

Focus Areas

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Climate Change

The OMV Group clearly recognizes that climate change is one of the most important global challenges today and fully supports the goals set forth by the Paris Agreement. By 2050, OMV aims to transform into a net zero business.⁶

In 2022, OMV has set out a roadmap with concrete interim short-, medium-, and long-term targets for the first time. OMV targets are set at an absolute and intensity level with the ultimate goal of achieving net zero greenhouse gas (GHG) emissions in Scopes 1, 2, and 3 by 2050. For Scopes 1 and 2, OMV is aiming for an absolute reduction of 30% by 2030 and of 60% by 2040. For Scope 3, from our product portfolio and other material Scope 3 emissions, OMV is striving for a reduction of at least 20% by 2030 and of 50% by 2040. These absolute GHG emission reductions and the increase of zero-carbon product energy sales are the key to reducing the carbon intensity of our energy supply, pursuing a decline of 20% by 2030 and of 50% by 2040. These targets are approximated to IEA's Sustainable Development Scenario (SDS). However, our ambition is to achieve net zero emissions already by 2050, thus being aligned with the IEA's Net Zero Emissions by 2050 Scenario (NZE).

To achieve these targets, OMV takes climate action in its operations, product and service portfolio, circular economy activities, innovations and R&D activities, working environment, and social investments. There is no silver bullet for tackling climate change. Reaching our targets for 2030 and beyond will require a considerable effort by all of our business units, but it will be done by building on existing strengths and know-how.

These are the key pillars that will enable us to meet our goals:

- ▶ A significant decrease in fossil fuels and natural gas sales: By 2030, we intend to reduce oil and gas production levels to around 350 kboe/d and cut crude distillation throughput by 2.6 mn t.
- ▶ An increase in zero-carbon product energy sales: There will be a significant increase in sustainable and biobased fuels, green gas sales, and a build-up of photovoltaic electricity capacity for captive use, as well as geothermal heat.
- ▶ An increase in the recycling of polyolefins and sustainable feedstocks: We will deliver approximately 2 mn t/year of circular products, that is, polyolefins manufactured from recycle or biogenic feedstock rather than fossil sources.
- ▶ Improved energy and operational efficiency, and zero routine flaring and venting, thereby reducing methane emissions.
- ▶ All energy purchases in the C&M segment will be 100% renewable. In 2022, electricity purchased by C&M accounted for 11.8 PJ – approximately 74% of OMV's total electricity purchased.

In addition to these efforts, neutralization measures such as Carbon Capture and Storage (CCS) will be necessary. OMV anticipates that it will develop around 5 mn t per year of CCS capacity across all business units until 2030. OMV aims to support and accelerate the energy transition with this new strategy.

⁶ The commitment "net zero business by 2050" covers the greenhouse gas (GHG) emissions of our operations (Scopes 1 and 2), and our product portfolio and other Scope 3 emissions along the value chain. For our interim GHG targets for 2030 and 2040, Scopes 1 and 2 and the following Scope 3 categories are included: Category 11: Use of Sold Products for OMV's energy segment, Category 1: Purchased Goods (feedstocks) from OMV's non-energy business segment, and Category 12: End-of-Life of Sold Products for OMV's non-energy segment.

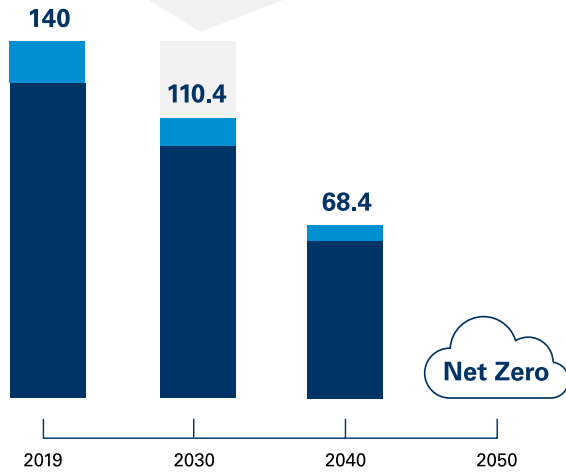
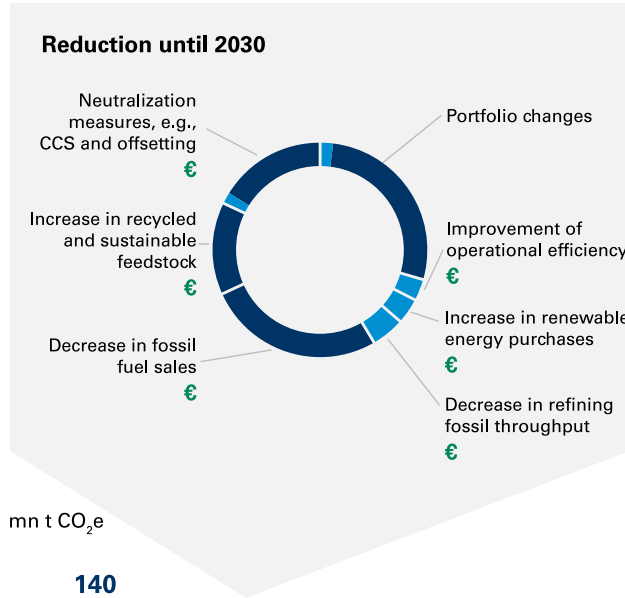


CAPEX Allocated for Decarbonization Measures to Meet OMV's 2030 Climate Targets

Absolute Emissions

Target: Reduce Scopes 1 & 2 by $\geq 30\%$ and Scope 3 by $\geq 20\%$ vs. 2019

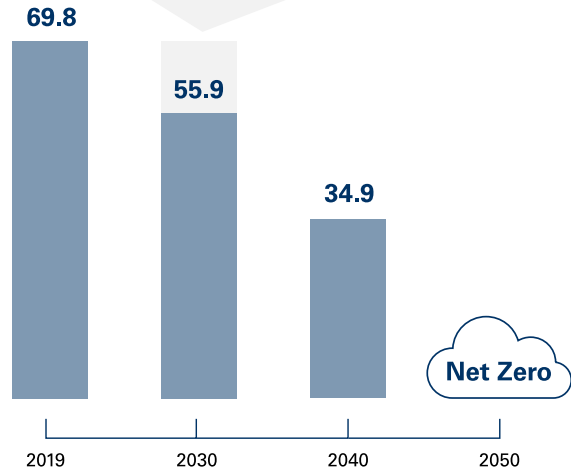
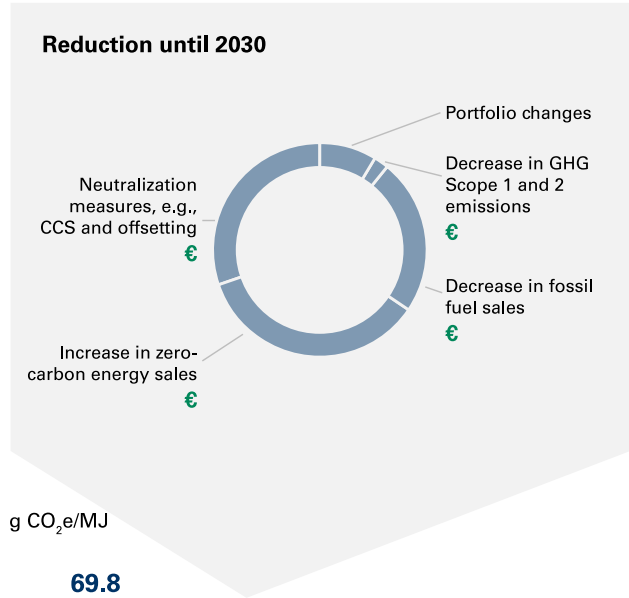
■ SCOPES 1 & 2 ■ SCOPE 3 € Allocated CAPEX



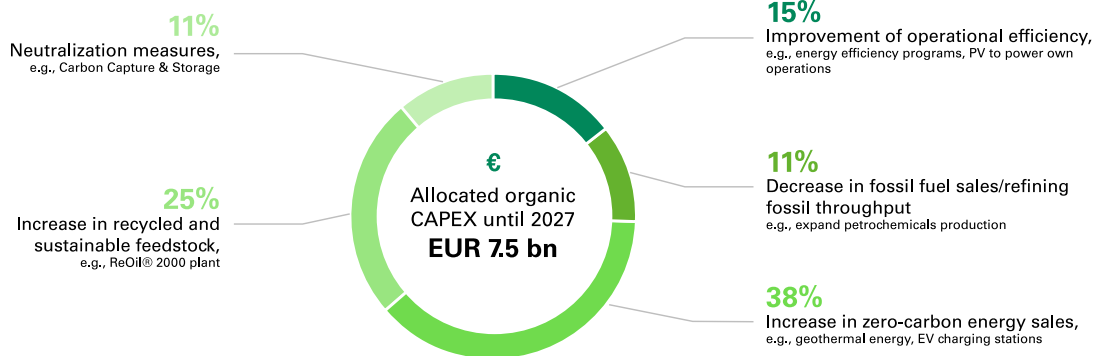
Carbon Intensity of Energy Supply

Target: Reduce carbon intensity of energy supply by $\geq 20\%$ vs. 2019

■ SCOPES 1, 2 & 3 € Allocated CAPEX



EUR 13 bn organic CAPEX Planned Until 2030 to Achieve Climate Targets



Around two thirds of planned sustainability CAPEX in the next five years will go to recycled and sustainable feedstock and zero-carbon products.



Carbon Emissions Reduction

Material Topic: Carbon Emissions Reduction

Supporting the goals of the Paris Agreement by reducing the carbon footprint of our operations, for example by improving energy efficiency and reducing the venting and routine flaring of gas.

Key GRIs

- ▶ GRI 302: Energy 2016
- ▶ GRI 305: Emissions 2016

NaDiVeG

- ▶ Environmental concerns

Most Relevant SDGs



The Carbon Emissions Reduction material topic focuses on reducing the GHG emissions of our operations (Scopes 1 and 2) through targeted efforts such as improving energy efficiency, increased use of renewable electricity, modernizing our equipment and processes, and reducing venting and flaring of gas. These efforts are integral to meeting our

goal of becoming carbon neutral in our operations by 2050, which is also incorporated into our HSSE Policy. As part of our Strategy 2030, we have set specific interim targets for the short (2025), medium (2030), and long term (2040) on the path to meeting our 2050 goals.



Targets 2025

- ▶ Reduce carbon intensity of operations⁷ (Scope 1) $\geq 30\%$ vs. 2010
- ▶ Achieve at least 1 mn t of CO₂ reductions in 2020–2025 from operated assets

Target 2030

- ▶ Reduce absolute Scope 1 and 2 emissions by $\geq 30\%$ vs. 2019

Target 2040

- ▶ Reduce absolute Scope 1 and 2 emissions by $\geq 60\%$ vs. 2019

⁷ CO₂ equivalent emissions produced to generate a certain business output using the following business-specific metrics – E&P: t CO₂ equivalent/toe produced; refineries: t CO₂ equivalent/t throughput (crude and semi-finished products without blended volumes); power: t CO₂ equivalent/MWh produced – consolidated into an OMV Group Carbon Intensity Index, based on weighted average of the business segments' carbon intensity



Status 2022

- ▶ Carbon intensity of operations reduced by 17% vs. 2010
- ▶ 0.64 mn t of CO₂e reduced through concrete emissions reduction initiatives and divestments vs. 2020
- ▶ Scope 1 and 2 emissions reduced by 23% vs. 2019

Most relevant SDGs



SDG targets:

7.2 By 2030, increase substantially the share of renewable energy in the global energy mix

7.3 By 2030, double the global rate of improvement in energy efficiency

13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries

Effective carbon and energy management helps reduce costs and liabilities. The OMV Group's comprehensive approach to managing GHG emissions encompasses GHG and energy accounting and reporting, inventory management, audits, assessment plans, and training for employees. An audit conducted by the internal auditing team in 2020 on the completeness, correctness, reporting processes and methodologies, and quality assurance processes of our GHG accounting confirmed that the OMV Group reports Scope 1, 2, and 3 emissions in a complete and correct manner, that the accounting methodology complies with international standards, and that the reporting process is adequate.

In 2022, the Corporate Carbon, Energy & ESG Management team continued to conduct on-site audits of GHG accounting to verify and improve transparency. This included a detailed assessment of the process of collecting data, the process of managing the data (measurement, estimations, assumptions, calculations, forecasts, consolidation, etc.), and the process of internal and external data communications. The audits confirmed the good practices already in place and highlighted some potential areas for improvement. For all findings and non-conformities, respective action plans are being defined and tracked for close-out in OMV's HSSE reporting tool.

Governance

Ultimate responsibility for reducing carbon emissions lies with OMV's Executive Board. The Chief Executive Officer (CEO) is responsible for the overall management and coordination and is therefore also responsible for overseeing climate-related issues. OMV Executive Board members meet regularly (at least quarterly) to discuss current and upcoming environmental, climate, and energy-related policies and regulations, related developments in the fuels and gas market, the financial implications of carbon emissions trading obligations, the status of innovation project implementation, and progress on achieving climate targets. The Executive Board's remuneration is linked to the achievement of our GHG emissions reduction targets (for more information, see [Sustainability Governance](#)).

OMV's Supervisory Board also oversees the carbon emissions reduction topic. In 2021, we established a new board committee especially for this purpose. The Sustainability and Transformation Committee was formed to support the Company's Supervisory Board in reviewing and monitoring OMV's sustainability strategy, ESG-related standards, performance, and processes, and specifically, the Group's performance in HSSE (Health, Safety, Security, Environment) and climate change.

At Group level, responsibility for GHG accounting and management, sustainability reporting, and ESG governance lies with the Carbon, Energy & ESG Management team in Investor Relations & Sustainability, an area overseen by the CFO. OMV's Carbon, Energy & ESG Management department is responsible for generating OMV's GHG inventory based on international standards and best practice. This ensures a consistent approach across the Group.



The main tasks of the team are:

- ▶ to define, implement, and manage OMV's carbon strategy process,
- ▶ To monitor, calculate, and report OMV's GHG emissions, and
- ▶ to define OMV's GHG reporting protocols and tools.

The team coordinates activities throughout the business, providing guidance to stakeholder groups such as subsidiaries, business units, and assets on GHG and energy-related topics. To ensure consistency across the Group, there are also dedicated teams in OMV Petrom and Borealis. Tailored voluntary training on GHG accounting, monitoring and management, sustainability, and climate change is developed by the experts in the Carbon, Energy & ESG Management team and offered to interested employees Group-wide.

In 2022, OMV updated its Capital Allocation Framework and introduced the new project category "Sustainability Projects" which are allowed to meet less stringent economic return requirements. The Carbon, Energy & ESG Management team developed a new strategic climate scoring methodology for Group-wide investment projects. The impact of investments on OMV's decarbonization strategy is now taken into account. Alongside other strategic scoring aspects, this allows for holistic portfolio optimization across the OMV Group to support the achievement of our GHG reduction targets (for more information, see [Sustainability Governance](#)).

In 2022, the team also developed a Group-wide GHG Management Framework. This is the new OMV Group regulation that defines how to measure, report, and manage greenhouse gas emissions and contains the definitions, boundaries, and rules for the OMV Group's strategic GHG reduction targets and "net zero by 2050" ambition. It also defines the requirements for purchasing voluntary carbon offsets and their contribution to achieving the Group's GHG target. The regulation also introduced new requirements for Scope 1 E&P methane emissions accounting, which will align with the Oil & Gas Methane Partnership 2.0 (OGMP 2.0) Framework as a minimum and require E&P-operated source-level measurement of methane emissions (OGMP 2.0 level 4) by 2026.

Flaring, Venting, and Fugitive Methane Emissions

During oil production, associated gas is produced together with the oil. While much of this gas is utilized, some of it is routinely flared due to technical or economic constraints, resulting in the release of greenhouse gases such as CO₂ and methane. In 2017, to reinforce our clear commitment to responsible resource management and sustainable business, we endorsed the World Bank's "Zero routine flaring by 2030" initiative to end routine flaring of associated gas during oil production by 2030. Phasing out routine flaring is an essential step in combining resource efficiency with long-term economic success, as well as a way of supporting the decarbonization of our operations. We see financial opportunities in the monetization of hydrocarbon resources by utilizing the previously flared gas and/or selling it. Phasing out routine flaring improves the environmental and safety conditions at our respective assets, thereby enabling us to not only maintain our license to operate but also avoid any penalties.

Reducing methane emissions from the routine/non-routine venting of gas during oil and gas production and processing, as well as from gas leaks, also contributes to slowing down climate change and provides a valuable mitigation option for climate risk management. Methane is a powerful greenhouse gas. It is the most abundant anthropogenic GHG after CO₂ and second in its overall contribution to climate change. Its greenhouse effect is significantly stronger in the short term, making it more potent than CO₂. In our new climate strategy, we therefore also introduced a target for reducing methane emissions for the first time.

Management and Due Diligence Processes

Phasing Out Routine Flaring and Venting

Around 5% of OMV's total direct GHG emissions and around 24% of OMV's E&P GHG emissions result from routine flaring. With stricter policies requiring zero routine flaring expected, OMV has taken initial steps toward compliance by voluntarily endorsing the World Bank's "Zero routine flaring by 2030" initiative. We report to the World Bank on our progress on this initiative annually. All OMV operations are required to minimize methane emissions from point sources, as well as fugitive emissions and technically avoidable emissions (such as well testing and well workover, among others). New production sites are developed with the appropriate gas utilization solutions in place and without routine flaring. Existing sites, where routine flaring of associated and free gas still occurs, are required to develop a phase-out plan to eliminate legacy routine flaring as soon as possible, but no later than 2030.



In our refineries, state-of-the-art plant design is implemented to avoid routine flaring, for example through the use of flare gas recovery and balancing the fuel gas systems. This type of advanced process control includes sufficient capacity for the flare gas recovery system, the use of high-integrity relief valves, and other economically viable organizational and control measures. All refineries use a flare gas recovery system to collect excess gas, which is desulphurized as required, pressurized, and added to the refinery fuel gas system as fuel for the process furnaces. As a result of such measures, we aim to use flaring as a safety system during unplanned operations, which include start-up, shutdown, emergency, process upsets, and others. At the Petrobrazil refinery in particular, the capacity for flare gas recovery has been increased over the past few years. Emissions of volatile organic compounds (VOCs) are minimized by applying the best available techniques (BATs) in such areas as hydrocarbon storage and tank seals according to implementation plans.

Fugitive Emissions Monitoring and Leak Detection and Repair

Fugitive methane emissions and other non-methane volatile organic compounds (NMVOCs) are monitored or estimated and controlled systematically with leak detection and repair (LDAR) programs. Knowing the main potential sources of methane emissions also allows us to implement precautionary measures for preventing such emissions at new production assets. The minimum requirement for identifying leaks is conducting routine audio, visual, and olfactory inspections as part of daily operator rounds at all relevant OMV operating facilities. Leak detection also entails soap-bubble testing and optical gas imaging with defined scopes and intervals (annually or more frequently, as required in accordance with a corresponding risk assessment). At some facilities, infrared cameras are also used for leak detection. We also collaborate with third parties to further enhance state-of-the-art methane monitoring with technologies such as drones, satellite data, and acoustic leak imaging.

Leaks are repaired immediately or within defined time frames and, depending on prioritization, according to the site's maintenance processes. These are based on the risk assessment outcomes and other factors including feasibility of repair during operation. To prevent and mitigate fugitive emissions, we have taken important steps, including implementing a pipeline integrity program and modernizing facilities such as compressor stations.

2022 Actions

Decarbonization Initiatives

- ▶ At our Māui Platform A in New Zealand, the low-pressure produced water (PW) system is designed to vent produced water flash gas into the atmosphere. The produced water disposal route has now been changed to reinject the water straight down the reinjection well. This reduces flash gas dispersal into the atmosphere. This scheme also reduces flare gas from the blanket gas on the PW separators, and reduces the power demand (i.e., fuel gas consumption) associated with the PW transfer pumps. These modifications were implemented on the site in July 2022 and save approx. 800 t CO₂/year.
- ▶ In Tunisia, a few modifications and updates were made at the Waha Central Processing Facility to continue the phase-out of routine flaring and venting. These included the installation of a chilling unit to comply with Nawara pipeline gas specifications and enable the routing of Waha gas to the Nawara pipeline during upsets or gas export limitations being imposed on Waha clients' facilities. In the past, whenever such situations were faced, the Waha dry gas was totally or partially flared, but that is no longer the case. In addition, the settings of the vapor recovery units (VRUs) were finetuned to handle additional gas volume and slugs. This ensures that more associated gas is recovered by rerouting it to the VRU and then to the gas lift manifold, instead of flaring it. Furthermore, the installation of harmonic filters in the AGP (Anaguid Gathering Point/Plant) has been completed and improved the quality and stability of the power network, allowing the AGP to be fed by the main power generator and improving the energy efficiency of the overall system. For Waha alone, an approx. 50% reduction in flared gas was achieved through the above-mentioned improvements.
- ▶ In Austria, a zero-emissions project was implemented at the Bad Pirawarth asset. Some modifications were made to bypass the tanks where methane release had been detected and quantified. An estimated amount of 120 t of methane emissions (3,000 t CO₂e) was prevented.
- ▶ At OMV Petrom, several initiatives to reduce methane emissions, routine venting, and flaring were undertaken and finalized in 2022, many of which focused on upgrading the compressor stations. Within OMV Petrom E&P, modernizing, replacing, and/or optimizing gas processing and transportation infrastructure contributed to the reduction of flaring, venting, and fugitive methane emissions. For example, in late 2022, a new gas treatment station for low-temperature separation (LTS) at the Icoana compressor station (E&P Valahia asset) was brought on stream. As a



result, gas that would normally be flared is captured and made available for sale. Consequently, GHG emissions will be reduced by an estimated 24,000 t CO₂e from 2023 onward due to the elimination of routine flaring. Additional operational measures for optimizing flows and processes in OMV Petrom E&P operations, e.g., rerouting gas flows and optimizing turnarounds, also contributed to the significant reduction of venting and flaring volumes.

