertise, and support to the business to conduct community relations as required. Accountability lies with the respective business SVPs/general managers, who appoint local community relations and social investment focal persons in their respective businesses, where those businesses are relevant from a community relations perspective. The local focal persons are responsible for establishing and maintaining relationships with local community stakeholders, addressing local concerns and complaints in accordance with community grievance management systems, and designing and implementing social investments. Additionally, local focal persons are responsible for monitoring community stakeholders' attitudes toward the Company to mitigate negative impacts on the business, and informing line management of any serious social issues that have wider implications for project activities.



The community relations and engagement process, which is governed by the Sustainability Directive, is used to monitor effectiveness.

[MDR-P-65d] Through the overarching OMV Sustainability Framework (see → [ESRS 2 GOV-1 Role of the Administrative, Management, and Supervisory Bodies](#)) and related activities, the Sustainability Directive is aligned to contribute to the achievement of the SDGs. In line with these efforts, we prioritize social investments according to defined strategic social activities (including community investments) to address the needs of affected communities and manage positive changes resulting from our operations. [MDR-P-65e] OMV subject matter experts and relevant departments were either directly involved in the development of the directive or their feedback on the draft directive was sought during the internal consultation process. [MDR-P-65f] The directive is available to all employees internally through dedicated platforms.

S3-2 Processes for Engaging with Affected Communities about Impacts

In the context of our community relations management, we see engagement with affected communities as both a means to communicate and create mutual understanding as well as a concrete action to manage our material impacts. Such engagement is conducted in various ways and for various purposes, as explained in → [S3-3 Processes to Remediate Negative Impacts and Channels for Affected Communities to Raise Concerns](#) and → [S3-4 Actions Related to Affected Communities](#).

[S3-2.21a] Stakeholder engagement is an ongoing process that involves stakeholder identification and analysis, regular disclosure and dissemination of information, meaningful consultation and participation, establishment and maintenance of a grievance mechanism, and ongoing communication on issues that have been identified to be of priority to the communities. Engagement with affected communities varies depending on the stage of the project and its level of establishment. For new business projects, engagement with affected communities normally happens through their legitimate representatives. For projects requiring a Social and Human Rights Impact Assessment (SHRIA), direct engagement with members of the affected communities as well as credible proxies, for instance through focus groups and interviews, also occurs during project set-up. For mature projects such as at the refineries or production sites, engagement occurs directly with the affected communities as well as legitimate representatives.

[S3-2.21b] We engage with local communities at every stage of our business projects in order to integrate their perspectives into our operations. Each operating site is responsible for conducting a stakeholder analysis and developing a stakeholder engagement plan, which lays out the frequency and type of engagement, as fit for local purpose. Types of engagement may include, for instance, face-to-face meetings, email updates, social media communication, and attendance at local assemblies. The frequency of engagement is based on the stakeholder engagement plan and varies by project and depends on several factors, such as the size and nature of the project, geography, and specific characteristics of each project. For example, in some locations, engagement may be less frequent because the projects are already well established or OMV is already recognized and well-known by local communities (e.g., in Austria), while in other locations, it may occur more often due to the need for ongoing development and communication. For new projects that are identified as potentially having significant impacts on local communities, a Social and Human Rights Impact Assessment (SHRIA) is conducted, which, whenever possible, includes fieldwork research in and around sites as well as meaningful, non-discriminatory, face-to-face engagement. Based on the internal guidelines for conducting SHRIAs, they include a baseline study, stakeholder analysis, impact identification and analysis, and proposed mitigation measures for negative impacts, and, if relevant a community needs assessment for creating positive outcomes and enhancing positive impacts from the project. Where possible, SHRIAs are conducted in a participatory manner by directly consulting with potentially affected communities. Our standards require the outcomes of the SHRIAs to be communicated to affected stakeholders through appropriate means wherever possible. Based on these assessments, site-specific strategies for community relations, stakeholder engagement plans, Community Grievance Mechanisms, and social investments are developed and implemented. Sometimes, the SHRIA is integrated into an Environmental and Social Impact Assessment (ESIA) to foster synergies and efficiencies. In addition to the SHRIAs, we conduct cultural impact assessments for specific communities, such as indigenous communities.



For instance, to avoid negatively impacting culturally significant sites, we have altered the initial planning of business projects, including adjusting well drilling trajectories. Throughout the project life cycle, and depending on the stage of the project, the views of community members are taken into account, for instance regarding planning access routes and times during which works will be conducted and the forms of community investments.