Leak Detection and Repair

In 2022, we continued to implement leak detection and repair (LDAR) programs to reduce our fugitive emissions. Important steps have been taken to prevent and mitigate fugitive emissions, such as the pipeline integrity program in E&P and the LDAR program in both E&P and R&M. An LDAR program includes two fundamental steps: first, the identification of the leaking components and second, the repair of these leaks to minimize losses. This program serves as the basis for developing reduction projects in accordance with best practices in the industry and using the best available technologies.

In late 2021, the non-profit Clean Air Task Force (CATF) measured methane leaks at OMV sites, fifty of which were at OMV Petrom sites, using a specialized optical gas imaging infrared camera (e.g., FLIR GF320). Following their report, OMV Petrom launched an investigation and immediate action was taken to stop the leaks during 2022. Over the past ten years, OMV Petrom has invested more than EUR 1 bn in modernizing the upstream production infrastructure, including measures to reduce methane emissions. In addition, LDAR programs are routinely run in both upstream and downstream to detect, prevent, and eliminate fugitive emissions.

Overall methane emissions at OMV Petrom were reduced by 69% in 2022 vs. 2019. We will continue to allocate substantial funds to focusing on the upgrade of our facilities to closed production systems. As a prerequisite for our methane reduction measures, we prioritize monitoring and measuring emissions. In 2022, OMV Petrom E&P continued the relevant actions within the Measuring, Reporting, and Verification (MRV) program.

Methane Reporting

The upcoming EU methane legislation will introduce stringent requirements for methane leak detection and repair programs. In E&P, OMV has already started taking

important steps toward compliance with the EU methane reporting requirements. The Ops CH4llenge Program is an internal program within E&P operations at OMV Petrom that was set up in 2022 with the purpose of preparing the operations' organization for the upcoming EU Regulation on methane. Specific products and work packages that address the main requirements of the proposed Regulation have been defined and are being developed. Among them, a pilot project for the detection and quantification of methane emissions in selected clusters of facilities and wells from three assets in Romania was kicked off in 2022 and will be completed in early 2023. The detection and quantification services were performed by third-party specialized contractors. This enabled us to achieve the following reporting levels:

- ▶ Source-level methane emissions for operated assets by direct measurements and sampling to establish the specific emission factors
- ▶ Source-level methane emissions for operated assets complemented by measurements of site-level methane emissions, thereby allowing assessment and verification of the source-level estimates aggregated by site

Outlook

In 2023, OMV will continue to pursue projects to further phase out routine flaring and venting, reduce Scope 1 emissions, and expand and intensify our LDAR campaigns. For example, in Tunisia, an LDAR campaign has been planned. At the Auersthal Gas Compressor Station in Austria, two gas turbines (i.e., in the baseload and booster compressors) will be replaced with e-motors/electric drives to reduce fuel gas consumption. As a result, approx. 35,000 t CO₂e will be saved annually. Through power centralization, field electrification, and installation of two trunklines that will connect the Early Production Facility (EPF) to the Central Processing Facility (CPF), a reduction in flaring of approx. 6% has been calculated, which will result in savings of 13,500 t CO₂e annually.

In general, we will focus on reducing fugitive methane emissions through process optimization, field modernization, and integrity improvement measures in E&P. We continue to define and implement methane leakage, detection, and repair programs in all operated E&P assets, as well as establishing standard methane reporting with the required granularity (e.g., source level, site level).

**Target 2025**

- ▶ Achieve an E&P methane intensity⁸ of 0.2% or lower

Targets 2030

- ▶ Achieve an E&P methane intensity of 0.1% or lower
- ▶ Zero routine flaring and venting of associated gas as soon as possible, but no later than 2030

Status 2022

- ▶ 0.4% E&P methane intensity
- ▶ Volume of gas routinely flared and vented decreased from 430 mn m³ in 2021 to 240 mn m³ in 2022

Most relevant SDG**SDG target:**

13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries

Energy Efficiency and Sourcing Renewable Energy

As an integrated oil, gas, and chemicals company, the OMV Group operates large facilities and is also a major energy consumer. The amount of energy we use creates a significant impact on the environment. Effective management of energy consumption reduces the environmental cost of our operations, increases financial savings owing to our energy efficiency measures, prevents non-compliance with regulatory requirements on energy use, and reduces GHG emissions.

Energy efficiency measures therefore have a considerable effect on issues relating to energy consumption and are of particular interest to certain stakeholders:

- ▶ Government authorities: compliance with the EU Emissions Trading System (EU ETS) regulations relating to the submission of emission allowances within the EU ETS, compliance with the national transposition of the EU Energy Efficiency Directive, which requires greater energy efficiency in all stages of the energy value chain, and performing obligatory energy efficiency audits every four years
- ▶ Shareholders and other stakeholders with a direct financial interest in the OMV Group: financial savings resulting from reduced energy consumption, lower production costs, and lower GHG emissions

- ▶ NGOs/NPOs: reduced impact of our operations on the environment

Management and Due Diligence Processes

62% of sites are ISO 50001 certified

The OMV Group's Environmental Management Standard requires that all OMV businesses and activities use energy responsibly, conserve primary energy resources, and implement energy management plans in accordance with ISO 50001.

Identification Measures

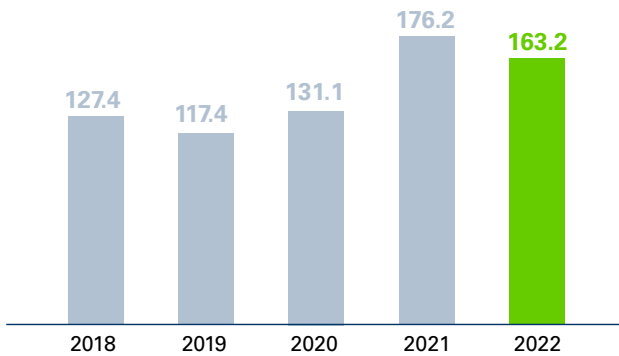
The potential for reducing energy use is identified in annual campaigns encouraging improved environmental performance, including energy consumption. For example, we have set targets for the refineries to reach certain energy intensity index ratings through annual monitoring campaigns. Based on their energy intensity, we identify and assess areas for improvement in terms of energy efficiency. Subsequently, we decide which measures to implement to reduce energy consumption as part of our environmental governance process.

⁸ Methane intensity refers to the volume of methane emissions from OMV's E&P-operated oil and gas assets as a percentage of the volume of the total gas that goes to market from those operations. This is calculated as methane intensity [%] = methane emissions [Sm] / marketed gas (sales) [Sm³].



Energy Consumption

In PJ



Borealis is responsible for 36% of the energy consumption of the OMV Group and has set a target for 2030 to improve energy efficiency measures equal to 20% of the absolute primary energy consumption from a 2015 baseline. As OMV and Borealis operate joint facilities in Schwechat and Burghausen, an initiative to identify and increase joint synergies across both sites was established. Projects identified in 2022 are under evaluation, with the potential for implementation from 2024. For instance, the Schwechat refinery currently supplies boiler feed water to the Borealis facility. By adapting the supply lines, this boiler feed water can be replaced with cheaper, colder, and fully desalinated water, resulting in energy and CO₂ savings.

Technical Improvements

Energy efficiency measures in OMV operations are closely linked with technical improvements directed at reducing energy use while achieving the same operational output. Process optimization and increasing energy efficiency to reduce costs and CO₂ emissions are also a priority at our refineries. In 2022, for example, at the Schwechat refinery, this included the optimization of the blade rows in one of the steam turbines, which resulted in an increase in the efficiency of the high-pressure section of the turbine, and a subsequent increase in the electrical output equal to the steam rate. Implementation of planned energy efficiency measures were on track in 2022 but were interrupted by the unplanned shutdown of the RD4 crude oil distillation plant at the Schwechat refinery, resulting in severe delays in implementation.

Sourcing Renewable Energy for Operations

We are increasingly turning to renewable sources of electricity to power our operations. One way of doing this is by purchasing renewable energy, which subsequently reduces our Scope 2 emissions. For instance, in our

refineries in Schwechat and Burghausen, electricity contracts stipulate that 50% of purchased electricity must be from renewable sources. As such, in 2022, 50% of the purchased electricity at the Schwechat refinery and the Adria Wien Pipeline (AWP), 50.8% at the Burghausen refinery, and 82.5% at our tank farms and pumping stations came from renewable sources. 100% of the electricity purchased by OMV's Austrian filling stations and the head office are obtained from renewable sources. For OMV's refineries and the AWP, the electricity contracts are generally spot-indexed and contracted on a one- to three-year basis. Commodity pricing risk is managed using financial risk instruments.

In C&M, to reduce its Scope 2 emissions, Borealis has set a goal to source 100% of the electricity it uses from renewable sources by 2030. As such, in 2022, Borealis continued to establish Power Purchase Agreements (PPAs) to source renewable electricity on a longer-term basis, and sourced the electricity and utilities needed for its production processes. This subsequently resulted in the reduction of Scope 2 emissions.

Another approach is to produce renewable energy and use it to power our operations, subsequently reducing our Scope 1 emissions. In Austria, OMV and VERBUND built a ground-mounted photovoltaic (PV) plant, which produced 12.9 GWh of renewable electricity in 2022. This electricity covered 11% of the electricity demand of E&P Austria. In addition, the commercial operation of OMV's PV installation in Lobau began in early 2022, where a PV tracker system with an output of 5.6 MWh was installed. In comparison to a fixed installation, the tracker system, which follows the path of the sun, enables an increase in the generation of green electricity of approx. 10%. Production efficiency was increased by a further 5% by installing solar panels with bifacial (double-sided) modules.

In Norway, our joint venture partner Equinor has almost completed the construction of the largest floating offshore wind farm called Hywind Tampen, which will supply power to the Gullfaks and Snorre assets, contributing to a reduction in their emissions of 200 kta. The Hywind Tampen wind farm, when in full operation, will consist of eleven floating wind turbines with a total capacity of 88 MW, offsetting 200 kt of CO₂ emissions and 1,000 t of NO_x emissions per year. By the fourth quarter of 2022, seven turbines had been installed and started supplying clean electricity to the Gullfaks A, B, and C platforms. The last four turbines will be installed in the spring of 2023 and will deliver power to the adjacent Snorre A and B platforms.



2022 Actions

Energy Efficiency

Energy efficiency measures implemented at our three refineries in 2022 have made it possible to achieve an annual reduction of more than 38.5 kt CO₂e and energy savings of 510 TJ. These include:

- ▶ Ultrasonic atomizer nozzles for power plant boilers were installed at the Schwechat refinery to promote the atomization of liquid fuel to improve the quality of combustion. This resulted in a reduction in exhaust gas losses, fuel demand, combustion air demand, and CO₂ emissions.
- ▶ At OMV Petrom, the Petrobrazi refinery implemented several operational measures. For instance, repairing the TG3 turbogenerator resulted in a 1 MW increase in electricity production, improving the overall efficiency of the cogenerator. The steam traps were also replaced, subsequently reducing steam consumption by 8.3 t per day. During the shutdown in April 2022, the three-way valve was repaired, which reduced fuel gas consumption and subsequently saved approx. 1.3 t per day.

In C&M, examples of energy efficiency measures taken in 2022 were as follows:

- ▶ Borealis optimized the benzene purification column at Porvoo, which is expected to result in primary energy savings of 17 GWh/year.
- ▶ The extruder at Burghausen was improved and is expected to result in primary energy savings of 8 GWh/year.
- ▶ Borealis reduced the natural gas consumption of the regenerative thermal oxidizers (RTOs) at Borealis Polyolefine GmbH in Linz, Austria. This is expected to result in primary energy savings of 4.3 GWh/year.

In E&P, the key energy efficiency projects included the following:

- ▶ In Tunisia, additional electricity and gas meters were installed at the ISO 50001-certified Waha Central Processing Facility and Camp to improve energy monitoring.
- ▶ At the Māui Production Station in New Zealand, one recompressor was replaced with an electric compressor rather than upgrading obsolete control systems. This new compressor provides both an energy efficiency improvement (correctly sized for production rates and high-efficiency drive) and CO₂ reductions (approx. 3,500 t CO₂e per year).
- ▶ In Malaysia, SapuraOMV diesel consumption of the chartered utility vessel that supports B15 platform operations was optimized, resulting in a reduction in fuel consumption of 15%.

- ▶ At OMV Petrom's Moldova asset, three engines from the Comănești combined heat and power plant were relocated to two new locations for better usage of the associated gas and to simultaneously obtain electricity and useful thermal energy. In parallel, in the Gas & Power division, the air conditioning systems in the T2 gas metering stations were changed to further reduce the electricity consumption of the new equipment.

Operational Renewable Energy Initiatives

Over the next few years, the OMV Group intends to continue scaling up the sourcing and use of renewable energy. In 2022, key actions included:

- ▶ In 2022, after the completion of Phase II, 12.9 GWh of renewable electricity was produced from the PV park at Schönkirchen. The generated electricity was used for ongoing operations in E&P Austria. It is estimated that if the PVs installed during both Phases I and II are simultaneously operational throughout the year, 15.84 GWh of renewable energy will be produced.
- ▶ Since the start-up of the PV plant at the Lobau tank farm in February 2022, approx. 7.2 GWh of renewable energy has been produced, covering approx. 45% of the annual electricity demand of the tank farm and resulting in savings of around 2,100 t CO₂ per year.
- ▶ OMV Petrom completed the installation of PVs at its first solar park in Icoana, Olt County. The park includes nearly 1,000 PV panels installed over an area of 5,500 m². The green energy produced (approx. 415 MWh/year) will be used to supply electricity for ongoing operations in the E&P segment. This will result in a reduction of more than 1,200 t CO₂ throughout the entire life cycle of the panels.
- ▶ In Tunisia, utility air compressors with photovoltaic panels were installed at the Waha wells, while the Nawara well sites and pipeline valve stations were also equipped with PV panels for autonomous electricity generation.
- ▶ By the end of the fourth quarter of 2022, PV panels were installed at 284 OMV and OMV Petrom branded filling stations. The electricity produced from these installations annually is estimated at 7,000 MWh.

Power Purchase Agreements

Several Power Purchase Agreements (PPAs) with renewable energy providers were signed by the OMV Group in 2022, including the following:



- ▶ In April 2022, a PPA was signed between OMV and WEB Windenergie AG. With an output of 5.6 MW and annual electricity production of 13.7 GWh, the anticipated clean wind energy supplied to the OMV Group will be used to generate green hydrogen using an electrolyzer at the Schwechat refinery in 2023.
- ▶ In February 2022, Borealis and Finnish energy company Fortum signed a long-term PPA to source renewable energy from two onshore wind parks. Starting mid-2024, 800 GWh of renewable power will be supplied to the Borealis production operations in Porvoo, Finland, over the course of eight years.
- ▶ In October 2022, Borealis and Axpo Nordic, a subsidiary of Switzerland's largest renewable energy provider, signed a wind PPA, which includes the annual supply of more than 130,000 MWh of wind power to the Borealis production location in Stenungsund, Sweden, over the next ten years. The electricity will be generated by a new onshore wind farm (Hultema) located in central Sweden, with delivery expected to start in January 2024.
- ▶ In Belgium, Borealis signed a PPA with Eneco, a Dutch energy supplier. The energy will be generated by an existing offshore wind park (Mermaid) located in the North Sea.
- ▶ Borealis also signed a co-investment agreement with VERBUND to build a PV plant (4.8 MWp) at its production location in Schwechat, Austria, and simultaneously entered a ten-year PPA to obtain renewable hydroelectricity from two existing hydro plants in Austria, which are part of VERBUND's portfolio. As a result, Borealis further increased its renewable electricity and is on track to reach its 2030 target.

Outlook

We will continue to identify measures to improve energy efficiency and operational renewable energy initiatives, and take the following actions in the coming years:

- ▶ Waste heat from refinery plants HDS3, PTU, and FP3 will be used to replace steam for preheating the feed water in power plant 2 at the Schwechat refinery. This steam will be used to heat the existing and new Vienna district heating networks for Wien Energie and Vienna International Airport.
- ▶ As OMV and Borealis operate joint facilities in Schwechat and Burghausen, we will continue to identify and increase joint synergies across both sites. For instance, from mid-2023, flared quantities will be reduced, as the discontinuous nitrogen-rich gases produced by OMV will be combusted in the Borealis regenerative thermal oxidation (RTO) plant, rather than being sent to the elevated flare. Further energy efficiency projects are in development for implementation in 2024.
- ▶ By 2025, OMV Petrom aims to install PVs at half of its network of OMV Petrom filling stations. PV panels at additional OMV filling stations in Austria, Hungary, Slovakia, and Slovenia are also scheduled to be installed in 2024.

We will continue to increase our sourcing of renewable energy to power our operations. In C&M, the segment purchasing the greatest amount of energy, our aim is to ensure that all energy purchased is renewable by 2030.

In the future, where local regulations permit, we also plan to produce renewable energy and feed it into the electricity grid for use by third parties. The potential for doing this in the countries where we have business operations is currently being evaluated.

Energy Transition

Material Topic: Energy Transition

Supporting the goals of the Paris Agreement by reducing the carbon footprint of our energy supply, specifically by increasing sales of zero-carbon energy products such as renewable mobility fuels and renewable power

Key GRI

- ▶ GRI 305: Emissions 2016

NaDiVeG

- ▶ Environmental concerns

Most relevant SDGs

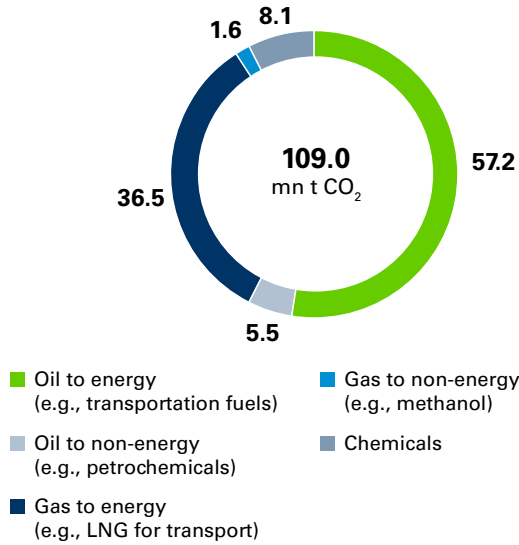




As an oil, gas, and chemicals company, we are aware that a large percentage of our emissions come from the use of our products. At present, about 76% of the OMV Group's products are directly used for combustion, significantly contributing to global climate change. As such, we have a unique responsibility in this regard, and understand that a "business as usual" approach is no longer an option.

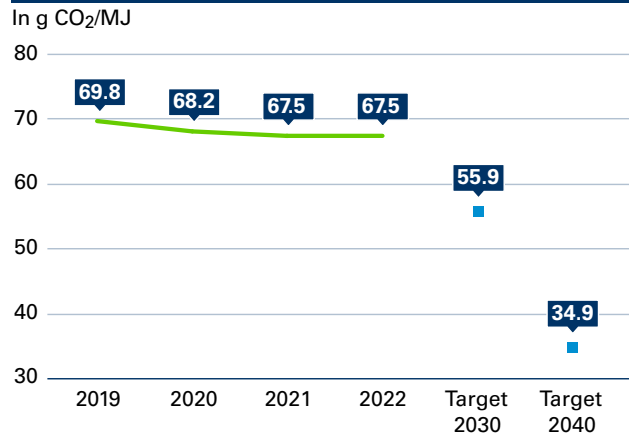
GHG Scope 3 Emissions from Products⁹

In mn t CO₂ equivalent



The Energy Transition material topic focuses on reducing the carbon footprint of our energy supply, specifically through increasing sales of zero-carbon energy products such as renewable mobility fuels and renewable power. This is the centerpiece of OMV's commitment to supporting and accelerating the energy transition, and becoming a net zero business by 2050 or sooner in alignment with the IEA's Net Zero Emissions (NZE) scenario, which foresees limiting the global temperature rise to 1.5°C. To concretize our 2050 goals, we have set mid- and long-term targets to reduce our absolute Scope 3 emissions by at least 20% by 2030 and by at least 50% by 2040, both against the baseline year 2019. In addition, we intend to reduce the carbon intensity of our energy supply by at least 20% by 2030 and by at least 50% by 2040, both against the baseline year 2019. These intermediate targets on our pathway to net zero by 2050 are approximated to the IEA's Sustainable Development Scenario (SDS), which foresees limiting the global temperature rise to well below 2°C and is thus aligned with the goals of the Paris Agreement.

Carbon Intensity of Energy Supply¹⁰



Our absolute emissions targets cover all parts of the OMV Group, i.e., the upstream, downstream, and chemicals segments and their respective value chains. These divisions are expected to decarbonize at different rates, with a higher rate of decarbonization forecast in our energy segments (E&P and R&M). This is attributable to the immediate reductions that will be achieved by our plans to minimize fossil fuel production and sales: We aim to decrease oil and gas production levels to around 350 kboe/d and reduce crude distillation throughput by 2.6 mn t, both by 2030. Growth in these segments will instead come from zero-carbon products, such as geothermal energy, photovoltaic, wind, hydrogen, and sustainable fuels. In our E&P segment, we will build up around 10 TWh of renewable energy production (including geothermal, PV, and wind). In our R&M segment, we are primarily focusing on finding solutions for hard-to-electrify market segments, such as heavy road transportation and air travel, as well as providing feedstock for greener chemical production. Overall, we plan to grow production of renewable mobility fuels and sustainable chemical feedstocks to approximately 1.5 mn t, and produce and market at least 700 kta of sustainable aviation fuels by 2030. This scale-up of zero-carbon energy product sales while decreasing fossil fuel sales is central to OMV's climate strategy.

Meanwhile, our chemicals segment is projected to grow by 35% in monomer production volumes and 30% in polyolefins production volumes by 2030. In this non-energy segment, we will also reduce our Scope 3 emissions by pursuing circular economy technologies, but not at the same rate as our energy segments.

In this material topic, we focus on reducing the carbon footprint of our energy supply, as encapsulated in the key metric "carbon intensity of energy supply," for which we have also set 2030 and 2040 targets. However, our circular economy solutions also play a central role in our climate and carbon footprint reduction strategy. Read more about our efforts on this topic in [Circular Economy](#).

⁹ Includes Scope 3, Category 10: Processing of sold products, and Scope 3, Category 11: Use of sold products

¹⁰ The carbon intensity of the energy supply is measured by assessing the intensity of the Scope 1 and 2 emissions plus Scope 3 emissions (in g CO₂) from the use of sold energy products, against the total energy value of all externally sold energy products (in MJ) (excluding purely traded volumes). GHG data that are part of OMV's 2030 and 2040 targets are subject to baseline recalculation; therefore, historical data has been recalculated. See Environmental Data for more details.



Target 2025

- ▶ Reduce carbon intensity of product portfolio (Scope 3) by >6% vs. 2010

Targets 2030

- ▶ Reduce absolute Scope 3 emissions¹¹ by ≥20% vs. 2019
- ▶ Reduce carbon intensity of energy supply by ≥20% vs. 2019

Targets 2040

- ▶ Reduce absolute Scope 3 emissions by ≥50% vs. 2019
- ▶ Reduce carbon intensity of energy supply by ≥50% vs. 2019

Status 2022

- ▶ Carbon intensity of product portfolio reduced by 3% vs. 2010
- ▶ Absolute Scope 3 emissions reduced by 8% vs. 2019
- ▶ Carbon intensity of energy supply reduced by 3.3% vs. 2019

Most relevant SDGs



SDG targets:

7.2 By 2030, increase substantially the share of renewable energy in the global energy mix

7.3 By 2030, double the global rate of improvement in energy efficiency

13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries

Governance

OMV's energy transition is the cornerstone of our Group's business strategy. Our sustainability framework and "net zero by 2050" target were the basis for developing the business strategy 2030 approved by the Executive and Supervisory Boards in December 2021. The Group's decarbonization strategy is overseen by Carbon, Energy & ESG Management and Strategic Planning & Projects.

Our climate ambitions are at the heart of our strategy, and responsibility for meeting these ambitions is embedded at the highest levels. Our Executive Board is responsible for setting our climate targets and ensuring that our Group's business strategy is aligned with meeting these targets. Correspondingly, meeting our climate change targets is a part of executive remuneration, with GHG reduction targets included in the Long-Term Incentive Plan (LTIP) and in the annual bonus paid to the Executive Board. Read more in [Sustainability Governance](#).

The responsibility for our role in the energy transition is also entrenched at Supervisory Board level. In 2021, we established a new committee, the Sustainability and Transformation Committee. Their purpose is to support the Com-

pany's Supervisory Board in reviewing and monitoring OMV's sustainability strategy, ESG-related standards, performance, and processes, and specifically our performance in HSSE and impact on climate change. Furthermore, the committee serves to support and oversee the transformation process toward a more sustainable business model, including the cultural integration of strategically significant acquisitions.

At Group level, responsibility for GHG accounting and management, sustainability reporting, and ESG governance lies with the Carbon, Energy & ESG Management team in Investor Relations & Sustainability, an area overseen by the CFO. OMV's Carbon, Energy & ESG Management department is responsible for generating OMV's GHG inventory based on international standards and best practice. This team coordinates activities throughout the business, providing guidance to stakeholder groups such as subsidiaries, business units, and assets on GHG and energy-related topics. Low- and zero-carbon products enabling the energy transition are developed in the business units. Support for carbon impact assessments for new products is provided at Group level by the Carbon, Energy & ESG Management department. To ensure consistency across the Group, there are also dedicated teams in OMV Petrom and Borealis.

¹¹ For our GHG targets 2030 and 2040 the following Scope 3 categories are included: Category 11: Use of Sold Products for OMV's energy segment, Category 1: Purchased Goods (feedstocks) from OMV's non-energy segment, and Category 12: End-of-Life of Sold Products for OMV's non-energy segment.



Also in 2022, the Carbon, Energy & ESG Management team developed a Group-wide GHG Management Framework. This new OMV Group regulation defines how to measure, report, and manage greenhouse gas emissions and contains the definitions, boundaries, and rules for the OMV Group’s strategic GHG reduction targets and “net zero by 2050” ambition. It also defines the requirements for purchasing voluntary carbon offsets and their contribution to achieving the Group’s GHG target.

In 2022, OMV updated its Capital Allocation Framework and developed a strategic scoring methodology for investment projects based on four pillars: business strategic targets, financial metrics, risk profile, and climate targets impact. This new methodology has been tested in a pilot phase. The scoring helps to objectively define and review OMV’s most important strategic projects and allows for holistic portfolio optimization across the OMV Group to support our strategy delivery, including our GHG reduction path. Climate scoring is an integral part of this overall scoring and covers the investment’s impact on the OMV Group’s Scope 1, 2, and 3 climate targets for 2030, as well as EU taxonomy relevance.

As part of the updated Capital Allocation Framework, OMV also introduced a new definition for “sustainability CAPEX,” which encompasses investments that meet one of two criteria: either they are aligned with the EU taxonomy or they are investments that support the implementation of OMV’s 2030 Sustainability Framework. The goal of the new Capital Allocation Framework is to promote and facilitate investments in projects aligned with our climate targets, including our long-term net zero target, rather than traditional fossil fuel-related investments. For more information, see [Sustainability Governance](#).

Zero-Carbon Products

The scale-up of zero-carbon and renewable energy product sales while reducing fossil fuel sales is central to reducing the carbon footprint of our energy supply. Zero-carbon and renewable energy products include biofuels, electricity, waste heat, and new energy products such as geothermal heat.

In our upstream division, the Low Carbon Business (LCB) team has been working on expanding our photovoltaic asset base, including exploring battery and storage options. Based on our subsurface knowledge, capabilities, and asset base, we have also been exploring carbon capture and storage solutions. We collaborate with industry and research partners on these activities in line with applicable regulatory and legal requirements. We are also investigating solutions for subsurface energy storage, e.g., with hydrogen or compressed air, and looking at options to explore and commercially develop geothermal energy potential in the countries where we operate. These projects are in the R&D or initial investment phase.

In R&M, we are contributing to the creation of a sustainable energy system by identifying and maturing solutions, with a strong focus on markets that are hard to electrify using batteries and customer segments such as heavy road transport or air travel. What these markets have in common is that they need an energy-dense yet climate-friendly fuel with the lowest possible downtime. Our portfolio focuses on waste-based and advanced biofuels, hydrogen, and e-fuels, as these offer the potential to utilize synergies with existing refinery assets and competences for a feasible scale-up and roll-out of green technologies.

The successful implementation of all these projects will reduce our absolute emissions, create green, innovative products and services for society, and provide a key differentiator for OMV.

Management and Due Diligence Processes

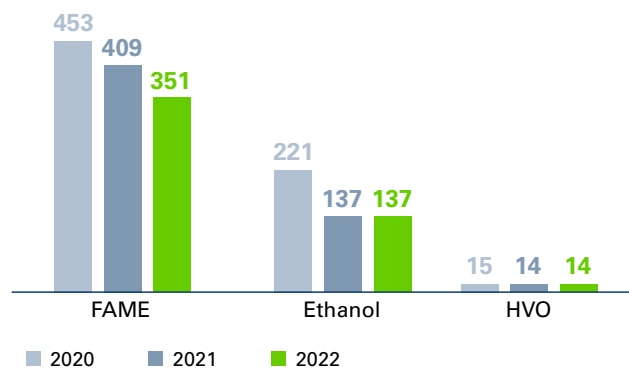
OMV has defined sustainability criteria that influence which projects and technologies are selected for investment. For all investments and M&A activities, it should be ensured that all climate-related risks are identified, assessed, and evaluated. This will include the assessment of the actual and forecast carbon footprint of the respective investment and M&A. Projects that contribute positively to the achievement of OMV’s climate targets are preferred for investment (for more details, see [Sustainability Governance](#)). All project ideas selected for maturing need to demonstrate a feasible trajectory from pilot and demo stage to full industrial scale in the medium term.

Responsible Biofuels Sourcing

All biofuels purchased by OMV in 2022 and used for blending meet the requirements of the EU’s Renewable Energy Directive (EU) 2018/2001. Since 2013, the ISCC EU certificate issued for OMV Downstream GmbH has been renewed on an annual basis. OMV Petrom, OMV Hungary, OMV Czech Republic, OMV Germany, OMV Slovakia, and OMV Slovenia are also certified according to the ISCC EU standard.

Biofuel Volumes¹²

In megaliters



¹² 2021 figure restated and 2022 figure estimated as both Austria and Germany data are based on year-to-date actuals plus a forecast for the remaining months each year, given that the annual deadline for closing all biofuel balances of a given year is not before the publication of the Sustainability Report.



OMV purchases biodiesel mainly from European producers that use very little palm oil. International Sustainability & Carbon Certification (ISCC) standards require that no deforestation took place from January 2008 onward for any feedstock that is used for biodiesel generation. Since July 2021, OMV has also complied with the Austrian legal requirement not to use palm-oil-based biofuels for target fulfillment. In 2022, of all biofuels placed on the market by OMV, only around 0.6% were based on palm oil. The main feedstocks used are rapeseed oil (31%), soybean oil (14%), used cooking oil (11%), corn (12%), wheat (9%), and triticale (5%).

OMV plans to use vegetable oils and used cooking oil as well as other potential waste and advanced feedstock to produce biofuels using our Co-Processing technology. Co-Processing involves introducing biogenic feedstock during the fuel refining process instead of the conventional method of blending biogenic components into fuel after production. This concept allows OMV's existing refineries to produce transportation fuels from various types of biogenic feedstock.

In 2016 and 2017, OMV successfully conducted the first field trials of Co-Processing at the Schwechat refinery using rapeseed oil, and obtained certification in accordance with the REDcert standard, an EU-recognized system for the certification of sustainable biomass. In 2020, another field trial was successfully completed at the Petrobrazi refinery. OMV continues to implement the Co-Processing technology, and in 2023, the Company aims to start its 200 kta co-processing of sustainable feedstock in Schwechat. It is important to note that no palm oil will be co-processed. The project will start with a mix of vegetable oils (rapeseed oil and sunflower oil). It may include some other waste and residue streams like used cooking oil in future (2024–2025). In December 2020, OMV committed to investing EUR 200 mn in the construction of the Co-Processing unit at the Schwechat refinery. Utilizing this process will lead to an annual reduction of OMV's carbon footprint of up to 360 kt CO₂.

2022 Actions

The following key activities were carried out across the Group in 2022:

Geothermal Energy

In 2022, the LCB made headway in the development of two geothermal projects: one in Austria, the other in Germany. In Austria, OMV conducted a production and injection test to analyze the geothermal potential in the Vienna Basin. Regional and local geological studies have been progressing, and potential locations for geothermal power plants have also been selected. In Lower Saxony, Germany, OMV and partner ZeroGeo Energy GmbH have an equal interest of 50% each in a geothermal exploration

project called Thermo. The initial project aim is to collect geological data, in particular gravity and magnetic measurements, over an area of approx. 5,000 km². The data collected will be used to assess the geothermal energy potential and will be part of a comprehensive evaluation of future geothermal activities in the area. Based on preliminary studies, subsurface experts indicate that the geothermal conditions in the Vienna Basin are suitable for use as a direct heat carrier. In northern Germany, the geothermal energy could be used to generate electricity.

Glycerin2Propanol

OMV made the final investment decision in 2021 to build a Glycerin2Propanol pilot plant at the Schwechat refinery. It will be based on its newly patented process technology, which will produce propanol from low-value material crude glycerin from 2023 onwards. The plant will use a catalyst, or reaction accelerator, developed in-house by OMV to transform the biogenic waste-based crude glycerin into a so-called advanced bioalcohol (propanol). In doing so, the plant will generate what are known as advanced biofuels, which are not in competition with foodstuffs and which, when added to gasoline, reduce its carbon footprint.

While glycerin is a waste/by-product of the production of biodiesel and the manufacture of detergents and soaps, it is also considered an advanced feedstock under the European Union's RED II Renewable Energy Directive. The propanol produced in this way will then be used as an advanced bioadditive for gasoline. It can also be used as a sustainable feedstock for the chemicals market to replace fossil-fuel-based propanol. OMV is set to invest around EUR 30 mn in the scale-up of this project, of which around EUR 8 mn will be funded through the Austrian Research Promotion Agency (Forschungsförderungsgesellschaft; FFG) and the COVID-19 premium. The capacity of the pilot plant will be 1.25 mn l of propanol per year. This will lead to a CO₂ reduction of around 1,800 t annually. A total of 1.2 l of crude glycerin is needed to produce 1 l of propanol. Under moderate temperature and pressure, 1 barrel (159 liters) of propanol will be produced per hour in an energy-efficient process. The long-term plan is to commercialize the technology to produce around 125 mn l of propanol per year and reduce CO₂ emissions by around 180 kt. The Glycerin2Propanol pilot plant will be located at the Schwechat refinery alongside the ReOil[®] plant so that both units can take advantage of a combined operator station, exploiting the synergy of a shared operator concept. In addition to this unique in-house development, we also partner with technology providers to develop viable business projects for transforming biomass from agriculture, municipalities, the paper industry, or wood processing into bioliquids to be used for greener fuels and chemicals.



In 2022, the Glycerin2Propanol pilot plant was in the execute phase, from the end of detail engineering to construction. The project team and the contractor (Dutch pilot plant company Zeton) worked closely to successfully accomplish the preliminary assembly of the modular plant in the workshop at Zeton.

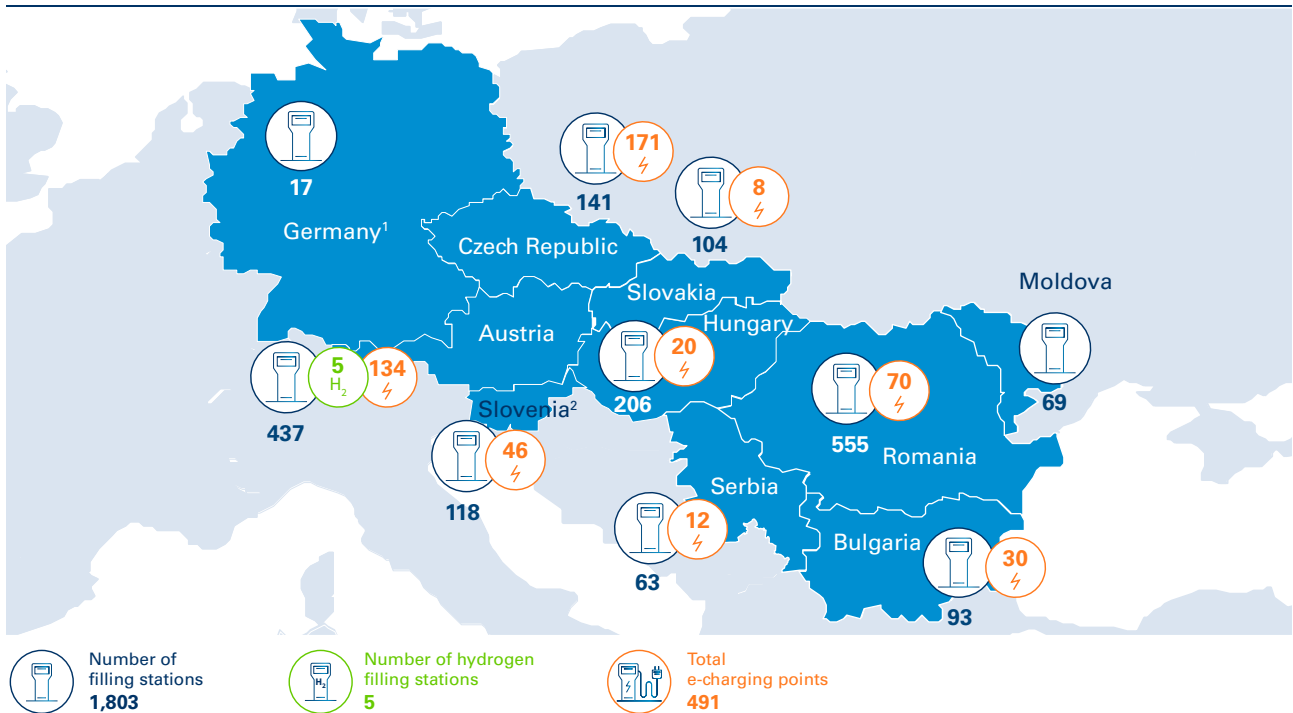
Hydrogen

Together with our partner Kommunalkredit Austria AG, in February 2021, we announced a joint investment in the construction of Austria's largest electrolysis plant at our Schwechat refinery. Total investment will be around EUR 25 mn, with OMV and Kommunalkredit each bearing half the cost. The plant is expected to go live in the second half of 2023. The 10 MW PEM (polymer electrolyte membrane) electrolysis system will produce up to 1,500 t of green hydrogen per year. The green hydrogen will be used to hydrogenate biobased and fossil fuels, substituting gray hydrogen in the refinery. This would reduce OMV's carbon footprint by up to 15 kta of fossil CO₂. Furthermore, the extension of the value chain into the transport sector is

being evaluated, e.g., for application in the hard-to-electrify segment (e.g., trucking).

To help create the conditions for the mass-market roll-out of hydrogen trucks in Europe, the H₂Accelerate initiative, a consortium consisting of OMV, Shell, Daimler Truck AG, IVECO, and the Volvo Group, was formed in 2020. In 2021, TotalEnergies and Linde joined the consortium. A large-scale roll-out of hydrogen-fueled trucks in Phase II (2025+) is expected to create new industries: zero-carbon hydrogen production facilities, large-scale hydrogen distribution systems, a network of high-capacity refueling stations for liquid and gaseous hydrogen, and production of the hydrogen-fueled trucks themselves. The decade-long scale-up is expected to begin with groups of customers willing to make an early commitment to hydrogen-based trucking. These fleets are expected to operate in regional clusters and along high-capacity European corridors with good refueling station coverage. During the next decade, these clusters can then be interconnected to build a truly pan-European network.

Retail 2022



¹ On May 1, 2022, OMV closed the transaction to sell its filling station business (285 filling stations) in Germany to EG Group. Furthermore, a divestment agreement was signed for Avanti Germany comprising the sale of 17 unmanned filling stations to PKN Orlen in December 2022.

² OMV has agreed to sell its business in Slovenia to MOL Group. The closing of this transaction is expected in 2023.



Sustainable Aviation Fuels

Another focus topic is the hard to electrify area of e-fuels, the core building block of OMV's Sustainable Aviation Fuel (SAF) portfolio, which shows great potential for enabling climate-friendly air travel. While in theory the concept is simple, i.e., hydrogen produced with renewable electricity is combined with CO₂, the production technology is still in the demonstration phase and requires further research and development for the required industrial scaling.

OMV is leading a project consortium together with industrial partners like BASF and thyssenkrupp Uhde, and academia (e.g., the German Aerospace Centre DLR and ASG Analytik-Service Gesellschaft) to develop a process to produce SAF based on methanol (M2SAF project). In addition to catalyst development, process development, plant integration, and the design of a demo plant, the project also includes techno-economic and -ecological analysis, as well as accompanying support for the certification and analysis of the new aviation fuels. The project is also targeting the production of a 100% drop-in capable SAF and enabling a process route with high selectivity and minimal additional CO₂ emissions, and with a high degree of integrability into existing brownfield or greenfield installations. The starting point of the process is sustainably produced methanol, either from CO₂ and hydrogen or from biogenic feedstock. The development project started in August 2022 for an initial period of 2.5 years and is being funded by the German Federal Ministry for Digital and Transport (BMDV).

OMV is already delivering SAFs to Austrian Airlines at Vienna airport. In 2022, Memorandums of Understanding (MoUs) for the intended offtake of SAFs were signed with the Lufthansa Group, Wizz Air, and Ryanair. The total amount of intended SAF offtake between 2023 and 2030 is up to 160,000 t for Ryanair, up to 185,000 t for Wizz Air, and more than 800,000 t for the Lufthansa Group. The OMV Group aims to increase the production and marketing of SAFs from <2 kt in 2022 up to 700 kta in 2030.

Outlook

- ▶ In the coming years, we will focus on implementing the investment projects mentioned (e.g., Glycerin2Propanol), and maturing project ideas in the areas of advanced biofuels and e-fuels. By 2030, we aim to produce and market at least 700 kta of sustainable aviation fuels. OMV will also expand its capabilities to take advantage of the growth in electric vehicle charging. By investing more than EUR 400 mn by 2030, OMV will offer more than 2,000 electric charging points at highway and transit route filling stations, plus around 17,000 office wall-box charging points. In addition, following the MoU signed by the OMV Group and Austrian Post in 2021 for the use of green hydrogen in heavy goods vehicles (HGVs), the first use of green hydrogen is expected in 2023 at the latest. By 2030, 2,000 HGVs will be powered by green hydrogen fuel cells.
- ▶ For the Glycerin2Propanol project, the factory acceptance test will be conducted in the first quarter of 2023 and the arrival of the first modules in Schwechat is planned for the second quarter of 2023. In parallel, the propanol from OMV's biobased process has been registered at the European Chemicals Agency (ECHA) as the first form of renewable propanol, a precondition for the bulk chemical market. Looking to the future, collaborative R&D efforts have begun to transform the propanol into sustainable aviation fuel.
- ▶ Investments of approx. EUR 5 bn have been planned until 2030 to build the Low Carbon Business (LCB). In our Energy division, the LCB team has been working on expanding our renewables asset base with a focus on captive use within the OMV Group. Furthermore, we are looking at opportunities to explore and commercially develop the geothermal energy potential. Based on our subsurface knowledge, capabilities, and asset base, we have also been exploring carbon capture and storage solutions. We collaborate on these activities in line with applicable regulatory and legal requirements in conjunction with industry and research partners. Additionally, we are also investigating solutions for subsurface energy storage, e.g., with hydrogen or compressed air. These projects are in the R&D or initial investment phase.
- ▶ In Romania, 2022 saw OMV Petrom and Complexul Energetic Oltenia deciding to invest more than EUR 400 mn over the coming years in building four PV parks in Işalnița, Tismana, Roșia, and Rovinari, on the sites of the former mining operations run by Complexul Energetic Oltenia. The PV parks will produce a total of 450 MW, and from 2024, we anticipate that the renewable energy produced will be supplied to the national energy system.



Neutralization Measures

We aim to reduce our carbon footprint to net zero by 2050 at the latest. While the biggest drivers on this journey will be decreasing our fossil fuel sales and increasing our zero-carbon product sales, we also recognize that neutralization measures will be necessary. Neutralization measures include, but are not limited to, Carbon Capture and Storage (CCS), Carbon Capture and Utilization (CCU), Bio-energy with Carbon Capture and Storage (BECCS), as well as, to a very limited extent, voluntary offsetting (technological and nature-based solutions). By 2030, we aim to establish CCS capacities of around 5 mn t per year as our main neutralization measure toward achieving our targets. We will minimize the use of carbon credits for voluntary offsets as a contributor toward achieving our GHG reduction target. This is to ensure that we are not simply buying our way out of our responsibility to act on climate change and the energy transition.