We maintain regular communication with the communities that live where we operate and strive to inform them in advance of any planned business activities that may affect them. For example, in the vicinity of our refineries, stakeholders such as local authorities and neighbors are proactively informed in advance of any work that may cause a disturbance (e.g., noise from turnarounds) by way of stakeholder meetings, social media, leaflets, and other channels as appropriate.

When plants are decommissioned or we exit a location, our community relations team ensures that potential social impacts are addressed, for instance by drawing up targeted community engagement plans, conducting a Social and Human Rights Impact Assessment, and drawing up management plans and exit strategies for ongoing community development projects. In 2025, we conducted a high-level assessment with independent human rights experts for Yemen, which examined human rights risks associated with OMV's exit from Yemen, focusing on current and potential impacts on local communities and its workforce including value chain workers. It also assessed risks arising from the withdrawal from operations, analyzed OMV's responsibility for adverse impacts, and recommended mitigation and remediation measures to manage these risks during and after disengagement.

[S3-2.21c] The OMV Group Sustainability department steers, governs, and reports on Group-wide community relations and social investment (CR & SI) activities. Group Sustainability also sets the overall agenda and targets and provides tools, training, guidance, expertise, and support to the business to conduct CR & SI as required. Local CR & SI focal persons are responsible for the development and implementation of local CR & SI activities to support the Group's sustainability agenda. The CR & SI experts within Group Sustainability are the most senior role that governs and steers community relations and social investments at Group level. Accountability for the development and implementation of the CR & SI activities, including the implementation of stakeholder engagement plans, lies with general/site managers. According to our Sustainability Directive, each business area and all subsidiaries can act as an initiator of community relations and social investments within the framework of OMV's Sustainability Strategy processes. The CR & SI experts within Group Sustainability also ensure that the results of engagements inform the OMV Group's community relations and social investment strategy. For instance, we hold structured quarterly alignment meetings and, where necessary, on-demand meetings with our local community relations focal persons to monitor and steer local implementation of our global community relations and development commitments. We also organize regular dialogue between all countries in order to share challenges and best practice experiences as a supplement to the guidance provided.

[S3-2.21d] The effectiveness of our stakeholder engagement is assessed through the collection and evaluation of stakeholder feedback, which is gathered after resolving an issue or launching a social investment program. This feedback is collected locally via surveys or direct engagement, then analyzed to identify areas for improvement, track progress against our engagement objectives, and ensure that our interactions with communities are productive and meaningful. Our community and social investments are guided by the needs identified as part of SHRIAs and ongoing community consultations. Each year, we prioritize collaborative projects with local stakeholders in an effort to maximize the social return on our investments.

Engagement with Vulnerable Groups

[S3-2.22] We pay attention to any possible impact on human rights, particularly those of individuals and groups that are more likely to be in vulnerable situations, such as indigenous peoples, women, and children. For instance, in the SHRIA framework, special emphasis is placed on direct engagement with these potentially vulnerable groups, such as through special focus groups with only female participants. Furthermore, we engage with NGOs through various social projects, sponsorships, and donations to gather insights into the vulnerabilities of specific groups within our communities. Our stakeholder dialogue, grievance mechanisms, and SHRIAs facilitate the collection of direct feedback from communities, ensuring their concerns are heard and addressed. This collaborative approach allows us to identify and protect vulnerable groups.

[S3-2.23i-23iii] All projects run by OMV's Energy segment require community consultation in the development phase, which is especially important if the project has the potential to affect indigenous communities, where free, prior,



and informed consent (FPIC) is required. Our affected communities in New Zealand include indigenous peoples. Our commitment to respecting and fulfilling their human rights, specifically their cultural, intellectual, religious, and spiritual property, the activities affecting their lands and territories, and the legislative or administrative measures that affect them, is stated in our Human Rights Policy Statement. We are committed to community consultation and recognize the principle of free, prior, and informed consent (FPIC) in accordance with International Finance Corporation (IFC) Performance Standard 7 and ILO Convention 169. OMV recognizes and respects legitimate tenure rights related to the ownership and use of land and natural resources (including water) as set out in IFC Performance Standard 5. We are committed to avoiding involuntary resettlement and follow a zero-tolerance policy for illegitimate land grabbing, while respecting the right to water. In the event of OMV interference with the rights of local communities, especially those of indigenous peoples, we are committed to developing adequate mitigation, reparation, and compensation plans in close consultation with all relevant stakeholders, including the host government (see → [S3-3 Processes to Remediate Negative Impacts and Channels for Affected Communities to Raise Concerns](#)).