Management and Due Diligence Processes

Offsetting Emissions

As a general rule, the OMV Group uses voluntary carbon offset credits only in addition to its efforts to reduce its own GHG emissions. The maximum acceptable GHG emission reduction contribution from carbon offsets to achieve our absolute 2030 and 2040 GHG targets is 5% of the total absolute required emission reduction. To achieve net zero status by 2050, which requires the maximum possible reduction of our own direct and indirect GHG emissions, carbon offsets can only be used to neutralize the remaining gross emissions that cannot be eliminated in any other way. As such, only limited options are acceptable as counting toward our GHG target achievement. These include high-integrity carbon offset credits from programs that ensure robust carbon offset project design and implementation in line with the UN SDG 12 (sustainable consumption and production) and one additional environmental/social SDG, as well as those that comply with the minimum social safeguards. The detailed criteria are defined in OMV's GHG Management Framework.

OMV offers carbon offsetting to customers and works closely with ClimatePartner, an internationally trusted service partner based in Munich. ClimatePartner selects certified carbon offset projects and ensures that OMV customers who use this option are able to contribute a dedicated amount to these projects. In 2022, the biggest contributors in terms of CO₂ offsets in our portfolio were wind and solar energy projects in India and China, and forest protection projects in Brazil. Since 2019, the OMV Group also purchased CO₂ offsets in various hydropower (5%), solar (28%), and wind (44%) energy projects in India, China, Bulgaria, and Turkey, various afforestation projects (22%) in Romania, Uganda, and Brazil, as well as a gas

recovery and biogas project (2%) in Turkey. Climate protection projects are offered by ClimatePartner and are verified according to one or more of the following internationally recognized standards: Gold Standard (GS), Verified Carbon Standard (VCS), Certified Emission Reductions (CER), and Climate, Community & Biodiversity Standard (CCBS). None of these offsets have currently been accounted to contribute towards OMV's GHG reduction target achievement.

Carbon Capture and Storage (CCS) and Utilization (CCU)

OMV aims to capture CO₂ and ideally use it as a resource. Carbon capture and utilization technologies, such as capturing CO₂ emissions from our refineries, hydrating the CO₂, and then reusing it as fuel, are crucial to reducing overall atmospheric emissions and fostering circularity. However, achieving the goals of the Paris Agreement does not just require reducing our own emissions but also helping reduce atmospheric emissions from other sources. Thus, our CCS and CCU projects include, but are not limited to, capturing our own emissions. A key example of developing such projects with industry partners to reduce overall atmospheric emissions is the C2PAT project.

Lafarge, OMV, VERBUND, and Borealis are collaborating on developing the C2PAT initiative, which will make a significant contribution to decarbonization. The goal of C2PAT is to capture the CO₂ emitted at Lafarge's cement plant in Mannersdorf, Austria, and, together with hydrogen from renewable sources, transform it into feedstock for sustainable chemical products. The partners intend to turn the initiative into an industrial-scale project, which should serve as a blueprint for other industries in the future, especially for the "hard to abate" sectors. For example, C2PAT aims to demonstrate a novel cross-sectoral carbon value chain on an industrial scale. Industrial CO₂ released during cement production should be captured and transformed using green hydrogen into feedstock for a variety of renewable-based chemicals and value-added plastic products. It demonstrates a circular economy approach in the cement and chemical sector given that renewable-based plastics can be reused and recycled in various recycling streams. C2PAT will explore the market potential for renewable-based products and develop models for control as well as for holistically optimizing the overall value chain.

2022 Actions

340 kt CO₂e verified emissions offset by customers



- ▶ Currently, OMV's customers can voluntarily offset the carbon footprint resulting from using all products they purchase from us, such as diesel, gasoline, bitumen, heating oil, and natural gas. OMV GAS offers this service in all markets. We recognize the high and ever-increasing customer demand for this option. OMV Fuels Sales customers can offset their carbon footprint based on the use of gasoline or diesel, as well as extra-light heating oil and bitumen, in all countries where we operate. Customers of OMV Retail Mobility & Convenience (our filling stations) are able to offset their carbon footprint from gasoline and diesel by using the jö Bonus Club card in Austria, while since early October 2022, 20% of the carbon footprint of Romanian customers that purchase MaxxMotion fuels has been offset without surcharge. Our OMV Card customers can use their OMV Card with the Routex function to offset the carbon footprint of the diesel and gasoline they purchase. OMV's MaxxMotion CO₂ reduction campaign in Romania supports local and international carbon offsetting projects aimed at forest protection, e.g., in Romania and Brazil. Every time a customer fuels up with OMV MaxxMotion Performance Fuels, 20% of the carbon emissions are offset through this program. In addition, when a customer chooses to donate 300 points to a charity of their choice from the OMV MyStation application, OMV automatically matches it with another 300 points, which subsequently adds up to the amount needed to plant one tree.
- ▶ In 2022, the OMV Group worked on innovative solutions to utilize captured CO₂ as an alternative feedstock. For instance, Swiss sports brand On partnered with Borealis and LanzaTech in 2021 to create Clean-Cloud™, a sustainability initiative using carbon emissions to create foam for running shoes. On is the first company in the footwear industry to explore carbon emissions as a primary raw material for the sole of a shoe, as part of its move away from petroleum-based resources. Technology from LanzaTech captures carbon monoxide emitted from industrial sources such as steel mills or from landfill sites. Once captured, these emissions enter a patented fermentation process, which converts the carbon-rich gas to liquid ethanol using specially selected bacteria. The ethanol is then dehydrated to create ethylene, which Borealis polymerizes to become EVA (a copolymer of ethylene vinyl acetate), the versatile and lightweight material that On starts working with to create a performance foam for shoes. In 2022, On presented the first ever shoe made from carbon emissions. Read more in the [Borealis Report](#).

Outlook

As part of our strategy, we foresee developing CCS storage capacity of around 5 mn t per year CO₂ net at OMV by 2030, 2 mn t per year of which will be at OMV Petrom. We will also continue to explore CCU opportunities.



Natural Resources Management

Our impact on the environment – and responsibility to act – extends beyond our greenhouse gas emissions. As an oil, gas, and chemicals company, OMV's environmental footprint is significant due to its water use, environmental degradation caused by spills, biodiversity impacts, and waste. But we also have the technological know-how to present solutions to reduce this impact, in particular by fostering the circular economy. In contrast to the linear “take-make-waste” model, which will lead to more plastic waste and environmental pollution while putting pressure on the planet's limited resources, a circular economy is regenerative by design and aims to decouple growth from the consumption of finite resources.

OMV is fully committed to taking action when it comes to responsible natural resources management and will proactively expedite the transition from a linear to a circular economy. OMV aims to minimize environmental impacts by preventing water and soil pollution, reducing emissions, using natural resources efficiently, and avoiding the disruption of biodiversity.

The Natural Resources Management strategic focus area combines our commitments and actions relating to environmental preservation under one umbrella. The first step is to manage our operational footprint, as described in the Environment section below. The Circular Economy material topic then describes the strategies and technologies we are applying to recover and reuse by-products or waste to make new materials and products, resulting in a cleaner environment.



Environment

Material Topic: Environment

Protecting natural resources and ecosystems, especially through the prevention of spills and water, air, and soil pollution.

Key GRIs

- ▶ GRI 303: Water and Effluents 2018
- ▶ GRI 305: Emissions 2016
- ▶ GRI 306: Waste 2020
- ▶ GRI 306: Effluents and Waste 2016
- ▶ GRI 307: Environmental Compliance 2016

NaDiVeG

- ▶ Environmental concerns

Most relevant SDGs



OMV aims to minimize environmental impacts through measures such as preventing water and soil pollution. OMV is liable for the impact that our activities have on the environment. Breaching environmental regulations on a local, national, and international level would result in both financial losses and harm to our reputation. Our license to operate depends on compliance with regulations relating

to environmental protection, which is also of particular importance to governmental authorities, shareholders, and stakeholders such as the public and environmental NGOs and NPOs. OMV's Code of Conduct and HSSE Policy formalize our public commitments to safeguarding the environment.



Targets 2025 and 2030

- ▶ Increase waste reuse and recycling from operations
- ▶ Reduce freshwater withdrawal

Target 2030

- ▶ Reduce use of natural resources by reducing oil and gas production levels to around 350 kboe/d and by reducing crude distillation throughput by 2.6 mn t

Status 2022

- ▶ Waste recovery or recycling rate: 63%
- ▶ Freshwater withdrawal: 279,983 megaliters
- ▶ Production: 392 kboe/d
- ▶ Crude throughput: 13.0 mn t¹³

Most 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
- 6.3** By 2030, improve water quality by reducing pollution, eliminating dumping, minimizing the release of hazardous chemicals and materials, halving the proportion of untreated wastewater, and substantially increasing recycling and safe reuse globally
- 6.4** By 2030, substantially increase the efficient use of water across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity, and substantially reduce the number of people suffering from water scarcity
- 6.6** By 2020, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers, and lakes
- 12.4** By 2020, achieve the environmentally sound management of chemicals and all waste throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water, and soil in order to minimize their adverse impacts on human health and the environment
- 12.5** By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse
- 15.5** Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity, and, by 2020, protect and prevent the extinction of threatened species¹⁴

Our internal Environmental Management (EM) Standard stipulates an assessment of environmental impacts and risks, and adherence to environmental performance requirements in terms of energy use, emissions into the atmosphere, water use and discharge, the use of raw materials, waste management, hazardous substance handling, and biodiversity and ecosystem protection. In 2020, the EM Standard was revised and minimum requirements on odor emissions were established. In 2021, the EM Standard was revised again, following which minimum requirements on H₂S in vented gas and the design of the environmental processes to complement the implementation of the EM Standard were added. The review in 2022 resulted in the addition of two new annexes on a Water Management Plan Framework and Water Management Plan Template.

Before undertaking new operational activities or entering new countries, environmental risk assessments are performed, including evaluations of local legislation, the potential impact of our activities on sensitive and protected areas, and the effects on endangered species. Each subsequent phase of project implementation is accompanied by a detailed assessment of environmental risks.

The framework and methodology for our coordinated Group-wide Environmental Risk Assessment are based on best practice standards, which meet the ISO 14001 requirements and ensure the consistent qualitative assessment of operational risks and impacts related to the environment.

The OMV Group's Environmental Management Standard furthermore defines the process of carrying out Environmental and Social Impact Assessments (ESIAs), mainly for projects. Preventive and mitigation measures and the monitoring program to ensure implementation of the proposed measures are documented in an Environmental and Social Management Plan. The final ESIA report is submitted to the local regulator or lender (whichever is applicable) for review, public disclosure, and approval.

48% of sites certified to ISO 14001

The OMV Group's Environmental Management Standard requires that all relevant OMV businesses and activities (including investment, acquisitions, and divestment) implement an Environmental Management System (EMS) consistent with ISO 14001 and adhering to the minimum requirements listed. All relevant OMV businesses are required to review and update the EMS at least once per year, while a full EMS audit must be carried out either by an external independent auditor or OMV corporate environmental experts every three years for sites not certified to ISO 14001. Internal EMS audits are performed regularly and as necessary at local level to identify improvement measures.

¹³ In 2022, the utilization rate of the European refineries saw significant negative impacts from the turnaround and the incident at the Schwechat refinery, as well as the turnaround at the Burghausen refinery, which also resulted in a substantially lower crude oil throughput.

¹⁴ Several UN SDG subtargets were initially designated to be reached by 2020. However, sources such as the UN's Global Biodiversity Outlook state that goals related to nature have not been met. OMV still considers the attainment of these goals relevant past the year 2020, and thus still links these SDG subtargets to its strategic targets.



Governance

There is a high degree of interdependence between the Environment material topic and the material topics Health, Safety, and Well-Being, and Security, Emergency, and Crisis Resilience. Thus, these distinct material topics are governed centrally by Group HSSE. The OMV Group HSSE department is organized into specialized teams with experienced experts in areas such as:

- ▶ Development and implementation of OMV's HSSE strategy, regulations, and processes
- ▶ HSSE risk assessment
- ▶ Incident investigation
- ▶ HSSE data analysis and reporting
- ▶ Environmental management
- ▶ Process safety management
- ▶ Security and resilience management

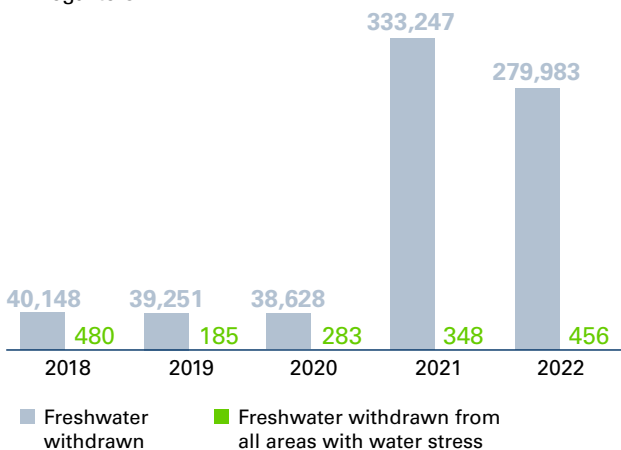
Group HSSE is led by the VP HSSE, who reports directly to the Chief Executive Officer. There are HSSE departments at OMV Petrom and Borealis, which oversee their specific issues and coordinate their local HSSE officers and experts. The OMV Petrom and Borealis HSSE departments report functionally to the VP HSSE at Group level.

Environmental awareness is promoted across the Group through various activities. For instance, regular exchanges on Environmental Management are held, where environmental experts and interested colleagues Group-wide can learn about the best practices being implemented at other sites and gain inspiration. At OMV Petrom, a contest to highlight key initiatives in the company was again held in 2022, with winners receiving awards from the OMV Petrom Executive Board.

Water

Freshwater Withdrawn¹⁵

In megaliters



OMV uses significant amounts of water for its operations in its upstream and downstream activities. Freshwater is used for processes such as drilling, steam generation, and cooling, among others. Smaller amounts of water are also used for non-industrial purposes. Any water produced is treated for reinjection into pressurized hydrocarbon reservoirs to optimize the extraction rate. Desalinated water is used in some offshore operations. Refineries and various other operating facilities also use brackish and/or recycled water for various operational purposes. Some of OMV's operating facilities are located in water stress areas.¹⁶

Specific Policies and Commitments

Our Water Ambition Statement is OMV's public commitment to water management, and states the following:

- ▶ We respect water as a precious limited resource and focus on its sustainable use.
- ▶ We are committed to meeting all applicable legislative requirements or our own OMV regulations, whichever are more stringent.
- ▶ Water management is a key component of our social license to operate. We cooperate with local communities and prove to be responsible partners.
- ▶ We are committed to transparency when it comes to our impact on water resources.
- ▶ Every OMV employee is responsible for minimizing the impact of our activities on water resources.

The OMV Group's Environmental Management Standard requires all OMV businesses and activities to minimize the impact of effluent on the environment and on local communities, and outlines specific requirements for wastewater discharge onshore and offshore. The direct discharge of wastewater on land, in wetlands, or in other bodies of water without prior treatment is not permitted. No discharge may alter or diminish the value of the receiving environment. All discharge must be systematically monitored, and any environmental impact must be managed appropriately. Local regulatory and river basin authorities are involved to ensure that OMV complies with local environmental regulations and has obtained all of the required permits. The OMV Group's Environmental Management Standard was updated in 2022, with key additions being new annexes for the development and implementation of Water Management Plans.

Management and Due Diligence Processes

OMV's Group-wide Water Strategy was drafted in 2014 and is based on five strategic pillars: transparency, risks and opportunities, water efficiency and treatment, training and awareness, and stakeholder engagement.

¹⁵ The increase in freshwater withdrawn in 2022 and in 2021 compared to previous years is due to the consolidation of Borealis. The majority of freshwater withdrawn at Borealis is once-through cooling water, meaning it is discharged to the environment in its original quality, only with a very slightly elevated temperature. See [Environmental Data](#) for details.

¹⁶ Areas of water stress are areas where the demand for water exceeds the available amount during a certain period, or when poor quality restricts its use. In such areas, water stress causes deterioration of freshwater resources in terms of quantity (aquifer overexploitation, dry rivers, etc.) and quality (eutrophication, organic matter pollution, saline intrusion, etc.). Source: [European Environmental Agency](#)



Risk Assessments

High-level water stress assessments are conducted on an annual basis. In order to identify operations in areas affected by water scarcity and water stress, OMV uses international tools and indexes such as the Verisk Maplecroft Water Stress Index complemented by the World Resources Institute (WRI) Aqueduct Baseline Water Stress Index, and its own assessments as required. Some regions where OMV operates have already experienced water stress in dry years and a further decline in water availability is expected, mainly due to climate change.

A bottom-up approach in the assessment of water-related risks is followed in accordance with OMV's Group-wide Environmental Risk Assessment (ERA) guideline to ensure consistent qualitative assessments of operational risks and impacts related to the environment, including water. Significant risks are integrated into OMV's Enterprise-Wide Risk Management (EWRM) system. When entering a new country or considering new operational activities, OMV primarily uses the World Resources Institute (WRI) Aqueduct tools and Verisk Maplecroft indices to identify future potential water-related constraints, such as baseline water stress, groundwater stress, and seasonal variability.

Water management-related risks are closely linked with the topic of spill prevention. Offshore operations may lead to oil spills that have a significant impact on marine water resources and ecosystems. The response strategy aims to minimize the probability of such risks and maximize preparedness so that we can provide timely remediation measures in the unlikely event of an oil spill. OMV allocates significant resources to prevention and mitigation measures. Read more about spill prevention in the section [Spills](#). Any new or existing offshore drilling activity is accompanied by a third-party analysis evaluating the magnitude of a potential major event and its possible consequences. As part of the biannual Group-wide EWRM process, water-related risks and mitigation measures are assessed in a larger strategic context, while a systematic approach is taken in day-to-day operations to monitor and manage high-impact/low-probability risks, such as blow-outs during offshore drilling.

Water Management Plans

Water Management Plans are an effective tool for addressing all water-related topics, issues, and tasks, with the aim of improving water management performance. They provide information about current water uses and chart a course for water efficiency improvements, conservation activities, and water reduction goals.

Every location in the OMV Group must develop, implement, and maintain a Water Management Plan, which should include at least the following elements:

- ▶ Scope and objectives including site description
- ▶ Applicable legislation, other requirements, and permits
- ▶ Identification of water sources, discharges including water quality parameters, and monitoring plans
- ▶ Water map, inventory, and balance including discharges
- ▶ Water transport, storage, and treatment systems
- ▶ Significant water-related risks and mitigation measures
- ▶ Water conservation and water efficiency measures including an action plan

Operating facilities located in places that are affected or are likely to be affected by water scarcity issues, and operations utilizing significant water resources (e.g., Tunisia) are prioritized when developing and implementing Water Management Plans. These plans aim to allow sustainable long-term production with minimal effects on the environment.

Best Available Technologies

We implement measures to reduce freshwater withdrawal to a minimum. These include: reduction of operational complexity, water recirculation (e.g., at CCPP Brazil), upgrade of equipment (boilers), maintenance of equipment to reduce water loss, replacement of water cooling systems with air coolers (for example, the C3+ fraction recovery plant from Petromar), the use of desalinated seawater rather than freshwater, the installation of recirculating cooling systems, the use of air or glycol as a cooling agent instead of water (e.g. at Oltenia's 2 Bustuchin compressor station asset), and optimization of pipeline routes for water supply. In addition to implementing measures to reduce freshwater withdrawal, we implement the Best Available Technology (BAT) to sustainably treat water.

Stakeholder Engagement

Our impact on water resources is important to various stakeholders. We engage with government authorities, such as river basin management authorities, on compliance with water use rules and environmental parameters relating to any wastewater generated. We also engage with local water utility companies to discuss the supply of freshwater for OMV operations and the treatment of wastewater. We additionally work with NGOs on environmental preservation and water resource conservation, as well as with local communities on the sharing of local water resources and the quality of discharged wastewater.



For instance, in Austria, there are local fisherpersons who fish the Danube in Schwechat, close to both the refinery and the Lobau Tank Farm, and in the harbor there, with whom we have maintained an active and open dialogue for several years. In areas where OMV operations require large amounts of water, or areas that suffer from water stress, it is particularly important to include local stakeholders in water management activities to secure a “social license to operate.” OMV’s water management activities pursue socially equitable water use, and OMV regularly carries out supplier audits to ensure compliance with our human rights requirements.

To ensure that the interests of local communities are known and taken into account during the project life cycle, OMV conducts social baseline studies and community needs assessments as part of Social Impact Assessments (SIAs). If these assessments identify the need, OMV launches community projects aimed at increasing access to clean water for local communities. Our Community Grievance Mechanisms also enable communities to raise concerns about water-related issues. For more information, see [Community Impacts and Grievances](#).

2022 Actions

The following key activities were carried out across the Group in 2022:

Water Management Plans completed for **67%** of priority sites

0.16% of freshwater withdrawal is in water scarce areas

0.06 mg/l dispersed oil concentration in discharged water

- ▶ Water Management Plans have been completed for 67% of priority sites, with the development of plans in progress at the remaining sites. All plans are developed according to the new annexes of the OMV Group’s Environmental Management Standard.
- ▶ A regulatory water assessment audit was conducted for OMV Tunisia (Nawara Central Processing Facility) to check compliance with internal and legal requirements, assess the water distribution network, and improve water efficiency accordingly. The audit process was based on consumption data, pressure and flow rate measurements, evaluating the status of sanitary equipment, and identifying the source of leaks. The data assessment and monitoring showed that water performance has improved compared with 2021.

- ▶ In 2022, Borealis installed a wastewater treatment plant in Stenungsund. The new waste water treatment unit is designed according to the BAT for this purpose and fulfills all legal requirements from the Swedish authorities. A new and modern wastewater treatment unit will improve the environmental performance of the cracker plant and reduce the environmental impact on the surroundings. The new wastewater treatment unit will reduce the emission of contaminants to the Baltic sea and will also minimize VOC emissions to the air, since all treatment steps are covered and enclosed. The new unit includes buffering in two tanks and physical and chemical treatment of the water in dissolved nitrogen flotation units. The off-gas from the different steps will be treated by adsorption in carbon filters.

Outlook

As part of our Sustainability Strategy 2030, we aim to reduce freshwater use. As a next step, we plan to establish quantitative targets to improve water management. By the end of 2023, the aim is for all operated OMV Group sites to have finalized and implemented their Water Management Plans.

Spills

Oil spills¹⁷ are a critical environmental issue for our industry. Spill management is defined as the prevention of spills in operations and those caused by incidents such as sabotage or natural hazards, and the management and remediation of spills resulting from an incident. Our key commitment is to prevent spills from happening in the first place. If they do occur, we aim to reduce their impact through appropriate and fast oil spill response and clean-up.

Multiple stakeholder groups are affected by our spill management activities. Government authorities are involved through potential breaches of environmental regulations, while employees and contractors are impacted by potential health and safety issues arising from accidents and damage to the environment and society. NGOs/NPOs are interested in potential damage to the environment and society, society may suffer as a result of damage to the surrounding environment, and shareholders may have to deal with direct financial losses due to the costs of remediation measures and reputational damage.

Furthermore, as OMV is diversifying, oil spills are no longer the only spills we need to deal with. For our subsidiary Borealis, preventing pellet spills is also a key issue. Borealis is committed to achieving zero pellet loss in and around its operations, during transportation, and across the entire value chain. The company was therefore an early

¹⁷ Oil spills are defined as hydrocarbon liquid spills that reach the environment.



signatory to Operation Clean Sweep® (OCS), an international program initiated by the Plastics Industry Association and the American Chemistry Council and rolled out in Europe by Plastics Europe. Borealis is also a signatory of the Zero Pellet Loss pact in Austria, which is the Austrian equivalent of OCS. Achieving zero pellet loss is an ongoing journey and requires leadership, effort, investment, and targeted and effective work practices. The following section will discuss our management of oil spills. Read more about our efforts on pellet spills in the [Borealis Annual Report](#).

Management and Due Diligence Processes

We aim to prevent and reduce oil spills and leakage in our operations at sea as well as on land. Appropriate spill prevention and control plans that account for specific business conditions have been put in place. These include proactive management plans comprising risk assessments, preventive measures, and inspections, as well as reactive management plans comprising control, response, and clean-up procedures. The majority of our oil spills involve OMV Petrom’s E&P division, where we concentrate our efforts on safeguarding and maintaining our infrastructure and improving the reliability of our facilities.

Hazard Identification and Risk Assessments

We have a well integrity management system in place, and detailed Hazard and Operability (HAZOP) and Hazard Identification (HAZID) studies have been conducted for all our wells. OMV has also developed a Corrosion Management Framework (CMF) to provide a proactive and consistent approach to corrosion monitoring and management across the entire OMV Group. Covering the full life cycle of the equipment exposed to the risk of corrosion in both oil and gas facilities, from the well to the sales point, this framework encompasses the entire value chain of our business. A team of 30 in-house experts with multidisciplinary and multicultural backgrounds is working to embed CMF principles into everyday operations.

Emergency Response and Contingency Plans

We conduct spill responses according to a plan that identifies appropriate resources (persons in charge and intervention materials) and expertise. This plan assists on-site personnel with dealing with spills by clearly setting out the responsibilities for the actions necessary to stop and contain the spill and to mitigate its effects. This includes techniques for preventing the spill from moving beyond the immediate site and collecting the spilled substance and contaminated material. Clear communication and coordination protocols are set out in the local plans, particularly where national or international response resources may be required. We carry out regular oil spill response drills and training.

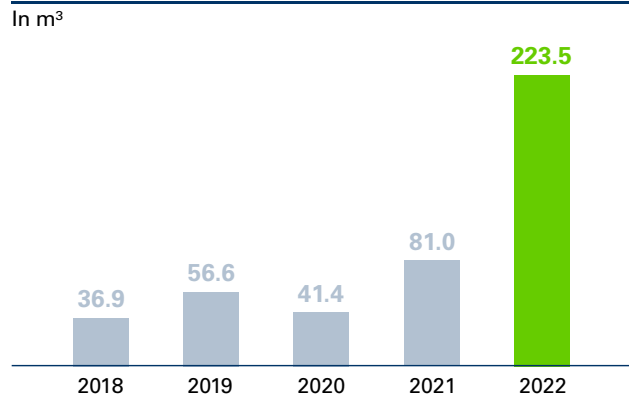
Clean-up and Remediation

Oil spills are assessed and cleaned up immediately after their occurrence in accordance with internal procedures governing spill remediation. In particularly difficult cases, we rely on third-party support for capping and containment, surface clean-up, and emergency management. Leaks are repaired immediately or within defined time frames in accordance with the site’s maintenance processes and based on the risk assessment outcome and other factors, such as feasibility of repair during operation. To strengthen our response to and reduce the environmental impact of oil spills, we continue to perform emergency drills, including pollution scenarios. We approach remediation measures in line with the relevant legal requirements, which include clean-up, restoration, rehabilitation, and/or replacement of damaged environmental receptors.

We ensure that the affected land is fit for the intended use by implementing remediation measures, including cleaning up spills (e.g., by excavation and clean earth filling) as well as relying on natural attenuation (recovery) based on the respective decision of the environmental authorities. Provisions are included in our accounts for the liabilities related to spills and cover cleaning and remediation costs.

2022 Actions

Total volume of spills



The most significant spill in 2022 was at our Asset Moldova in Romania. In July 2022, a crude oil spill occurred in the Tasbuga mountainous area. On July 12, after heavy rain, the first oil-water mix became visible 600 m downhill from a partially buried pumping pipeline connecting Tasbuga Park to the Albotești Tank Farm. The oil spill extended downhill through a forest, via a concrete gully, and continued for another approx. 300 m in a small stream. The estimated affected area was more than 4 km², underground in the sandstone and above ground along the stream in the forest. Altogether, 198,000 liters of crude



oil were spilled into the environment. After the leak was detected, pumping was stopped immediately and the affected area was comprehensively cleaned up. In order to avoid similar incidents in the future, the incident was thoroughly investigated in accordance with internal regulations.

The majority of our spills occur at OMV Petrom. In 2022, we continued to focus on the Pipeline Integrity Management Program in the Upstream division and embedded the Integrated Risk Register in our current activities. This helped us prioritize interventions for the high-risk pipelines, such as complete or sectional replacement. The Pipeline Inspection program is also in operation and is expanding to include all categories of pipelines, i.e., low- and medium-risk pipelines, and the results obtained will help us better prioritize for the next inspection period. Corrosion Management Plans developed in 2020 and 2021 are now ongoing and being implemented. This has helped improve the integrity and longevity of our pipelines through cleaning, inspection, and introduction of inhibition chemicals, along with new corrosion monitoring techniques. External coatings and cathodic protection are now mandatory for all new metallic pipelines in accordance with OMV Group and OMV Petrom standards and procedures. A pipeline inspection program is in place and functional for all pipelines that are able to be inspected internally. The program is managed and planned in SAP CMMS (Computerized Maintenance Management System). In addition, OMV Petrom continues to reduce the number of kilometers of pipelines through several field optimization projects, which will reduce the risk of exposure by removing numerous aging pipelines while maintaining optimal production.

Outlook

Every year, we assess any occurrences of spills and use any “lessons learned” as a basis for improving our process safety in the coming years. For the significant spill in Romania in 2022, lessons learned included reviewing the risk ranking of pipelines crossing environmental sensitive areas, reviewing pipeline testing procedures, and re-assessing the methodology for inspection for aging pipelines. In 2023, the OMV Group aims to prevent process safety events at all our sites across the globe, ultimately resulting in the reduction of spills. Read more in [Process Safety](#).

Waste

Our production activities generate solid and liquid waste, including hazardous waste such as oily sludge, waste chemicals, and catalysts. Examples of non-hazardous waste include excavated soil, if not containing dangerous substances, as well as mixed municipal waste, paper and metal.

In addition, as a producer of plastics, we are deeply aware of the issue of plastic waste. Too often, unmanaged plastic waste is dumped in unsanitary landfills or burned, therefore increasing the risk of leakage into waterways, lakes, or oceans and thus causing negative impacts on the environment, marine life, and, potentially, human health. This section of the Sustainability Report focuses on waste management in our operations. For more on end-of-life waste, please see the focus area [Circular Economy](#).

Specific Policies and Commitments

According to OMV's Environmental Management Standard, all OMV Group businesses and activities are required to identify and use the least hazardous material option and to minimize both the use of raw materials and the subsequent generation of waste. The following hierarchy is applied to controlling waste: prevention, preparation for reuse, recycling, other recovery (e.g., energy recovery), and, lastly, disposal in a controlled manner. The disposal of liquids in landfills and the burning of solid and liquid materials in open burning pits or any other location are not permitted.

The OMV Group's Environmental Management Standard further requires that environmental and social components be identified for the entire life cycle of facilities, including decommissioning and abandonment, so that any future adaptation measures can be identified and planned for. The needs of local communities, including indigenous peoples, are incorporated and addressed throughout all phases of the project life cycle, including during decommissioning or abandonment.

Management and Due Diligence Processes

Application of Best Practices

International industry best practice is applied for the management and treatment of waste, including drilling waste. Where existing local, regional, or national waste management facilities are inadequate, OMV supports third parties in developing their capability.

Recycling

Waste is recovered and recycled where possible, including during site closure and decommissioning. If recycling is not possible, all waste is processed and/or disposed of

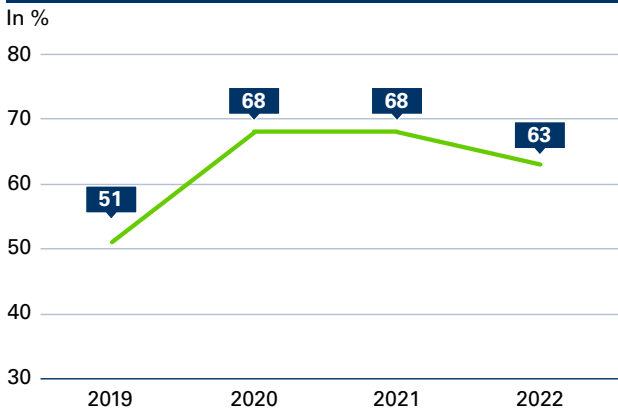


only in licensed facilities or via reputable licensed contractors. Waste contractors are regularly audited.

2022 Actions

The following key activities were carried out across the Group in 2022:

Waste Recovery or Recycling Rate



- ▶ 77% of OMV’s total waste comes from OMV Petrom. OMV Petrom continued to work on site restoration at the remaining two depots in Constanța and Oradea, and started the site restoration of the former Zalău ANRS petroleum products terminal. Over the past few years, 39 former fuel terminals have already been restored, with sites having been remediated to initial preoperational state. In addition to the 222,000 m³ of soil/subsoil contaminated with petroleum products generated and treated over previous years, around 27,575 m³ of additional contaminated soil was excavated and treated in 2022. The treatment is performed using site-specific methods in line with best practice (e.g., bioremediation technologies off site and on site with injection). We achieved a recovery rate of 99% for the contaminated soil treated, which we then used for on-site backfills or directed to other authorized locations. We performed periodic monitoring during and after site rehabilitation, as requested for each site by environmental authorities. The site status (e.g., land covered by grass, soil compaction) is monitored quarterly for one year after our works are finalized. The decontamination work on the former petroleum products terminal in Constanța was carried out in close collaboration and alongside the archeological research conducted by the Museum of National History and Archeology Constanța (MINAC). This was done according to national legislation, and due to the site’s high archaeological potential. During the archeological survey, many artefacts of historical significance were also discovered.

- ▶ OMV Tunisia has focused more on waste reuse and recycling solutions. For instance, old tires are turned into garden planters, thereby avoiding disposal. In addition, a waste management plan for the Waha Central Processing Facility was issued and upgrade actions for its hazardous waste area were implemented accordingly. A composter to reduce and recycle food waste will be installed in 2023.

Outlook

As part of our Strategy 2030, we plan to increase the reuse and recycling of waste from operations. In 2023, we plan to review the Waste Management Plans across the OMV Group.

Biodiversity

Biodiversity supports human and societal needs, including food and nutrition security, energy, development of medicines and pharmaceuticals, and freshwater, which together underpin good health. It also supports economic opportunities and leisure activities that contribute to our overall well-being. Biodiversity conservation provides substantial benefits, such as clean, consistent water flows, protection from floods and storms, and a stable climate. The loss of biodiversity is perilous, and its consequences are immediate. The EU’s biodiversity strategy for 2030 is a comprehensive, ambitious, and long-term plan to protect nature and reverse the degradation of ecosystems. The strategy aims to put Europe’s biodiversity on a path to recovery by 2030 and contains specific actions and commitments.

Specific Policies and Commitments

The OMV Group’s Environmental Management Standard and Environmental and Social Impact Assessment Procedure state that all OMV activities must be conducted in such a way as to cause minimal disturbance to protected areas and to local flora and fauna.

Management and Due Diligence Processes

Risk Assessments

Observed or predicted direct and indirect impacts on biodiversity and ecosystem services (BES) are described and analyzed in environmental impact assessments. BES screenings are carried out at all relevant sites to identify, as far as reasonably possible, the potential presence of nationally or globally threatened species, legally protected threatened or fragile ecosystems, and internationally recognized areas with sensitive biodiversity.

Biodiversity Management Plans

OMV has joined Ipieca’s Biodiversity Task Force, which is working on an update to the guide to developing bio-



diversity action plans. Based on that guide, OMV aims to develop Biodiversity Management Plans for all major operations.

Mitigation and Rehabilitation

In the event of significant observed or predicted impacts, we apply the mitigation hierarchy, and action planning gives priority to avoidance and minimization over the restoration and offsetting of the impact. Mitigation measures might include rerouting of pipelines, for example.

A showcase example of good practice in biodiversity management is the Berling development project (formerly Iris Hades) in offshore Norway. The aim was to avoid any damage to sensitive cold-water coral. Building on available know-how and technology, biodiversity screening and baseline studies were executed as part of the environmental impact assessment. The mitigation hierarchy was applied by selecting the well location, template location, and pipeline routing as far away as possible from any coral colonies. The best available technologies were utilized to minimize any impact on the environment.

In 2022, OMV Petrom continued the cleaning, remediation, and ecological reconstruction works for two former fuel terminals, having started in 2019 (for more information, see [Waste](#)). During this project, we performed periodic monitoring during and after site rehabilitation, as requested for each site by the environmental authorities. Examples of this monitoring include taking samples of soil/subsoil and checking the groundwater in each phase of the project (e.g., excavation, bioremediation). This is carried out on a quarterly basis for one year after our work is finalized.

Working with Third Parties

OMV works locally with NGOs and other third parties on restoration and rehabilitation projects. For example, in 2022, we supported the following biodiversity-related projects in New Zealand as part of our wider Corporate Social Responsibility portfolio. New Zealand has the highest number of threatened indigenous species in the world.¹⁸

- ▶ Partnership with Ngāti Koata and the Department of Conservation for the Moawhiti lake and wetland regeneration project
- ▶ Partnership with the Rotokare Scenic Reserve Trust, creating a predator-free reserve in South Taranaki, thereby protecting the endemic hihi bird (stitchbird) in this reserve located just outside of New Plymouth

- ▶ Partnership with the local hapū at Pohokura to restore and protect the wetlands on site

2022 Actions

- ▶ We began working on a biodiversity framework for OMV. Considering both sector-specific and cross-sectoral guidance documents, we aim to minimize our impact on nature in existing operations, projects, and in our value chain.
- ▶ We again took steps to prevent impacts on sensitive species and ecosystems. For instance, following its environmental impact assessment, the timing for drilling the Oswig exploration well in the North Sea was rescheduled to avoid disturbance to the sand eel during the spawning season. Similarly, in the Borealis Schwechat PV project, the construction works were timed to avoid any negative impact on the breeding skylark population.
- ▶ In 2021, we began mapping all our sites in a formal and harmonized way to determine if any are located in or near protected areas. A first screening in 2022 revealed that this is the case. We will continue to refine the results of this screening and integrate the results into the development of our biodiversity framework.
- ▶ We also continued to implement local biodiversity initiatives, such as our green areas project in Tunisia. Our production sites in Tunisia are in a dry and arid climate with hostile living conditions and a lack of recreation areas. The aim of the project was to plant indigenous trees and shrubs in the desert. In 2020, a project was started in Waha where 512 trees were planted. In 2021, this was expanded to Nawara, where 1,200 trees (mainly native palm trees) were planted in the first year. An irrigation system was installed to support the budding plants. The goal was to provide recreation areas to improve the well-being of personnel and visitors, and to promote forest creation. In the context of extending green zones and the Tunisian National Tree Day on November 13, 2022, around 430 indigenous trees were planted on the sites of the Waha and Nawara Central Processing Facilities. In addition, around 40 trees were planted on the site of the Nawara Gas Treatment Plant. The plan is to extend the tree planting activity in Waha in 2023.

¹⁸ Source: Environment Aotearoa 2019, Ministry for the Environment, <https://environment.govt.nz/publications/environment-aotearoa-2019/>



Outlook

We aim to develop a formal and comprehensive biodiversity and protected areas framework in the coming years. In 2023, OMV will also continue supporting local biodiversity initiatives such as the Ngāti Koata and the Department of Conservation for the Moawhitu lake and wetland regeneration project, and the partnership with the Rotokare Scenic Reserve Trust in New Zealand.

Non-GHG Air Emissions

Exposure to air pollution can affect everyone's health. It is the greatest environmental threat to public health globally. The World Health Organization (WHO) recently issued stricter recommendations on safe air pollution levels in a bid to curb the millions of premature deaths and loss of millions more healthy years of life caused by air pollution.

Specific Policies and Commitments

The OMV Group's Environmental Management Standard stipulates that all OMV Group businesses and activities must understand the impacts of their air emissions on local and regional ambient air quality. Air emissions are required to be monitored, controlled, and minimized in order to mitigate the potential effects on human health and harm to the environment. There are strong legal requirements surrounding air emissions in the EU, which is where all our refineries are located. For instance, the EU does not permit the use of fuels containing sulfur to prevent transport-related SO_x emissions. Sulfur has a significant impact on health, for example sulfur dioxide affects the respiratory system, particularly lung function, and can irritate the eyes. It causes coughing and mucus secretion and aggravates conditions such as asthma and chronic bronchitis.

Management and Due Diligence Processes

Monitoring

In all our refineries, we monitor emissions of pollutants such as SO_x, NO_x, CO, particulate matter/dust, and (NM)VOCs as required by European and national legislation and the respective permits. If emissions are found to be in excess of nationally prescribed limits and/or limits defined in a permit, additional monitoring stations are installed, and measures are implemented. For example, in OMV Tunisia, pollutant emissions from combustion processes such as nitrous oxides (NO_x) or carbon monoxide (CO) have caused great public concern due to their impact on health and the environment. The past decade has witnessed rapid changes both in the regulations for controlling gas turbine emissions and in the technologies used to meet these regulations. Monitoring of the emissions is typically performed with a Continuous Emissions Monitoring System (CEMS), which is a packaged system of gas

analyzers necessary for the determination of gases and particles to stay within Tunisian emissions regulations. Because of this, we installed a pollutant analyzer on the turbines at GTP.

Prevention and Treatment

OMV has long implemented technologies to reduce emissions, such as internal floating roofs to reduce emissions of VOCs. We have been focusing on upgrading such technologies to ensure that they are still effective and reducing emissions. For instance, in 2007, we commissioned a SNO_x flue gas cleaning plant at the Schwechat refinery. With the SNO_x Refurbishment of Wet Sulfuric Acid (WSA) program, in which a solution patented by OMV (two-layer PFA film structure with monitoring system) was implemented, both the reliability and the availability of the flue gas cleaning system could be increased. The flue gas cleaning plant at the Schwechat refinery is used for the removal of dust, and for denitrification and desulfurization of flue gases from the two power plants before they are emitted via the stack. As a first process step, dust is separated via electrostatic precipitators. During selective catalytic reduction, nitrogen oxides (NO_x) are converted into free nitrogen (N₂) and water (H₂O) by injecting ammonia (NH₃). In the third step, sulfur dioxide (SO₂) is oxidized with the aid of a catalyst and reacts with residual moisture to form gaseous sulfuric acid. Finally, the sulfuric acid is condensed in the WSA by means of air cooling and heat recovery. The sulfuric acid obtained in this way is then either sold or used for pH adjustment within the refinery. By applying these process steps, 98% of dust can be separated, more than 96% of sulfur can be recovered, and around 95% of NO_x emissions can be prevented. With the catalyst update in 2022, a NO_x reduction rate of around 95% is now achievable again.

2022 Actions

The following key activities were carried out across the Group in 2022:

- ▶ In Norway, a hybrid jack-up rig was used to drill the exploration well Oswig, which contributed to an approximately 25% reduction of diesel consumption per day. These rigs are provided with battery packs that reduce the use of diesel by approximately 5 t per day, which also translates to reduced emissions. In addition to an average reduction of 16.2 t of CO₂ emissions daily, the installation of a NO_x catalyst reduced NO_x emissions by an impressive 90%.



- ▶ In 2022, Borealis installed a wastewater treatment plant in Stenungsund. The new wastewater treatment unit will reduce the emission of contaminants to the sea and will also minimize VOC emissions to the air, since all treatment steps are covered and enclosed. The new unit includes buffering in two tanks and physical and chemical treatment of the water in Dissolved Nitrogen Flotation (DNF) units. The off-gas from the different steps will be treated by adsorption in carbon filters.
- ▶ OMV Petrom continues to restore sites as it has done previously for former fuel terminals or abandoned facilities. The best practices applied include the use of a water spray curtain, dust protection nets, forced ventilation, off-site bioremediation of the most heavily contaminated soil, and periodic communication with the community and the authorities. In periods of strong wind, OMV Petrom always minimizes dust-producing activities, wets surfaces more thoroughly, and covers the surfaces of on-site biopiles. This subsequently reduces the impact on the air quality. Regarding odor and dust control during soil excavation and transport, OMV Petrom has optimized transportation routes to minimize disturbance to the community, and always secures loads and cleans the wheels at the site exit to avoid the contamination of public roads, and sprinkles the access roads on site.