OMV New Zealand's assets have long been established, with affected communities identified as including farming neighbors and indigenous groups connected to the land and sea. Māori, recognized as the original people of New Zealand and governed by the Treaty of Waitangi, retain the right to protect their way of life and resources. The Treaty influences OMV New Zealand's operations, emphasizing close collaboration with iwi (tribes) and hapū (sub-tribes) to maintain an ongoing license to operate. A long-standing relationship with iwi and hapū is built on mutual respect and two-way communication, with iwi preferring to engage separately from broader community groups at times. Engagement methods include phone calls, face-to-face meetings, multi-group forums, site visits, and emails. The frequency of these interactions depends on the activities at the site or ongoing projects, with some occurring monthly and others on a need basis. Discussions address impacts and mitigation measures, particularly cultural impacts, and often require cultural impact assessments from the indigenous group. Opportunities for collaboration, such as cultural monitors, cultural inductions, and employment opportunities, are also explored.

S3-3 Processes to Remediate Negative Impacts and Channels for Affected Communities to Raise Concerns

[S3-3.27a-27d] Our approach to managing community grievances follows the precautionary principle of obtaining local approval of OMV operations. This involves identifying and resolving the issues of concern to the local community early on. We strive to conduct our operations in a way that reduces any disruption to our neighboring communities to a minimum; however, grievances can still arise. We manage these grievances through localized Community Grievance Mechanisms (CGMs). The CGMs help OMV and those potentially impacted by its operations to resolve issues in a non-judicial manner and, depending on the case, offer access to a solution. At OMV, local CGMs are a key tool for preventing and managing our potential negative impacts on local communities, as we can identify and address issues early on and prevent them from escalating. In addition, we can provide remedy in case negative impacts do occur. They build trust with local communities, help gather valuable feedback from communities that enhance project design, and ensure we maintain our social license to operate.

The establishment of CGMs is a formalized process to manage concerns and grievances from communities and other stakeholders in a systematic and transparent manner, and offer the opportunity for remedy. Based on the Group process, local procedures stipulate a stringent approach to systematically receiving, documenting, addressing, and resolving grievances in all the countries where we operate. This involves implementation of an adequate and accessible grievance channel for affected communities at the location by the general manager on-site, establishing and maintaining relationships with local community stakeholders, addressing local concerns and complaints, and providing remedy where necessary. Remedy may include apologies, financial or non-financial compensation, harm prevention through injunctions or guarantees of non-repetition, punitive sanctions (such as fines), restitution, restoration, and rehabilitation. We have a systematic approach to tracking and monitoring issues raised through our grievance mechanisms. Each grievance is thoroughly investigated and addressed, ensuring that community members have access to appropriate remedies tailored to their specific case.

Our management of community grievances aims to be fully aligned with the Ipieca best practice guidelines and with the Effectiveness Criteria of the UN Guiding Principles on Business and Human Rights. The Effectiveness



Criteria require a grievance mechanism to be legitimate, accessible, predictable, equitable, transparent, rights-compatible, a source of continuous learning, and based on engagement and dialogue.

Local mechanisms allow for cases to be dealt with in a timely manner by staff familiar with the local context. We aim to resolve all grievances promptly. Depending on the severity and type of issue, response times can range from within 24 hours for urgent cases to a maximum of 45 days for those requiring detailed investigations. An example of this in action is the “green phone” at the Schwechat refinery, which has ensured 24/7 direct contact for all neighbors for several years now. Every call is answered by the shift supervisor, and in cases of perceived noises or odors, which are the main source of grievances at the refinery, the shift supervisor checks the refinery immediately for potential sources so that the issue can be resolved as quickly as possible. The local channels can thus differ and are adapted to the needs of the rights holders.

Community Grievance Mechanisms are in place in all operated Energy assets, at the OMV refineries in Schwechat (Austria) and Burghausen (Germany), and at OMV Petrom’s Petrobrazi refinery and Brazi power plant in Romania. Borealis has a hotline system through which grievances can be reported by both internal and external stakeholders. Details about the available channels can be found on our country websites and at site locations. We also support the establishment of grievance mechanisms in our business relationships; for instance, in Yemen, which we exited in 2025, we previously supported key contractors in setting up grievance mechanisms.