- ▶ In R&M, the leak detection and repair (LDAR) program in accordance with BAT Reference Documents (BREF) continued to be carried out at the Petrobrazzi refinery. The objective of this program is to reduce fugitive emissions from the plant's technical equipment (e.g., vents, flanges). We continued the 2021 program, which targets accessible fugitive emissions sources from Tank Farm and Aromatic units and includes the screening of inaccessible sources. 92% of the leakages identified could be fixed. The program will run periodically, according to a schedule, in all Petrobrazzi installations.

Outlook

In 2021, we launched a pilot project to develop an Odor Management Plan for one representative facility at an E&P asset of OMV Petrom. We estimate that we will finalize this pilot project in 2023.

Circular Economy

Material Topic: Circular Economy

Decoupling economic growth from resource depletion by recovering and reusing products or waste to make new materials and products, such as recycled or biobased polyolefins

Key GRI

- ▶ GRI 306: Waste 2020

NaDiVeG

- ▶ Environmental concerns

Most relevant SDGs



The OMV Group believes that transitioning to a circular economy will significantly reduce its impact on the environment and its GHG emissions. A circular economy decouples economic growth from resource depletion by keeping materials, resources, and products in circulation and by preventing the leakage of these resources into the environment as much as possible, particularly into the

oceans and landfill sites. Transitioning from a linear “make-use-dispose” economy to a circular “reduce-reuse-recycle” economy will also help curb global warming. Through the efficient use of precious resources, it is possible to recover and reuse by-products or waste by transforming them into new materials and products. This

approach has the potential to greatly decrease associated emissions along product value chains.

In addition to recycling plastic waste and reusing it to make new materials and products, the OMV Group also sees plastics based on renewable feedstock as playing a key role in the circular economy. The use of renewable feedstock lowers the demand for fossil feedstock and considerably decreases carbon footprints. The OMV Group focuses on utilizing waste biomass, such as residual forestry matter that is not in competition with the food and feed chain, and thus does not require the use of additional natural resources such as land or water. If then recycled, such second-generation bioplastics can play a vital role in a sustainable, circular economy and reduce greenhouse gas emissions on two fronts, cutting emissions in the input and in the end-of-life phase.

The creation of a truly circular economy also has wider societal implications. It will provide economic benefits to society by reducing the major financial burden of ineffective waste management systems and pollution man-

agement, and will create new business opportunities and employment at various stages along the value chain. A circular economy will also result in better living and working conditions, and an overall cleaner environment.

Following the acquisition of a majority share in the polyolefins producer Borealis in 2020 and the consolidation of Borealis into the C&M segment within OMV, circular economy is now a cornerstone of the OMV Group's Strategy 2030. By 2030, we plan to establish a production capacity of 2,000 kta of sustainable polymers and chemicals, i.e., polyolefin products or other chemicals derived from plastic waste (either through a mechanical or chemical recycling process) or from biobased feedstock. In parallel, the use of fossil fuels will decrease, as the aim is to reduce oil and gas production levels to around 350 kboe/d and reduce crude distillation throughput by 2.6 mn t by 2030. These fossil fuels would ordinarily also be used to make polymers; instead, more polymers will be based on recycled waste or renewable resources such as biobased feedstock. In 2022, the OMV Group processed 117.8 kt of circular feedstocks.



Target 2025

- ▶ Establish production capacity of 600 kta sustainable (including recycled and biobased) polyolefins and other chemicals

Target 2030

- ▶ Establish production capacity of approximately 2,000 kta sustainable (including recycled and biobased) polyolefins and other chemicals

Status 2022

- ▶ Production capacity of 148.5 kta established

Most relevant SDGs



SDG targets:

8.4 Improve progressively, through 2030, global resource efficiency in consumption and production and endeavor to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programs on sustainable consumption and production, with developed countries taking the lead

9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities

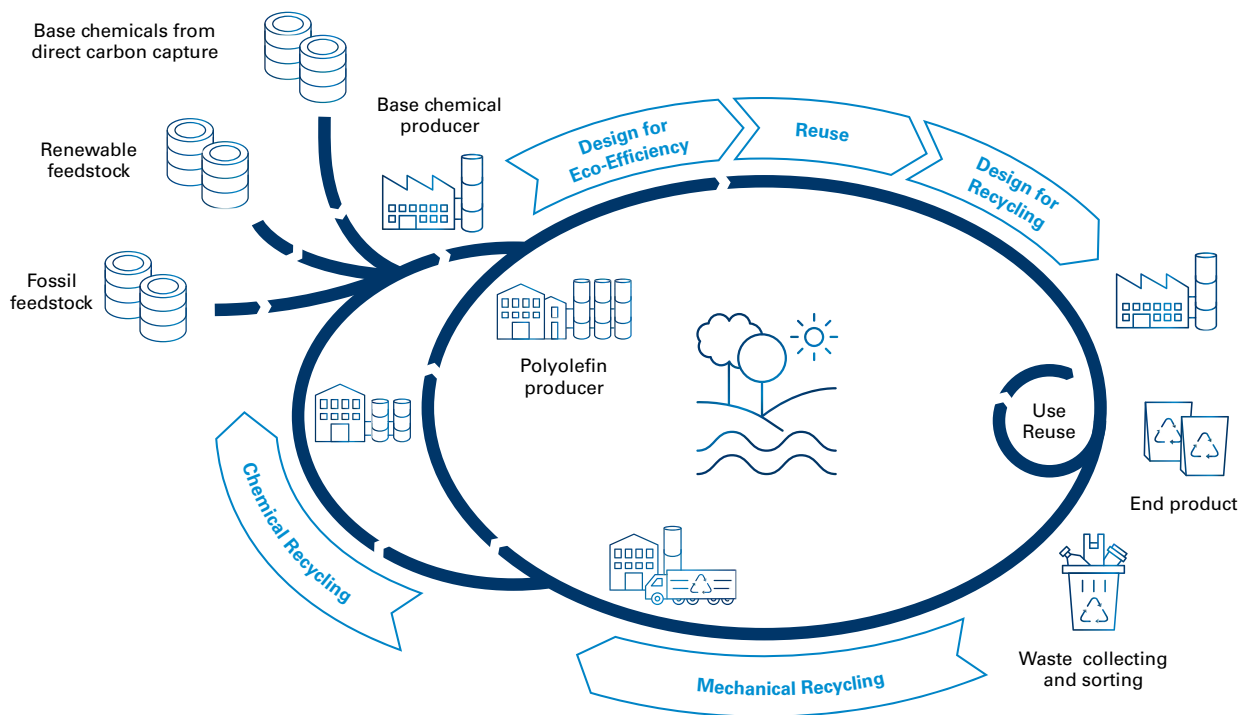
12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse

14.1 By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution



Through its subsidiary Borealis, the OMV Group is promoting the circular economy across the industry by launching initiatives and participating in activities and platforms that drive recycling options and solutions. Borealis is a core partner in the New Plastics Economy (NPEC), a member of the EU's Circular Plastics Alliance, and has signed a manifesto calling on UN Member States to commit to the development of a global treaty on plastic pollution.

The OMV Group's goal is to take on a leading position in the circularity of plastics and to offer its customers innovative solutions that advance the circular economy. In order to transition to a truly circular and carbon-neutral economy, a variety of solutions will be required to keep products circulating at their highest value, quality, and utility over many lifetimes. This can only be achieved by using a full suite of different, complementary technologies that come into play in a cascading way. This integrated approach is embodied in the Circular Cascade Model:



Design for Eco-Efficiency

This means adopting a fundamental design mindset that starts with minimizing the use of resources during production and maximizing the product's lifetime value. Borealis' foam business is a prime example of eco-efficient polyolefin solutions. This business line is used in industries such as packaging, sports, transportation, and construction, and helps facilitate the transition to a circular economy as it is especially suited to ultra-lightweight foam applications while being fully recyclable.

In 2022, Borealis partnered with Bockatech, inventor of the patented EcoCore® manufacturing technology, to develop a new, lightweight cup to encourage the market to switch from single-use to multi-use packaging solutions, thereby reducing packaging waste and carbon emissions. The development, which was showcased at three prime value chain events in Europe, resulted in the signing of the first contracts for three new applications with customers PACCOR and Jokey.

Reuse

Reuse is a core element of circularity, as circular change starts first with reduction and reuse, before recovery and recycling close the loop. This step aims to maximize and extend the lifetime of products that are already in circulation. This will be fostered by leveraging knowledge of plastic use and processing, and by establishing systems and business models designed to encourage reuse.

Partnerships are vital for broadening knowledge about reuse and scaling up activities in that area. As such, in 2022 Borealis strengthened its commitment to reuse by engaging in several collaborative projects with value chain partners and furthered its commitment to the UN Plastics Treaty. In addition, Borealis joined the 4everPack consortium, a two-year research program run by the Finnish institute VTT and funded by Business Finland. The project's focus is the reusable packaging value chain and its relevance in the transition from a linear to a fully circular economy model. Borealis contributes to this project by



providing its expertise in innovative material and packaging design for the selected reuse systems.

Further developments in 2022 include an agreement between Borealis and Red-Use On the Go to develop and implement a circular business model in a reuse environment, supported by digital solutions and mechanical recycling. The partners will gain insights into optimal reuse design and circular material flows in reuse models in the events, B2B services, and takeaway markets. Through smart packaging design, for example using RFID tags or QR codes, data that is crucial for measuring the performance of a reuse system can be retrieved and analyzed.

Design for Recycling

A key challenge in increasing the recycling of plastics is that many products are not intentionally designed for recycling in the first place. For example, flexible packaging often uses layers of different materials, which makes separating and recycling the plastic content extremely difficult. The challenge is to create packaging that uses only a single material, while maintaining or even improving performance. Thus, Design for Recyclability (DfR) emphasizes that a product must be designed with the intention that it can be easily collected, sorted, and recycled. DfR is an important aspect of eco-efficient design and takes a life cycle approach by carefully and intelligently balancing the production, use, and after-use phases of a product.

Inspired by the EU Commission's vision for increased levels of recycling, brand owners worldwide are committing to developing 100% recyclable, reusable, or compostable packaging solutions by 2025. To further DfR, Borealis has developed and actively promotes 10 Codes of Conduct for polyolefin packaging designers. These help designers develop packaging materials that can be successfully recycled and used again, either for the same application or in other products. The Codes are being incorporated into assessment methodologies for recyclability, for example in future modulated Extended Producer Responsibility (EPR) guidelines for packaging.

Borealis also applies its innovation activities to offer alternatives to materials and material combinations that are not recyclable today and collaborates with value chain partners to expand its range of fully recyclable, mono-material solutions. For instance, Borealis worked with W&H, AMAT, and GEA Food Solutions to develop a mono-material, cast polypropylene laminate that is 100% recyclable. This is an ideal solution for the most demanding food packaging applications because it ensures a long shelf life and resistance to high temperatures.

Borealis is an active member of the HolyGrail 2.0 (HG 2.0) digital watermarking project, which has grown already to

more than 170 members by now, including over 40 brand owners and retailers. This initiative, which is driven by the AIM (European Brands Association) and powered by the Alliance to End Plastic Waste, is a pilot project working to prove the technical viability of digital watermarks (i.e., almost imperceptible postage-stamp-sized codes on the packaging) for the accurate sorting of packaging waste as well as to prove the economic viability of the business case on a large scale.

In 2022, HG 2.0 successfully completed tests for Phase 2, in which the prototype digital watermark was tested for speed, accuracy, and detection efficiency, in combination with near infrared and visual spectrum detection. Following the successful trials at two locations, brand owners began to bring products to the market with digital watermarks in Germany, France, and Denmark. Phase 3 of the project will start in the first quarter of 2023 and will include large-scale tests in commercial sorting and recycling facilities, with the polyolefin tests being carried out in Borealis' mechanical recycling facility in Lahnstein, Germany.

Closing the Loop

The potential for product reuse also has its limits. This is when the steps of recovery and recycling come into play in the circular cascade model in order to close the loop on plastic waste.

In 2022, Borealis joined forces with the Reclay Group, international experts in environmental and material recovery management, to found a new entity called Recelerate GmbH. The new organization's mission is to redesign the critical steps of the plastics sorting and recycling system for lightweight packaging (LWP) to speed up circularity, born from a need to meet the rising market demand for high-quality recyclates for use in high-end plastic applications. The new entity will be powered by the Reclay Group's strength in the area of Extended Producer Responsibility (EPR) schemes and Borealis' focus on the growth of a more circular plastic model. Recelerate will open up the supply of post-consumer plastic waste to be recycled by Borealis' proprietary recycling technology Borcycle™, which offers the possibility of providing more high-quality recycled materials to customers and consumers. Recelerate will connect critical partners in the plastic value chain, and through that it will support closing the loop, accelerating growth, and scaling up the use of circular plastics.

The OMV Group is fully committed to broadening the range of circular products. It therefore ranks the development of mechanical and chemical recycling equally, as they are seen as complementary to each other. The Group's ambitions in the area of mechanical recycling lie with its subsidiary Borealis, which continues to work with



partners to develop new technologies for mechanical recycling, with the objective of delivering products with near-virgin quality where possible, and with the lowest carbon footprint (read more in [Mechanical Recycling](#)).

Chemical recycling can extract value from residual waste streams from mechanical recycling and mixed plastic waste streams, which would otherwise be sent to landfill or be incinerated. This process involves changing the chemical composition of the plastic. The resulting synthetic pyrolysis oil can then be used again to make any type of plastic or product. Since it is practically comparable to virgin plastics, it can also serve a more diverse field of applications (read more in [Chemical Recycling](#)).

There is rising demand for both high-quality recyclates and product-based solutions for renewable feedstocks. The OMV Group is committed to supporting producers and brand owners in meeting environmental and regulatory challenges and is therefore continuously developing its circular and renewable product offering. The wide range of advanced mechanically recycled products falls under the Borcycle™ M umbrella, and chemically recycled product solutions are in the Borcycle™ C portfolio. In 2022, Borealis also started offering and marketing products based on renewable feedstock: Borneables™ and Borvida™ (read more in [Renewable Feedstock](#)).

The OMV Group is also committed to reducing plastic leakage. In 2017, Borealis initiated Project STOP (Stop Ocean Plastics) in Indonesia. Co-founded with SYSTEMIQ, this program aims to achieve zero leakage of waste into the environment and increase plastics recycling. Project STOP focuses on the regions with the highest leakage rates and, with the support of industry and government partners, works hand in hand with cities to create leak-free, low-cost, and more circular waste management systems (read more in [Community Investments](#) and on the [Project STOP website](#)).

Governance

Circular economy has been on the OMV Group's agenda since 2015, having become even more important since the acquisition of a majority share in Borealis in 2020. Several aspects of circular economy, in particular mechanical and chemical recycling, are now jointly being developed further. OMV is currently in the process of establishing its governance for this material topic.

The Group's circular economy strategy is closely intertwined with the decarbonization strategy and is overseen by Strategic Planning & Projects, a department directly reporting to OMV's CEO. Additionally, dedicated departments within C&M have been established, such as the Plastic-to-Plastic department, which leads the development

and implementation of OMV's chemical recycling activities and the related feedstock strategy.

With the new Strategy 2030, which was introduced in March 2022, OMV emphasized once again the importance of a circular economy for a sustainable chemicals business going forward. This is the reason why the OMV Group plans to implement a fundamental strategic shift from a linear toward a circular business approach. The C&M business segment will act as the growth engine of the Company. It is to be substantially strengthened, expanded, and diversified, with the aim of developing into a leader in high-quality polyolefin solutions, as well as renewable and circular chemicals and materials. In order to implement this strategy, a new target operating model was defined. This new organization will come into effect in 2023 and forms the backbone of the strategy execution.

The C&M segment will continue to cover the entire chemicals value chain, including responsibility for capturing value from the circular economy. As one of the focus areas in the C&M segment, Circular Economy will form a separate business unit (incorporating the current Plastic-to-Plastic department). This unit will cover business development activities, as well as activities related to circular feedstock.

The department covering the further development of OMV's ReOil® technology will be allocated to the new corporate unit Innovation & Technology, and with that be moved into the direct responsibility of OMV's CEO. Among other things, the new licensing business will also be managed by a separate department within this unit. The establishment of a dedicated corporate function focusing on innovation and technology under the leadership of the CEO is based on the idea that the transformation will be fueled by a high degree of innovation and new technologies, while maximizing the value of the life cycle management of current technologies and the new organization will strengthen these capabilities across the Group.

Most of the OMV Group's circular economy initiatives, especially those regarding mechanical recycling and circular products, are run by Borealis. To accelerate its transition to a circular model, Borealis has a dedicated department called Circular Economy Solutions and New Business Development. This department leads the execution of Borealis' circular economy strategy based on several thematic project focus areas, such as recycling or design for recyclability, in addition to assisting all other Borealis business areas in their industry-specific transitions. Another dedicated business team is fully focused on short- to mid-term business growth opportunities in mechanical recycling, including Borealis' mtm plastics and Ecoplast businesses. The Circular Economy Innovation Studio at Borealis' Innovation Headquarters in Linz,



Austria, remains Borealis' spearhead for technology and innovation, while the Digital Studio in Brussels, Belgium, is creating digital solutions for circularity. This setup enables Borealis to constantly learn and push innovation boundaries, while the business grows by offering customer-centric circular solutions that satisfy today's needs.

In 2018, Borealis launched a dedicated communication platform, EverMinds™. This platform serves to streamline all of Borealis' circular economy-related activities in order to boost their impact and promote familiarity with the topic. The platform facilitates deeper collaboration between Borealis and its partners in the interest of developing innovative and sustainable polyolefin solutions based on the circular model of design for circularity, reuse, and recycling. Further details on Borealis' specific initiatives, management, governance, and development of circular products can be found in the [Borealis Annual Report](#).

The OMV Group has a variety of initiatives in place to raise awareness about recycling among its employees, specifically with regard to recycling of plastics. For instance, informative internal blogs are regularly published, and expert talks are organized with the aim of better informing employees on how to identify plastic recycling codes and the etiquette on how to correctly separate different types of plastic waste so that they will eventually be recycled.

In 2022, the OMV Group held a week-long session called the "Advancing Circular Week" for all employees. This was a purpose-led initiative on the topics of sustainability and circular economy facilitated by OMV's People & Culture department and delivered by internal subject matter experts. One aim of holding this event was to provide its employees with a foundation in recycling and circular economy, while also encouraging them to adopt a stance in their day-to-day activities that will help build a sustainable future (read more in [Employees](#)).

Mechanical Recycling

The diverse properties of plastic enable a plethora of products and applications that make daily life safer, more mobile, and more eco-efficient. These properties allow us to ensure more sustainable living, while the global population grows and demand for plastic increases. However, within the linear economic model, plastic products are made, used, and then discarded. Continuing with this model will lead to more plastic waste and environmental pollution, while putting pressure on the planet's limited resources.

Borealis is one of the world's leading providers of advanced and sustainable polyolefin solutions and a European front-runner in polyolefins recycling. OMV and Borealis are actively developing enhanced technologies to

efficiently recycle two key plastic types, polyethylene (PE) and polypropylene (PP), thereby providing an alternative to the linear "make-use-dispose" economy. Mechanical recycling is one such technology. With mechanical recycling, the plastic is cleaned, mechanically flaked, melted down, and processed into plastic granulate. In an ideal scenario, this material can be used to make the same products again, i.e., a detergent bottle becomes a new detergent bottle. No change is made to the chemical structure of the plastic, which is why the feedstock must be sorted properly and even split into different colors.

Borcycle™ M is Borealis' transformational technology for mechanical recycling, which gives polyolefin-based post-consumer waste a new lease of life. Using advanced mechanically recycled products out of the Borcycle™ M portfolio ensures a lower carbon footprint compared to using fully fossil-fuel-based products. Through Borealis and its subsidiaries (mtm plastics, Ecoplast, and a demo plant operated by a joint enterprise in Lahnstein), OMV operates three mechanical recycling plants. The demo plant in Lahnstein is a joint undertaking by Borealis, Tomra, and Zimmerman, and was commissioned at the beginning of 2021.

Management and Due Diligence Processes

Certification

The Borealis recycling businesses are all certified according to the Europe-wide EuCertPlast certification program for companies that recycle post-consumer plastic waste.

2022 Actions

- ▶ In 2022, Borealis started designing a commercial-scale advanced mechanical recycling plant in Schwechat, Austria. The design will be based on Borealis' own Borcycle™ M technology, which transforms polyolefin-based post-consumer waste into high-performance polymers suitable for demanding applications.
- ▶ Borealis began a partnership with Renasci in 2021, to work on the innovative Smart Chain Processing concept, including a plastic to pyrolysis oils process. The project successfully continued in 2022, with Borealis taking a minority share.

Outlook

In the coming years, OMV will focus on the commercial ramping up of its existing circular portfolio to continuously progress toward its targets. For instance, Borealis' advanced mechanical recycling plant in Schwechat will have the capacity to produce over 60 kta of advanced mechanically recycled polyolefin solutions and com-



pounds per year. The decision was supported by positive feedback from the market on recycled polyolefins delivered by the demo plant in Lahnstein, which is based on the same technology. The front-end engineering design (FEED) stage will be carried out by NextChem, specialists in the field of green chemistry and technologies for the energy transition. Upon successful completion of the FEED phase, Borealis expects to take the final investment decision in the second half of 2023 and to start construction by the end of 2023. The first volumes of recycled polyolefin products are expected in 2025.

Chemical Recycling

Chemical recycling comes into play when mechanical recycling reaches its limits, for example in products where multiple types of plastics are used together. While most rigid plastic waste can be processed quite effectively through mechanical recycling, flexible materials (e.g., plastic film) are still predominantly incinerated or sent to landfill. Chemical recycling is the only way of overcoming this challenge. It involves altering the chemical composition of the plastic to produce pyrolysis oil from plastic waste. This synthetic oil can then be used to make any type of plastic or product. Because the quality of these products is effectively comparable to virgin plastics, they can also be used in tightly regulated areas such as the food and medical industries. Plastic waste thereby becomes a valuable raw material.

OMV has been exploring the potential for utilizing post-consumer plastics, i.e., polyethylene, polypropylene, and polystyrene, through chemical recycling since 2011. The Austrian Research Promotion Agency has also contributed to this effort with subsidies covering part of the project investment. The first test facility was launched in 2013. In 2018, the next-level test facility – the ReOil® 100 pilot plant – began fully refinery-integrated operation with a processing capacity of up to 100 kg/h and a production capacity of up to 100 l/h of pyrolysis oil.

In 2021, the final investment decision (FID) was made to build a prototype of a ReOil® demonstration plant at an intermediary refinery scale with a design capacity of 16 kta. This plant, called ReOil® 2000, will be fully operational in 2023. To finance this project, OMV entered its first-ever green loan agreement. This is aligned with the green loan principles and is based on a green and project-specific external due diligence appraisal, called a second party opinion, and a project-specific green financing framework. The plant will be fully integrated within the petrochemical production units at the Schwechat refinery in Austria, enabling OMV to guarantee the best use of resources, maximum efficiency, and the highest industrial safety standards, while creating around 50 new jobs. It represents a crucial step in developing ReOil® into a com-

mercially viable, industrial-scale chemical recycling technology with a processing capacity of up to 200 kta by 2026/2027.

The pyrolysis oil produced in the ReOil® plant is further processed into monomers in the refinery's steam cracker to produce high-quality base chemicals for the plastics industry. At Borealis, these monomers are then converted into high-grade polymers. Borcycle™ C represents the portfolio of chemically recycled polyolefins that Borealis is offering to the market. These products are suitable for very demanding applications such as food contact materials. Borcycle™ C is not only the label for the portfolio of chemically recycled products offered to its customers, but also the designated name for Borealis' own technology solutions for chemical recycling. Along with Borcycle™ M, in which "M" stands for mechanical recycling, it forms the Borcycle™ portfolio of all-round solutions for plastics circularity based on the Borcycle™ technology suite launched in 2019.

Management and Due Diligence Processes

The innovative ReOil® process uses moderate pressure and normal refinery operating temperatures to convert used plastics into pyrolysis oil, which is then used to produce high-quality base materials for the plastics industry.

Selection of Feedstock

The ReOil® facility can process different forms of plastic waste, ranging from household waste to waste from commercial and industrial sources. The main feedstocks are polyethylene (e.g., films), polypropylene (e.g., food packaging and car parts), and polystyrene (e.g., packaging and insulation materials). Currently, the recycled feedstock is sourced almost exclusively from Austrian waste sorting facilities.

Technology

Plastic is an excellent heat isolator with poor heat transfer properties, compared with glass or metal. These properties, which make plastic desirable in everyday life, also make it difficult to break down. OMV's proprietary ReOil® technology is based on pyrolysis, a well-known refinery process during which thermoplastics are first melted and then cracked at a temperature of about 400°C. This means that long-chain hydrocarbons are cracked into shorter-chain light hydrocarbons. One of the inherent challenges in pyrolysis stems from the fact that, compared with glass or metal, plastics are notoriously difficult to melt, and once melted, are highly viscous, which impairs the heat transfer necessary for pyrolysis. The ReOil® technology is unique compared to that of competitors because of the use of an innovative heat transfer technology, which allows the viscosity of the molten plastic to be reduced



and thus heat transfer to be improved. As a result, the ReOil® process is scalable to industrial scale (up to 200 kta). Thanks to the integration into OMV's refinery in Schwechat, Austria, ReOil® also achieves higher yields than other non-integrated chemical recycling technologies.

Certification

The ReOil® pilot plant and the ReOil® 2000 demo plant are both certified according to the International Sustainability & Carbon Certification (ISCC). ISCC PLUS is a sustainability certification that is well-recognized by all stakeholders in recycled and biobased materials, providing traceability along the supply chain and verifying that companies meet environmental and social standards. Compliance with the certification means that for each ton of circular feedstock fed into the ReOil® plant and replacing fossil fuels, a certain proportion of the output can be classified as circular by using the mass balance approach.

Emissions Reduction

In 2021, OMV commissioned a life cycle assessment (LCA) to determine the CO₂ reduction potential of its ReOil® chemical recycling technology versus incineration. The LCA was conducted by the Fraunhofer Institute for Environmental, Safety and Energy Technology (UMSICHT) and the Fraunhofer Institute for Chemical Technology (ICT) according to ISO standards 14040 and 14044, and independently peer-reviewed by three world-leading institutes. The LCA analyzes the different treatments of one ton of pre-sorted mixed plastic waste on waste-to-gate level, starting with the collection of waste and ending with the production of polymers and energy. The LCA compares two systems ensuring the same outputs: (i) a linear economy, where waste goes to incineration producing thermal energy and electricity, and where polymers are produced from fossil sources, vs. (ii) a circular economy, where these waste streams are chemically recycled, and the same amount of thermal energy and electricity is produced based on the expected future energy mix in Austria. The LCA shows significant benefits of the circular economy system: 34% of CO₂e emissions could be saved by 2030 if waste streams that are currently going to incineration are chemically recycled using the ReOil® technology.

2022 Actions

The following key activities were carried out across the Group in 2022:

- ▶ OMV started discussions with ALBA Recycling, a raw materials provider and leader in recycling and zero waste solutions, to jointly build and operate an innovative sorting plant in Walldürn, Germany. The collaboration will secure the delivery of suitable feedstock for chemical recycling from ALBA Recycling to OMV to help close the loop for plastic waste. An innovative, state-of-the-art sorting plant designed by ALBA Recycling will have the capacity to process >200 kta of post-consumer mixed waste into suitable feedstock for the production of virgin polyolefins. This innovative sorting process facilitates the further extraction of polyolefins from a waste fraction that currently requires incineration. It has already been tested on an industrial scale and the output has been successfully processed as feedstock in OMV's ReOil® pilot plant. This strategic partnership combines the complementary strengths and capabilities of both parties, with the aim of taking another step toward a world without waste. The final investment decision (FID) is expected by mid-2023.
- ▶ In November 2022, OMV and Wood, a global leader in consulting and engineering solutions in energy and materials markets, signed a Memorandum of Understanding (MoU) to enter into a mutually exclusive collaboration agreement for the commercial licensing of OMV's proprietary ReOil® technology, with the target of agreeing on a binding cooperation by mid-2023. Both companies intend to bring the ReOil® technology to the market together and explore the potential to integrate some of Wood's other complementary technologies. The companies will do so by establishing a joint "technology and engineering delivery" team, which will support clients through the entire process of adopting and successfully implementing the technology at their sites. ReOil® licenses will be provided with full asset life cycle support.



- ▶ In April 2021, Borealis started a feasibility study for establishing a chemical recycling unit at its location in Stenungsund, Sweden, to increase supply of chemically recycled feedstock for the manufacture of more circular base chemicals and plastic products. The study was carried out together with project partner Stena Recycling, the leading recycling company in northern Europe and an expert in the development of sustainable circular solutions in all types of operations. A grant was received from the Swedish Energy Agency to co-fund the study, which evaluated the optimal technology for the chemical recycling unit and its integration in the cracker at the existing Borealis production site in Stenungsund. In 2022, Borealis selected the engineering company and technology providers for the further development of its chemical recycling project in Stenungsund, Sweden. For example, a license agreement with Axens was signed for the Rewind[®] Mix process to purify and upgrade 50 kta of pyrolysis oil produced from plastic waste and to turn it into perfect feedstock for steam cracking. Additionally, the Swedish Energy Agency granted new funding in the amount of EUR 5.1 mn to support the final study. Subject to a positive final investment decision, the chemical recycling unit is planned to start commercial operation in 2025.
- ▶ In the course of 2022, Borealis and ITC Packaging, a leading European manufacturer of thin wall packaging for food contact applications, have jointly developed a series of new and more sustainable rigid packaging formats that are suitable for food contact. The products use resins from both the Borcycle[™] C and the Borneables[™] portfolios to upgrade a number of iconic food packaging formats found on European supermarket shelves, primarily in the ice cream and ready-to-eat segments. These more sustainable formats containing chemically recycled polypropylene and renewable-based polypropylene were launched in record time in the course of the year. More and more brand owners and converters are keen to find ways to reduce their carbon footprint by enhancing the sustainability of their packaging. At the same time, ensuring the safety of food contact packaging is crucial. Both requirements are being fulfilled by the combination of chemically recycled and renewable-based materials.

Outlook

Since the first ReOil[®] trials in OMV's own laboratory, there has been a lot of ongoing development. The ReOil[®] 2000 demo plant will become operational in 2023 at OMV's refinery site in Schwechat, Austria, with a capacity of 16 kta. As a next step, the OMV ReOil[®] process will be developed into a commercially viable technology on a large industrial scale by 2026/2027. At that time, up to

200 kta of plastic waste will be processed. Furthermore, it is planned to launch the first ReOil[®] licenses to the market in the course of 2023/2024, marking an important next step in emphasizing circularity and chemical recycling in the industry.

Renewable Feedstock

Together with partners, OMV is actively pursuing the development of industry-scale projects to produce bio-fuels, biochemicals, and bioplastics from renewable feedstock, including waste streams. Waste biomass, such as residual agricultural, forestry, and wood processing matter, or mixed municipal waste are not in competition with the food and feed chain. While the conversion of such waste biomass into high-value products is often technically challenging, the resulting benefits are a significant reduction in CO₂ compared with fossil fuels and local resource utilization that creates value. The biobased feedstock, which is used at OMV's subsidiary Borealis in order to produce sustainable polyolefins, is currently entirely derived from waste biomass such as residual agricultural processing matter or collected waste streams and is not in competition with the food and feed chain. These polyolefins are marketed to the end customer under the portfolio name Borneables[™].

In this section, the focus is on plastics based on renewable feedstock. For more information on energy products based on renewable feedstock, please refer to [Energy Transition](#).

Management and Due Diligence Processes

Certification

The Borneables[™] portfolio is certified according to the International Sustainability & Carbon Certification (ISCC), by applying the mass balance approach. This means that the materials are not physically segregated in the production processes throughout the entire supply chain, but they are separated in bookkeeping to provide a verifiable basis for tracking the amount and sustainability characteristics of circular and/or biobased content in the value chain. The production location in Antwerp, Belgium, received ISCC PLUS certification in 2022, giving Borealis in total seven accredited European production locations and an even broader production base for mass-balanced products, for example the Borneables[™] and Borcycle[™] C product ranges.

Life Cycle Assessment

With the new life cycle assessment published in 2021, Borealis demonstrated that Borneables[™] is especially suited to reduce carbon emissions. The assessment showed that the greenhouse gas emissions of Borneables[™] polypropylene and polyethylene go beyond carbon neutrality and can be reduced by at least



120% from cradle to gate (meaning all the steps from the sourcing of raw materials to products leaving Borealis' production site) compared to fossil-fuel-based polypropylene and polyethylene. According to the LCA's findings, using Borneables™ substantially reduces a product's carbon footprint by at least 1.9 kg CO₂e for every kilogram of polymer. This is possible while offering the same high performance levels as virgin polyolefins and the ability to be recycled in the same way.

2022 Actions

Over the course of 2022, OMV's subsidiary Borealis continued to commercialize the Borneables™ portfolio. Some significant developments include:

- ▶ Collaboration with pipe manufacturer Uponor, enabling it to use Borneables™ to create the world's first cross-linked polyethylene (PE-X) pipes based on renewable feedstock. The pipes have an unprecedented carbon footprint reduction of up to 90% when compared to conventional fossil fuel-based PE-X pipes, which marks a major step forward in helping companies in the building and construction industry achieve their sustainability targets. Similarly, Nupi Industrie Italiane (NUPI) selected Borneables™ for the next generation of its piping solutions for domestic plumbing and heating, as well as heating, ventilation, and air conditioning (HVAC) systems designed to perform under higher stress conditions and temperatures.
- ▶ Borealis and Trexel, a leading expert in foam injection and blow-molded parts, co-developed a new plastic bottle based on a grade from the Borneables™ portfolio. The bottle is reusable and designed to be fully recyclable.
- ▶ Borealis also worked with the Finnish ice cream company Froneri and the German packaging specialist PACCOR to produce packaging molded from Borneables™ for the Aino brand of ice cream. The innovative mono-material packaging is also 100% recyclable.
- ▶ In June 2022, Borealis launched the Borvida™ portfolio of circular base chemicals, including ethylene, propylene, butene, and phenol. The portfolio is both complementary to and the building block for the Borneables™ range. Initially, the Borvida™ portfolio comprised Borvida™ B, from non-food waste biomass, and Borvida™ C, from chemically recycled waste. Going forward, the range will also evolve to include Borvida™ A, sourced from atmospheric carbon capture.
- ▶ Borealis' collaboration with LanzaTech, Technip Energies, and the On footwear company has taken its first steps toward capturing and using atmospheric CO₂ as a feedstock. Technology from LanzaTech captures carbon monoxide emitted from industrial sources, such as steel mills, before it is released into the atmosphere, and ferments it to liquid ethanol. The ethanol is then dehydrated to create ethylene, which Borealis polymerizes to become EVA (ethylene vinyl acetate), the versatile and lightweight material that On starts working with to create a performance foam for shoes.
- ▶ In February 2022, Borealis received EUR 20 mn of funding from Business Finland to launch the innovative Sustainable Plastics Industry Transformation (SPIRIT) program. SPIRIT aims to drive the transformation of the plastics industry in Finland by replacing conventional fossil-fuel-based feedstock with renewably sourced alternatives, developing technologies and processes for mechanical and chemical recycling of plastics, and decarbonizing production operations through electrification, use of hydrogen, and renewable energy sources.
- ▶ Borealis joined the Renewable Carbon Initiative, which aims to support and accelerate the transition from fossil carbon to renewable carbon for all organic chemicals and materials. The initiative aims to bring stakeholders together, provide information, and shape policy with the aim of achieving a climate-neutral circular economy.

Outlook

By 2030, OMV plans to establish a production capacity of approximately 2,000 kta of sustainable polymers and other chemicals, including biobased polyolefins. To achieve this, OMV will build up capacity for the procurement of sustainable feedstock and develop and implement a sustainable product portfolio for biobased polyolefins.



Health, Safety, and Security

Health, safety, and security constitute an integral part of our commitment to conducting our business in a responsible way. We continuously aim to improve our employees' ability to work through integrated health management. We build on sustainable safety measures to protect people by providing a safe and healthy workplace and ensuring the integrity of our plants. We also protect people and assets from the possibility of intentional malicious threats.

OMV's long-term business success is dependent on our ability to continually improve the quality of our business activities while protecting people, the environment, assets, and our reputation. The Health, Safety, and Security strategic focus area emphasizes reducing health and safety risks for OMV employees and customers, as well as protecting assets, information, and operations against any threat. Particularly in a global pandemic, our Company's resilience is dependent on our emergency and crisis management capabilities, our health initiatives, and the steps we take to improve our employees' overall well-being.

Health, Safety, and Well-Being

Material Topic: Health, Safety, and Well-Being

Reducing health and safety risks for OMV employees, customers, and third parties, such as communities, and promoting physical and mental health in an integrative way

Key GRIs

- ▶ GRI 403: Occupational Health and Safety 2018
- ▶ GRI 416: Customer Health and Safety 2016

NaDiVeG

- ▶ Employee and social concerns

Most relevant SDGs



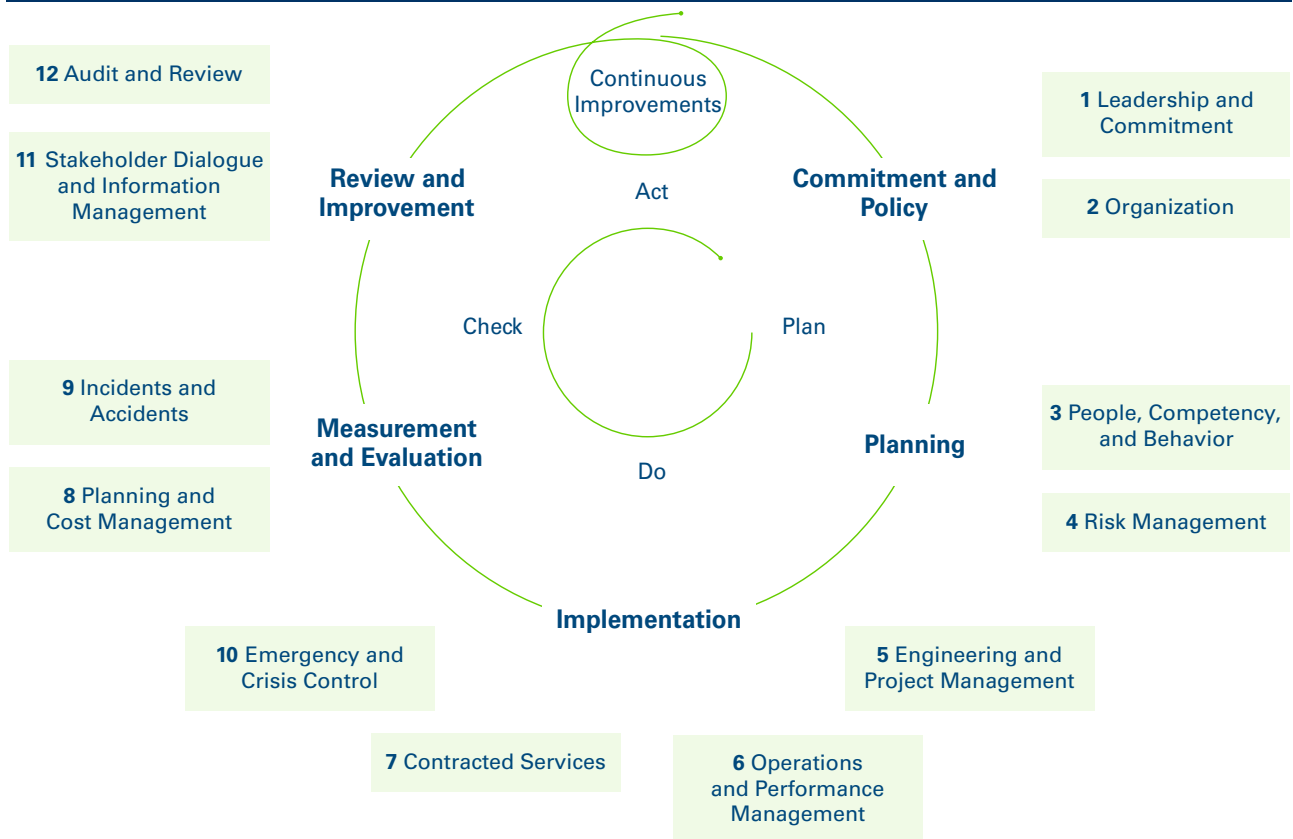


Ensuring the health, safety, and security of our employees, contractors, and assets is essential for OMV. Employee health and well-being are the foundation for successful company performance, as they are core elements of ensuring the ability to work. OMV aims to adhere to the highest standards to provide its employees and contractors with a safe workplace.

OMV's HSSE vision is "ZERO harm – NO losses." This vision is embedded in the [HSSE Policy](#), which is OMV's public commitment to health, safety, security, and the environment. 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, safety, and environmental performance.

HSSE management is governed by the internal HSSE Directive, which defines key expectations in compliance with internal HSSE regulations at various levels of the organizational structure, as well as across Group and local functions. This internal Directive sets out the principles and rules for the management of HSSE-related risks and activities throughout the life cycle of the Group's business and activities, including capital projects, mergers, and acquisitions. The Directive also defines key HSSE responsibilities for all OMV Group employees, partners, and contractors. It additionally stipulates the continuous improvement of HSSE performance. The HSSE Directive defines core aspects of HSSE management, grouped into twelve elements revolving around the Plan-Do-Check-Act cycle. For each element, the HSSE Directive defines the approach to follow for effective HSSE management.

Core Aspects of HSSE Management



Other corporate regulations governing the topic are HSSE Risk Management, Process Safety Management, Occupational Safety Management, Contractor HSSE Management, Management of Hazardous Substances, and Personnel Transportation, as well as Reporting, Investigation, and Classification of Incidents, which together provide the framework for safety management. Our Major Accident Prevention Policy sets out the overall aims and guidelines for controlling the risk of a major accident as part of the OMV Group's operations. Acknowledging that the risk of

major accidents in onshore or offshore operations related to oil and gas extraction, transportation, refining, and distribution activities is significant, and recognizing that such major accidents can have severe consequences for the environment and affected persons, OMV firmly believes that a strong safety culture is the foundation for all its operations and relationships with contractors. Our Contractor HSSE Management Standard defines the minimum requirements for integrating HSSE issues into all phases of the contract life cycle and into the contractor management



process. This standard aims to define a structured process for the HSSE management of contractors, from selection through contract close-out. In 2022, all 15 Group HSSE regulations were also implemented at Borealis, following an intensive alignment process conducted in 2021.

Governance

The health and safety of the people who work for us are key priorities at OMV. The HSSE strategy and its implementation are aligned with and fully embedded in the corporate strategy and the corporate governance structure. Leadership responsibility is assigned to the members of the Executive Board. The Executive Board's remuneration is subject to a Health & Safety Malus (read more in Sustainability Governance). In 2022, we defined focus areas related to safety, with an Executive Board member assigned as the owner of each. For instance, one OMV Executive Board Member serves as the focus topic owner for process safety performance in the OMV Group. In regular update meetings, the owners discuss updates on process safety challenges and achievements.

Group HSSE is responsible for coordinating health and safety topics across the Group. Group HSSE is led by the VP HSSE, who reports directly to the Chief Executive Officer. The OMV Group HSSE department is organized into specialized teams with experienced experts in the following areas:

- ▶ Development and implementation of OMV's HSSE strategy, regulations, and processes
- ▶ HSSE risk assessment
- ▶ Incident investigation
- ▶ HSSE data analysis and reporting
- ▶ Health management
- ▶ Occupational safety management
- ▶ Environmental management
- ▶ Process safety management
- ▶ Security and resilience management

This is supplemented by local HSSE officers at each site, along with local subject matter experts. For example, at each refinery, we have a dedicated employee who heads the process safety management. This individual is in direct contact with and actively collaborates and communicates with all departments that manage process safety as part of their daily business. This individual also receives process safety guidance from a centralized Process Safety Advisor overseeing the whole of the Refining business unit.

In addition, there are HSSE departments at OMV Petrom and Borealis that oversee their specific issues and coordinate their local HSSE officers and experts. The OMV

Petrom and Borealis HSSE departments report functionally to the VP HSSE at Group level.