[S3-3.AR 22] In the event of OMV interference with the rights of local communities, especially those of indigenous peoples, we are committed to developing adequate mitigation, reparation, and compensation plans, in close consultation with all relevant stakeholders, including the host government. For instance, in cases of concerns or complaints related to compensation for the non-utilization of land (such as above-ground pipes, overhead lines, concrete blocks), we ensure appropriate monetary compensation for land use, or where feasible offer a substitute piece of land. Additionally, when a site is decommissioned after project completion, we make sure it is properly restored and rehabilitated. Special care must also be taken in relation to indigenous groups, especially in the context of land and property rights. Where compensation may be a fair remedy for non-indigenous groups, for indigenous groups, ancestral land often holds a more special meaning. We consider the customs, traditions, rules, and legal systems of indigenous peoples in tailoring our engagement and remedy processes.

OMV has set a target to assess the CGMs at all sites against the UN Effectiveness Criteria for Non-Judicial Grievance Mechanisms by 2025 (see → [S3-5 Targets Related to Affected Communities](#)). The CGM assessments review the existing processes and practices in place and identify practical improvement measures. The CGM improvement action plans are implemented by local community relations focal persons and monitored by the Group Community Relations & Social Investments function.

[S3-3.28] [S3-3 AR 21] Grievances can be submitted anonymously if desired. They can be submitted individually, on behalf of another individual, or as a collective case, for instance by a group of community members through a joint letter, by a mayor approaching OMV on behalf of the community, or via a union representing value chain workers. There is no restriction on the types of issues raised, and the grievance channels are non-exclusive in terms of who can lodge complaints. Grievances are treated confidentially and OMV does not seek retaliation against any community members who report a grievance. Protection against retaliation as set out in our Code of Conduct is an important measure to ensure that community members feel safe to raise concerns, including negative aspects related to their rights, cultural heritage, or involuntary resettlement. We actively encourage community members to speak up about any issues, and we are committed to protecting them from any form of retaliation resulting from them sharing their feedback or concerns. The CGMs help OMV and those potentially impacted by its operations to resolve issues without resorting to the legal system. However, OMV’s CGMs do not hinder or prevent affected communities from accessing judicial solutions or other remedies for their complaints or grievances.

The availability of the grievance mechanism is communicated to all external stakeholders. It is designed to be readily accessible to all community members, particularly vulnerable groups. We recognize the specific role and vulnerability of human rights defenders, so we strongly oppose any threats, intimidation, and physical, verbal, or legal attacks against them in relation to our operations. To ensure that communities affected by OMV are not only aware of our grievance processes but also trust in their effectiveness, we monitor the number and types of grievances submitted. We analyze the ratio of received grievances versus resolved grievances, including those resolved by remediation, to gain an insight into the reliability of our process. In addition, OMV conducts assessments



of the CGM processes to ensure their effectiveness. During these assessments, internal and external stakeholders are consulted, for example via interviews, on the current performance of the CGMs and how to design improvements that may be necessary.

S3-4 Actions Related to Affected Communities

[MDR-A-68a-68c] [S3-4.30] [S3-4.35] We have defined specific actions to address our material negative impact on communities resulting from the failure to respect, protect, and fulfill economic, social, civil, and cultural rights, or failure to ensure proper community consultation, compensation, and reparation, or failure to provide and enable remedy, but also to enhance our material positive impact of building respectful and trustful relations, thereby contributing to the sustained improvement of living standards and the long-term resilience of local communities. The actions are ongoing and address impacts from both our own operations and supply chain that include activities related to planning, land acquisition and exploitation, oil and gas production, use of natural resources, and other environmental and social factors. As such, these actions contribute to realizing our commitments laid out in the OMV Code of Conduct and Human Rights Policy Statement and follow the guidelines in our Sustainability Directive.

Our Community Relations & Social Investments Handbook gives further guidance for local focal persons on how to carry out these actions. Our actions are explained further in the following section and include engaging with local communities about potential and actual impacts of projects, establishing, assessing, and improving Community Grievance Mechanisms, and managing and mitigating any conflicts or grievances that arise by providing remedy, conducting community needs assessments to determine what type of community investments are necessary, and making social investments. [S3-4.38] OMV allocates substantial financial and human resources to mitigating social risks and contributing to local social, economic, and environmental advancement in the areas where we operate. This includes an annual budget to implement the actions defined in the community relations and social investment plans. We have a target to direct at least 1% of the previous year's reported net income attributable to stockholders of the parent toward social goals. For more details, see → [S3-5 Targets Related to Affected Communities](#).

[MDR-A-69a, 69b] Despite the resources dedicated to the actions and initiatives, none of them exceeded our key action threshold¹ in the reporting year. Therefore, data requirements related to CAPEX have not been addressed.

Engagement with Communities

In the management of our community relations, engagement with affected communities is not only a means for communication and creating mutual understanding, but also an action we undertake to manage our material impacts and fulfill our strategic objectives. For our general approach to community engagement, see → [S3-2 Processes for Engaging with Affected Communities about Impacts](#). In the following section, we describe concrete engagement activities that took place in the reporting year.

[MDR-A68a-68c] [S3-4.32a] [S3-4.33a, 33b] In 2025, we continued our efforts to engage with communities in the vicinity of our operations about actual and potential impacts of our operations, especially impacts related to land use, planning, and construction. As an example, OMV has been engaging in cooperative partnerships in the Weinviertel region, Lower Austria, for over 60 years. In July 2023, OMV confirmed a new gas discovery at Wittau Tief-2a, with production starting in 2026. OMV developed a stakeholder engagement plan and local management held meetings with representatives of affected communities to inform them about the ongoing project. We also displayed information about our CGM on notice boards in all relevant communities. In the Styria region of Austria, we are in the process of conducting a stakeholder analysis and developing a practical engagement plan in the context of a low-carbon business project. By identifying and engaging with our stakeholders early on, we are able to avoid or mitigate actual negative impacts.

[MDR-A68a-68c] [S3-4.32a] [S3-4.33a, 33b] Stakeholder engagement is also central to the OMV UpHy Large project. The OMV UpHy Large project is a strategic initiative to supply the Schwechat refinery with green hydrogen.

1 [MDR-A-69b] Key actions are defined as those requiring CAPEX of EUR ≥5 mn for their implementation through the end of the planning period. In 2025, the planning horizon was shortened from five years to three, resulting in forward-looking CAPEX that is lower compared to the Sustainability Statement 2024. CAPEX includes additions to property, plant, and equipment and to intangible assets (incl. IFRS 16 right-of-use assets) and expenditures for acquisitions, as well as equity-accounted investments and other interest for pre-defined sustainability CAPEX categories. Decommissioning assets, government grants, borrowing costs, additions to assets disposed (under certain conditions), and other additions that by definition are not considered capital expenditure are not included in CAPEX figures. Within the boundaries of applicable accounting standards, expenditure incurred during project implementation is generally capitalized, thus included in the CAPEX figures. OPEX figures related to key actions are not disclosed due to current limitations in data availability and may be included in future reports as reporting practices evolve.



The electrolyzer is being constructed in Bruck an der Leitha and will be the fifth-largest in Europe. As a flagship facility, it will supply a significant portion of the refinery's annual hydrogen needs, impacting various stakeholders. Here, OMV actively involves communities, government bodies, industry partners, NGOs, and environmental groups. In 2025, various stakeholders were identified and prioritized by their influence and interest, with contractors and landowners receiving special focus for pipeline installation. The Stakeholder Engagement Plan includes regular reporting and quarterly workshops to address concerns, share project updates, and discuss environmental and social impacts.

Community Grievance Mechanisms (CGMs) and Provision of Remedy

[MDR-A68a-68c] [S3-4.32b,32d] [S3-4.33a-33c] Community Grievance Mechanisms are available as a remediation measure for local communities near our operations, providing them with the opportunity to raise any concerns they may have and as the main process to identify what action is needed in response to negative impacts. For details, see → [S3-3 Processes to Remediate Negative Impacts and Channels for Affected Communities to Raise Concerns](#). OMV has set a target to assess the CGMs at all sites against the UN Effectiveness Criteria for Non-Judicial Grievance Mechanisms by 2025. As the target has been achieved, no new assessments were carried out in 2025 (see → [S3-5 Targets Related to Affected Communities](#)). The CGM assessments are used to track the effectiveness of the existing processes and practices in place and identify practical improvement measures. During these assessments, internal and external stakeholders are consulted on the current performance of CGMs and on design improvements that may be necessary. We are currently implementing the follow-up actions derived from the findings to improve the CGMs. We are also exploring how to best ensure that grievance channels are available at non-operated assets; this will be a topic of increased focus in the coming years. In 2025, we continued to provide remedy for grievances raised, for instance through repairing production equipment causing loud noise, or through compensation for polluted land.

Social Investments

[MDR-A 68a-68c] [S3-4.32c, 32d] OMV has adopted the umbrella term "social investments" to cover any activities that involve monetary or non-monetary support and activities beyond the core business that aim to contribute to the welfare and progress of society in general. Guided by our Sustainability Directive, our social investments (including community investment projects) aim to create long-term societal value for local communities impacted by our business, thereby mitigating our potential and actual negative impact resulting from the failure to respect communities' economic, social, and cultural rights and fostering our actual and potential positive impact of improved living standards and long-term resilience of local communities. To ensure consistency in social investments, we have set a target regarding the resources dedicated to them. For details, see → [S3-5 Targets Related to Affected Communities](#).

Community investments are aligned with identified local needs and made following consultation with local stakeholders, as well as taking into consideration country-specific priorities in relation to the Sustainable Development Goals (SDGs). We focus on projects with the potential to generate long-term societal value and make a lasting change to beneficiaries' lives. Community and social investments are aligned with the community's needs identified during Social and Human Rights Impact Assessments, or with broader societal priorities (e.g., by consulting the Social Progress Index).

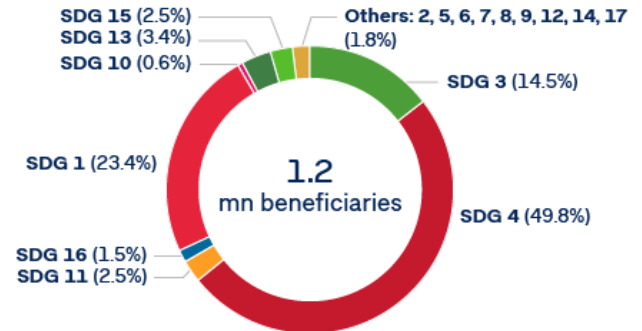
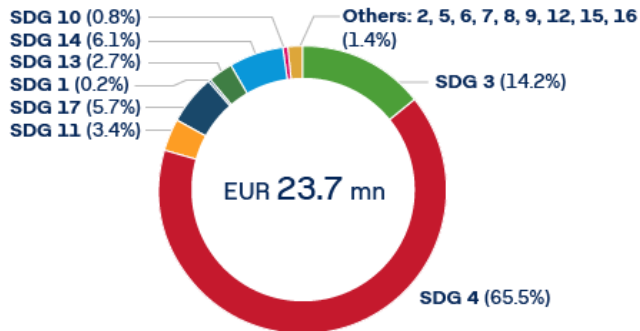
In 2025, for example, OMV Petrom extended its support for infant health programs and continued tree planting activities in Romania. OMV Tunisia supported the first start-up acceleration program for STEM engineering graduates at the ENIG Innovation Hub – the region's first university-based business incubator – partnering with the University of Gabes and National Engineering School of Gabes. This sustainable initiative aims to foster tech-based, innovative business solutions and promote self-employment. As digitalization is becoming more and more important to the youngest members of society, we are also offering virtual education in elementary schools in Austria. Furthermore, we delivered three state-of-the-art fire trucks in Libya to help local authorities improve the service delivery to the local communities around OMV field operations.

We aim to implement our projects in partnership with locally active stakeholders or non-governmental organizations to ensure a maximum social return on our investment. We see our community projects as investments, so we expect each project to generate a return for our communities, or society more broadly. These initiatives often also include knowledge transfer aimed at expanding the local technical capacity of potential



workforce or value chain partners. We track the effectiveness of outcomes based on the “Input, Output, Outcome, Impact” (IOOI) methodology developed for defined social investment projects. Through tailor-made questionnaires completed by participants in projects, we gain insights and can perform a quality check of social projects. This enables us to gauge the success of our efforts to address societal challenges. Through our social investment projects, we reached 1.2 mn beneficiaries in 2025 (2024: 1.1 mn) and invested EUR 23.7 mn (2024: EUR 36.1 mn).

2025 social investments by main SDGs and number of beneficiaries



- SDG 1: No Poverty
 - SDG 3: Good Health and Well-Being
 - SDG 4: Quality Education
 - SDG 7: Affordable and Clean Energy
 - SDG 8: Decent Work and Economic Growth
 - SDG 9: Industry, Innovation and Infrastructure
 - SDG 10: Reduced Inequalities
 - SDG 11: Sustainable Cities and Communities
 - SDG 12: Responsible Consumption and Production
 - SDG 13: Climate Action
 - SDG 14: Life Below Water
 - SDG 15: Life on Land
 - SDG 16: Peace, Justice & Strong Institutions
 - SDG 17: Partnerships for the Goals
- Other SDGs supported to a smaller degree:

Consistent communication ensures a single strategic approach and supports OMV's social responsibility objectives. OMV has defined three strategic social activities for our community and social investments:

- Access to basic services:
- Education, entrepreneurship, and employment:
- Climate action and circular resource management:

In addition to the priorities defined by the Group, individual countries or subsidiaries also identify priorities that are specific to them. For instance, the Borealis Social Fund has defined three areas of social engagement that contribute to SDGs 14, 6, 7, and 4. Corporate volunteering represents another set of diverse activities carried out to deliver positive impacts for affected communities. OMV employees are encouraged to personally play an active part in sustainability initiatives, including through volunteering. We offer OMV employees the opportunity to actively engage in responsible and sustainable behavior and facilitate employee involvement with charitable partners or in combination with Company-sponsored social projects. Group-wide volunteering activities that align with specific targets are part of our community and social investments.



Metrics and Targets

S3-5 Targets Related to Affected Communities

[MDR-T-80a] [S3-5.39a, 39b] To track the effectiveness and progress of our policies and actions addressing material impacts related to affected communities, we have set measurable, outcome-oriented, and time-bound targets. To address our negative impact resulting from the failure to respect, protect, and fulfill economic, social, civil, and cultural rights or the failure to ensure community consultation, compensation, and reparation, we have set a target to ensure that 100% of the Community Grievance Mechanisms (CGMs) available at our sites have been assessed against the UN Effectiveness Criteria. This approach aims to ensure effective remediation in the case of negative impacts. To address the negative impact resulting from the failure to provide employment opportunities to local communities due to a lack of skills available, and to foster our positive impact, including supporting local employment and business development, we have a target for the resources dedicated to strategic community investments. Both targets directly support our actions related to the continuous improvement of our CGMs and related to community investments. As such, they ultimately contribute to achieving the objectives of our Code of Conduct and Human Rights Policy Statement regarding the respect of human rights in all its dimensions.



Community Grievance Mechanisms of Sites Assessed against the UN Effectiveness Criteria

[S3-5.39] [MDR-T-80a-80j]

[MDR-T-80a] In OMV's Code of Conduct, we fully commit to the UN Guiding Principles on Business and Human Rights and to engaging with surrounding communities when planning and implementing activities. Our approach to managing community grievances focuses on establishing and maintaining positive relations with affected communities and those potentially impacted by our operations, resolving issues in a non-judicial manner, and, when appropriate, providing access to remedy.

2025	2030
100% of Community Grievance Mechanisms of all sites assessed against UN Effectiveness Criteria	100% of Community Grievance Mechanisms of all sites assessed against UN Effectiveness Criteria

Absolute target	
Value chain activities	Own operations
In scope	7 defined 100% operator/majority-owned assets from the upstream, refinery, and power business segments (scope liable to change based on operatorship/divestments)
Out of scope	Assets/companies not operated/majority-owned by OMV; Chemicals business currently out of scope. We will review the target after 2025 to adjust or redefine it in light of business strategy. Options for changing the scope include promoting grievance channels at non-operator sites, inclusion of Chemicals business, etc.
Geographical coverage	Group-wide
Base year	2018
Baseline value	0

[MDR-T-80f] Between 2015 and 2017, Community Grievance Mechanisms (CGMs) were implemented at OMV's upstream (now Energy), power, and refinery business sites. Since 2018, they have been fully operational in OMV Energy, at the three refineries (Schwechat in Austria, Burghausen in Germany, and Petrobrazi in Romania), and at one power plant (Brazi in Romania). CGMs were also operational in Malaysia and Yemen, but these sites have been exited and are thus no longer in scope. In 2018, OMV set a target to assess the CGMs at all of its sites against the UN Effectiveness Criteria for Non-Judicial Grievance Mechanisms. The UN Effectiveness Criteria require the grievance mechanism to be legitimate, accessible, predictable, equitable, transparent, rights-compatible, a source of continuous learning, and based on engagement and dialogue. The purpose of the target is to improve the CGMs.

[MDR-T-80h] The target was proposed by Group Sustainability with the support of an external consultant.



The proposed target was then discussed in internal meetings with relevant business functions such as Group Strategy, Finance, and HSSE. It was approved by the EB and SB. [MDR-T-80i] In the reporting year, OMV changed the scope of this target from 9 defined 100% operator/majority-owned assets from the upstream, refinery, and power business segments to 7 defined assets. This is due to the sale of Malaysian assets and the exit from Yemen; both of these sites were in scope in 2024 and are no longer in 2025.

Status 2025

[MDR-T-80j] **100%**¹ (2024: 89%) of the Community Grievance Mechanisms at all sites assessed against UN Effectiveness Criteria. The target is monitored quarterly and reviewed annually. The sites assessed account for 98% of all registered grievances at OMV in 2025. The other 2% of grievances stem from Borealis, which is not in scope of the target.

Direct at Least 1% of the Previous Year's Reported Net Income Attributable to Stockholders of the Parent Toward Social Investments to Achieve Social Goals

[S3-5.39] [MDR-T-80a-80j]

[MDR-T-80a] In OMV's Code of Conduct, we fully commit to the UN Guiding Principles on Business and Human Rights. We are aware of the social impacts that the energy transition entails, which is why OMV is committed to contributing to a Just Transition for our affected communities and to addressing the social and economic effects of the transition. Recognizing our impacts on communities local to where we operate, the purpose of this target is to increase social spendings on community investments that address local needs and contribute to the UN Sustainable Development Goals (SDGs).

2030

At least 1% strategic social investment (based on previous year's reported net income attributable to stockholders of the parent) by 2030

Relative target	
Value chain activities	Own operations
In scope	All 100% operator/majority-owned assets from all OMV business segments
Out of scope	Excluding sports and cultural sponsorships, as well as management costs
Geographical coverage	Group-wide
Base year	2020
Baseline value in EUR mn	16.8

[MDR-T-80f] As a result of an internal benchmark conducted in 2020, we developed a KPI at Group level in 2021, in alignment with the Group Finance department. This KPI is based on the previous year's reported net income attributable to stockholders of the parent company. The target was defined according to the OMV Strategy 2030, fully linked to OMV's strategic and mid-term planning to increase social investments. We will review the target periodically with the aim of adjusting or redefining it in response to economic and socio-political changes. [MDR-T-80h] The target was proposed by Group Sustainability with the support of an external consultant. The proposed target was then discussed in internal meetings with relevant business functions such as Group Strategy, Finance, and HSSE. It was approved by the EB and SB. [MDR-T-80i] OMV has not made any changes to this target, related metrics, or methodologies.

1 7 out of 7 sites in scope assessed. CGM assessments have so far been completed in OMV's Energy segment in Austria, Romania, Tunisia, and New Zealand, as well as at the Schwechat, Burghausen, and Petrobrazi refineries. Scope changed from 2024 due to exit from Yemen and Malaysia. Malaysia was assessed in 2020 but is no longer counted in the scope of the target. No CGM assessment was done in Yemen due to planned exit.



Status 2025

[MDR-T-80j] We directed **1.7%** (2024: 2.4%) of the previous year's reported net income attributable to stockholders of the parent toward social goals. The target is monitored biannually and reviewed annually.



[S3-5.42a-42c] The target-setting process for both our targets involves a comprehensive evaluation of our current performance, identification of key areas for improvement, and extensive consultations with business divisions, subject matter experts, senior management, and our Executive Board. Although we did not directly engage with affected communities or their representatives, the targets were established with the understanding that human rights assessments are essential to identify any actual or potential human rights impacts on rights holders (including affected communities), related business risks, and to address them accordingly. Benchmarking exercises were conducted against industry standards to set realistic targets. We monitor performance against these targets annually. The year-on-year figures provide insight into the effectiveness of the actions taken to achieve them. The target related to social investments is dependent on the previous year's reported net income attributable to stockholders of the parent company.

Metrics Related to Affected Communities

Affected communities data

[S3-1.17] [S3-4.36] [MDR-M.77c] [Entity-specific]

	Unit	2025	2024
ESRS metrics			
Severe human rights incidents connected to affected communities	number	0	0
thereof cases of non-respect of international standards reported regarding affected communities	number	0	0
Entity-specific metrics			
Total amount of community and social investments	EUR mn	23.7	36.1
Number of beneficiaries	number in mn	1.2	1.1
Total external grievances received from communities	number	604	733
thereof grievances received related to our impact on society ¹	number	378	500
Total resolved	number	305	432
thereof grievances received concerning an impact on the environment	number	226	233
Total resolved	number	188	196
Grievances resolved through remediation ²	number	224	220

1 Society grievances include issues related to noise, traffic, land rights, security, and cultural rights, among others. Some society grievances are classified as human rights grievances, in line with our Human Rights Management System definitions. We received 0 human rights grievances (substantiated and non-substantiated) from communities in 2025.

2 In 2025, 45% (2024: 35%) of resolved grievances were resolved through remediation.

For metrics definitions and methodologies related to the MDR-M-77 disclosure requirements on Affected Communities, see → [Annex: S3 Affected Communities metrics definitions and methodologies](#).