In line with the HSSE Directive, clear roles and responsibilities are defined for all staff, line management, and senior management. Line management is responsible for ensuring that HSSE issues are integrated into all business decisions and activities. They are required to demonstrate commitment and leadership by acting as role models and taking appropriate measures to control and manage all HSSE risks in their spheres of responsibility. OMV's HSSE management includes interaction with employees or their representatives (works councils, trade unions) as a channel of engagement regarding issues that are particularly important and necessary for improvement. For instance, Borealis has HSE Forums at each location, where employee representatives are consulted and informed about the HSE management system. The HSSE department organizes HSSE Days for OMV's various units to inform employees about HSSE topics.

Health

The well-being and physical and mental health of our employees are the foundations for a successful company. Health management at OMV follows both a strategic and an operational system. Its success depends on leadership, commitment, and participation at all levels and functions in the organization, from medical specialists and partners to employees.

Specific Policies and Commitments

We have established an OMV health care standard to ensure a high level of care for employee health across the Company. OMV's internal Group Health Standard describes the main principles, roles and responsibilities, and lines of communication within the OMV Group. The standard provides a framework for managing preventive health measures and curative health care, as well as 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.

The Group Health Standard governs the work of operative medical service providers in relation to the following areas:

- ▶ Planning of human resources, medical facilities and services, and local health plans
- ▶ Operational health risk assessment and management, emergency preparedness, preventive initiatives such as targeted health promotion campaigns, health programs and training sessions, and curative care



- ▶ Minimum equipment and materials for our clinics – both on land and offshore – such as electrocardiograms (ECGs), defibrillators, suction units, rescue devices, and emergency medication
- ▶ Checks and audits of medical suppliers (laboratories, partner clinics, pharmacies), hygiene in food facilities, customer satisfaction
- ▶ Reporting
- ▶ Collaboration with contractors and subcontractors on health and safety

Management and Due Diligence Processes

Risk Assessments

OMV applies its own risk management standard, which provides for a thorough assessment of possible risks, including health-related risks. We have therefore developed guidelines – based on international guidelines from IOGP/IEPCA – for health risk assessments covering such risks as harm from chemical agents, psychological strain, physical injuries, and others.

Preventive Care

OMV maintains or works with a total of 43¹⁹ medical units across all locations where we have operating facilities. To mitigate occupational health risks, our medical staff carries out specific preventive examinations in accordance with the legal regulations of the countries in which we operate. These examinations include blood tests for employees working with specific hazardous substances and hearing tests for employees exposed to noise. We offer general health screenings to our workforce. In 2022, a voluntary screening and check-up service for thyroid issues was offered to all OMV Group colleagues based in the head office in Vienna. In addition, we run seasonal campaigns to provide free vaccinations against flu and tick-borne encephalitis in affected areas. In 2022, COVID-19 vaccinations and boosters were also offered once again.

Audits

A special health audit program developed by the Corporate Health Management department serves as an evaluation tool to ensure that our common corporate health care standard is implemented and followed throughout the Group. The program stipulates that all clinics and medical partners be audited every three years, and clinics also report on a self-conducted audit every year. In 2022, after most of the COVID-19 related travel restrictions were lifted, Corporate Health Management was once again able to perform health audits in Romania, Norway, Slovakia, Hungary, and Tunisia; all other clinics carried out self-audits. Audit results serve as the basis for identifying areas for further improvement and analyzing the effectiveness of our health management approach.

Community Engagement

The presence of OMV's first aid facilities benefits the local population, as it often provides necessary medical help in remote areas where medical services might not be easily or quickly accessible (e.g., in Yemen). In 2022, OMV's first aid facilities supported 1,438 individuals in the local population in need of urgent care. From this perspective, our assistance to the local population ensures a positive impact outside OMV's operational boundaries, thereby contributing to building a good relationship with our neighbors. Read more about our engagement on SDG 3, Good Health and Well-Being, in the [Community Investments](#) section.

2022 Actions

In 2022, COVID-19 still dominated the work of medical staff in some countries (e.g., Romania, Germany, and Austria), where it was legally possible for vaccinations to be administered at workplaces. In some of our countries, testing was still ongoing and our medical staff supported the local management teams in coping with the changing virus variants.

- 16** clinics audited
- 33,653** voluntary health screenings
- 5,073** vaccinations
- 102,023** medical consultations
- 13,822** occupational health examinations
- 14,848** physiotherapy treatments
- 1,271** psychological consultations

After two years of only virtual International OMV Doctors Meetings, in fall 2022, doctors and other health care professionals came together and discussed the main challenges, such as cardiovascular problems and the latest developments in emergency medicine. The focus topics for preventive care for 2023 were discussed and a plan for implementation developed.

Every year, we organize health promotion activities to enhance the knowledge of our employees on health-related issues.

- ▶ In 2022, we carried out the Passport for Health campaign at OMV Petrom for the seventh time. This campaign aims to raise awareness of health care to encourage employees to participate in voluntary health programs and start living a healthy lifestyle; this year it was again conducted face to face and online.

¹⁹ All health data excluding Borealis



- ▶ At the Health Circle in Gänserndorf, Austria, employees gather regularly to address work-related health issues and create customized solutions in collaboration with the local health team. In 2022, the virtual gathering was still dominated by COVID-19. The main issues discussed were how to communicate and implement preventive measures, as well as potential topics for voluntary health promotion in 2023.
- ▶ The Corporate Health and Learning departments have developed a new collaborative initiative to raise awareness of health issues over the last few years. In 2020, webinars focusing on issues such as ideas for achieving a better work-life balance and correct lifting and work ergonomics, inspired by the European Agency for Safety and Health at Work, were launched. In 2021, regular hour-long HealthConnects sessions allowed employees to share knowledge and personal health promotion experiences (e.g., exercise activities and ideas for coping with daily stress) and provide mutual motivation and inspiration. In 2022, due to high participation and good feedback, Corporate Health worked closely with the Learning department to organize two additional health webinars: one on healthy living and another on first aid.
- ▶ Locally in some countries, face-to-face health promotion sessions were able to take place, with the main topics including a breast cancer awareness campaign started in Romania that offers free and voluntary breast ultrasounds, followed by the availability of a specialist doctor examination in case of abnormalities. There was huge interest in the campaign in the first pilot location, Petrom City, with almost 85% of the female staff signing up for appointments. Another breast cancer awareness campaign also took place in Tunisia.
- ▶ Mental health has increasingly been the focus of our health promotion programs. In 2022, two webinars were held on mental health for OMV Petrom employees: tackling stress resilience and work-life balance. A psychological support hotline was also made available in collaboration with a private third-party clinic specialized in psychological support, and mental health was promoted in HSSE roadshow meetings.
- ▶ On ergonomic topics, eight short movie campaigns were developed in collaboration with PetroMed personnel and featured on the OMV Petrom intranet. These campaigns targeted several situations encountered during the day-to-day activity of our employees.

Outlook

As cardiovascular diseases are a major health issue around the world, an awareness campaign based on the European Society of Cardiology's 2021 Guidelines on cardiovascular disease prevention will be carried out in 2023.

The IOGP/Ipieca Health Committee has updated the Health Risk Assessment (HRA) Guidelines, and so the OMV's respective work procedure will be updated accordingly. In all workplaces, an updated HRA will be carried out in close collaboration with local HSSE colleagues. Besides these two focus areas, medical staff will continue to support the organization on any COVID-19 developments and carry out emergency drills.

Occupational Safety

OMV aims to adhere to the highest standards to provide its employees and contractors with a safe workplace. This is not only a moral obligation but also necessary for seamless operations, without costly shutdowns or delays due to incidents.

Management and Due Diligence Procedures

Risk Assessments and Audits

Major risks and the respective mitigation measures are evaluated and monitored within the Enterprise-Wide Risk Management (EWRM) process, and documented in a Group-wide database (Active Risk Management System; ARMS). They are reported to top management twice a year or as necessary whenever issues arise. Senior management are directly involved in the review of risks identified as a top priority. Sites are audited regularly based on a Group-wide HSSE audit program. For example, in 2022 we had an HSSE Management System Audit in Petrobrazi and a process safety audit in Poiana Lacului.

Incident Reporting and Investigation

All employees and contractors are encouraged to bring any unsafe conditions and behaviors to the attention of line management in order for them to identify and resolve potential issues that might otherwise 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 (OMV Synergi). Online training is regularly organized via the My Success Factors learning platform to ensure the effective use of the tool, e.g., by highlighting the importance of the quality of data input.

Dashboards for the most significant HSSE data and relevant KPIs (e.g., LTIs, TRIs, HiPos, process safety events, and action status) have been set up and made available to various management levels Group-wide. Since 2016, all Tier 1 and Tier 2 process safety events have been transferred to our centralized reporting tool to enable trend analysis and sharing of findings from past events. Our aim



here was to increase awareness of OMV Synergi entries to boost their quality and transparency, and to improve data owner accountability.

We continued to investigate incidents and accidents using the knowledge of our incident investigator pool members and other technical experts. In 2022, we again trained more than 150 colleagues during a one-day incident investigation training session. This event was not only used for training but also for communicating experiences and findings from incident investigations across the Group. Our aim regarding incident investigation is to find the root causes of incidents and to carry out suitable and necessary measures to prevent the occurrence of more severe incidents in the future. In parallel, the focus remains on verifying the effectiveness of actions implemented in previous years after severe and high-potential incidents (HiPos), including process safety incidents. In this way, Synergi is updated with information about safety events that have happened over the last few years to help foster learning from past incidents. The incident investigation process has been further developed, and a subprocess to share HSSE information and promote our lessons learned as an organization has also been established. Our Incident Investigation Panel meets quarterly to obtain a clear overview of the whole process and to implement practical measures for its improvement.

Training, Awareness Raising, and Safety Promotion Activities

All staff are required to be familiar with the HSSE Policy, internal HSSE regulations, and relevant legislation. They actively 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 incidents and non-compliance. OMV employees at all levels are regularly trained in their roles and responsibilities. Moreover, our Life Saving Rules are presented and discussed regularly during awareness programs, workshops, management walk-arounds, and safety walks, as well as during various meetings.

Education and training are important for informing workers and managers about workplace hazards and controls so they can work more safely and be more productive. For example, in 2022 we rolled out two training videos to the entire organization to address the risk of dropped objects and the risk of working next to high-voltage power lines. The videos include a test and follow-up session, during which feedback was provided on the training tests within the operational business units.

We believe that promoting an open dialogue and establishing a culture in which health and safety are integrated into every employee's role are effective ways to empower

people to work safely. 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. To concentrate on quality over quantity in terms of reporting, HSSE walks, safety walks, and action close-outs continued throughout 2022. In addition, efforts to make safety a top priority in the minds of employees were continued. More attention is focused on improving the HSSE walks and safety walks by encouraging open dialogue while they're in progress. This promotes understanding of the challenges in the operating fields and increases trust between the workforce and management.

Focus on Contractor Safety

The safety of our contractors is just as important as the safety of our own employees. For this reason, we have established processes that require contractors to work according to our standards. Our Contractor HSSE Management Process begins when we issue the scope of work with information about HSSE requirements and the HSSE key performance indicators (KPIs). The process continues through the tender stage with the HSSE 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, HSSE induction, site specific training, and other joint meetings.

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 audits, inspections, joint HSSE or safety walks, service quality meetings, forums, and workshops, using the outcomes to share information and encourage improvement of our HSSE performance as a team. To increase the awareness and knowledge of contract owners, contract holders, procurement staff, and HSSE experts regarding our Contractor HSSE Management Process, we have continued to deliver specific training explaining how HSSE requirements and tools are embedded in the source-to-contract process. In 2022, we also implemented an e-learning course about Contractor HSSE Management. We introduced a new e-learning program, held webinars, and delivered over 900 training sessions to more than 660 beneficiaries on the internal regulations framework. Contract owners, contract holders, and procurement staff were the main target group of these training sessions.



2022 Actions

29% of our sites are certified to ISO 45001 (covering **28%** of OMV employees).

52 formal joint health and safety committees comprising management and worker representatives were organized at OMV Group sites.²⁰

50,634 unsafe conditions and behavior reports were received in our reporting tool.²⁰

In our operations, we recognized safe behavior and good safety practices to improve the relationship between the workforce and management and to encourage safe behavior, and that had a positive impact. On April 28, 2022, we once again held an open online session with more than 300 participants from across the OMV Group to celebrate the UN World Day for Safety and Health at Work. We informed the participants about recent incidents and lessons learned, the Integrated Risk Register, and our pro-

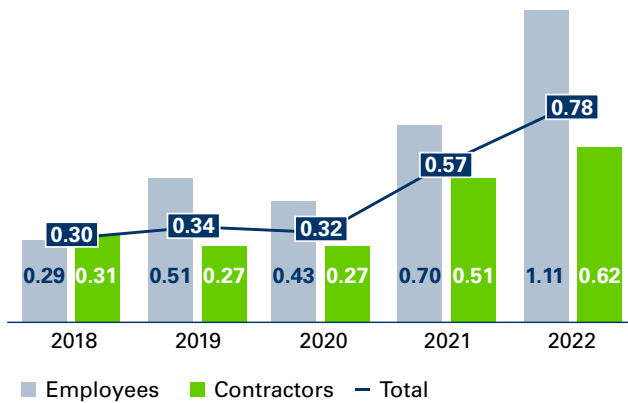
gress on Life Saving Rules training. We also had a session on the prevention and management of work-related musculoskeletal disorders based on the Healthy Workplaces Lighten the Load campaign between 2020 and 2022. In addition, the OMV Life Saving Rules were updated and aligned with our colleagues at Borealis.

Despite these initiatives, in 2022 one contractor employee died while repairing a roof. In reaction to the fatality, we asked the local operations to provide detailed work methods to their contractors for better work preparation. In addition, the permit system for work executed by external contractors was improved in terms of approval and training.

The number of injured personnel also increased, among both our own employees and contractors. We therefore rolled out a Hazard Hunt campaign across the organization. Employees in all our locations were encouraged to report hazards and unsafe conditions and to develop potential actions for improvement.

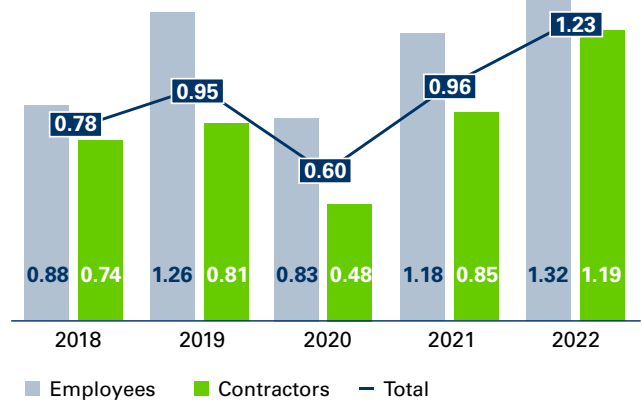
Lost-Time Injury Rate

Per 1 mn hours worked



Total Recordable Injury Rate

Per 1 mn hours worked



Outlook

At OMV, we have traditionally had golden rules focused on safety practices and Life Saving Rules that were consistent across the Company. From 2023, we will follow the [nine rules](#) recommended by the IOGP to facilitate alignment with the contractors working on our sites. These rules were developed by IOGP in the last few years to highlight activities where most of the fatalities happen in our industry – like entering a confined space, lifting, or working at height. In 2022, we had for example a contractor falling

through a roof at a Borealis site in France. He was not connected with a safety line as requested by a Life Saving Rule. A clear focus on improving the safety standards of these activities will reduce the likelihood of a fatal incident. There will also be fundamental requirements that address more general safety aspects, such as housekeeping and risk awareness. An extensive communication campaign with these updated rules will be launched at the beginning of 2023 to raise awareness among OMV Group employees.

²⁰ Data excluding Borealis



Targets 2025

- ▶ Achieve a Total Recordable Injury Rate (TRIR) of around 1.0 per 1 mn hours worked
- ▶ Achieve zero work-related fatalities

Targets 2030

- ▶ Stabilize Total Recordable Injury Rate (TRIR) at below 1.0 per 1 mn hours worked
- ▶ Achieve zero work-related fatalities

Status 2022

- ▶ TRIR: 1.23 per 1 mn hours worked
 - ▶ 1 fatality
-

Most 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

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

Process Safety

Process safety management comprises the systematic use of standardized instructions, practices, and specifications to achieve and maintain safe and reliable production. The fundamental components of this include our organization, resources, management processes, people and equipment performance, the prevailing safety culture, and documented regulations and practices (for a list of regulations, see [Occupational Safety](#)). It covers the management of hazards associated with the chemical and physical properties of the substances we handle in our oil, gas, and chemical activities. OMV and Borealis process large quantities of flammable and/or toxic materials at high pressures and temperatures that, if not properly handled, could potentially lead to serious process safety incidents. In a worst-case scenario, leaks, fires, or explosions could also cause fatalities. Further consequences include a substantial disruption to the supply to customers, along with additional costs.

Management and Due Diligence Processes

OMV has implemented comprehensive measures to ensure process safety, as detailed below.

Risk Assessments

Process safety risks are systematically assessed through a variety of process hazard assessments such as HAZOP (Hazard and Operability) studies, QRAs (Quantitative Risk Assessments), and risk assessments according to the Seveso Directive, which is the main EU regulation dealing with the control of onshore major accident hazards involving dangerous substances.

Prior to the start-up of a new facility, after major modifications, or following a turnaround, we conduct an independent pre-start-up safety review to ensure that the facility is safe for start-up and operations.

Emergency Management Plans

Process safety incidents could at times affect communities in the vicinity of our operations. For this reason, we have robust emergency management plans in place that are coordinated with the surrounding communities.

Different levels of emergency management plans outline roles and responsibilities, structures, communications, and the interfaces required for emergency and incident management teams. Emergency response plans include specific emergency procedures and alerting and notification



requirements to ensure that an emergency response is managed in a coordinated manner.

Inspection and Maintenance

Comprehensive inspection and maintenance programs are carried out by dedicated departments for inspection, maintenance, and plant integrity. They conduct regular inspections of process equipment, pipelines, tanks, and more, and manage safety equipment testing plus plant maintenance and turnarounds.

Investigations and Audits

All incidents are identified and reported in an appropriate and timely manner. Work-related incidents with potential consequences for people, the environment, assets, or our reputation are investigated in a suitable manner to determine direct causes, root causes, and systemic causes so we can learn from them and prevent the recurrence of similar incidents. Tier 1 and Tier 2 process safety events²¹ provide baseline performance information and are measured each year for a consistent overview of the OMV Group's process safety performance. In addition to Tier 1 and 2 process safety incidents, we monitor Tier 3 process safety events for a better assessment of the critical barriers. The monitoring and reporting of Tier 3 events provides an overview of the challenges to safety systems so that weaknesses within the barriers can be identified and corrected at facility level.

Training

Employee competence in the field of process safety is ensured by a well-defined training plan, as well as continuous communication of process safety topics and the sharing of lessons learned and other relevant process safety information. Scenario-based emergency drills involving the site emergency management team are conducted quarterly in the refineries in addition to regular drills carried out by the fire service.

We have set up an OMV Group Process Safety Network and created an online collaboration platform that includes a reference library, discussion board, and other features. We host regular virtual sessions to exchange process safety knowledge across the Group, with participants coming from a variety of OMV countries and working in different fields of expertise. This helps foster continuous learning. Top management participation in these online sessions sends a clear message that process safety is important and demonstrates process safety leadership and commitment.

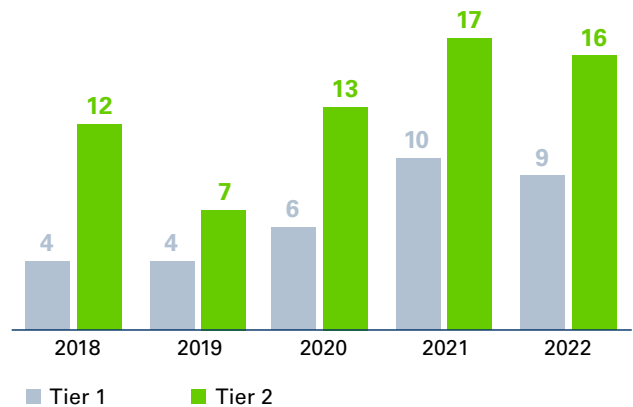
2022 Actions

In 2022, the number of Tier 1 and Tier 2 process safety events decreased slightly. The following key activities were carried out across the Group in 2022:

- ▶ A register containing risk reduction measures identified in various process hazard analyses (PHAs), assessments, and safety studies was established in each operated production unit and was populated with data. This provides a consolidated overview to support prioritization and further development of risk reduction plans.

Process Safety Events, Tier 1 and Tier 2

Number of events



- ▶ Two process safety management (PSM) audits were carried out in the E&P segment of OMV, one onshore and another offshore. Borealis conducted a PSM audit at the site in Stenungsund.
- ▶ A periodic Group Process Safety Committee with Executive Board member involvement was established, where process safety performance, achievements, and challenges are discussed.
- ▶ The Group-wide process safety knowledge- and experience-sharing platform was continued, with quarterly half-day events where up to 200 individuals participate in virtual meetings and presentations, including contributions from senior management. The yearly Process Safety Day, a full-day event of sharing experiences and learning, was also held.
- ▶ The OMV E&P segment completed a digital Maintenance and Integrity Dashboard that provides an overview of compliance with safety-critical equipment maintenance while also displaying real-time maintenance statistics.
- ▶ Borealis developed an integrated process safety roadmap for polyolefins (PO) and hydrocarbons (HC) to define current and upcoming process safety initiatives for Borealis Group Process Safety, Operations Polyolefins, and Operations Hydrocarbons.

²¹ Tier 1 and Tier 2 process safety events classified according to API RP 754



- ▶ The Porvoo cracker and aromatics QRA in Finland was finalized, and the QRA sensibility study for Stenungsund, Sweden, was conducted.
- ▶ Standardized scenarios and safeguarding concepts were defined for the installation of main equipment in Borealis Polyolefins (PO) and Hydrocarbons (HC).
- ▶ An internal ATEX²² guideline was developed and issued on minimum requirements for improving the health and safety protection of workers potentially at risk from explosive atmospheres – Borealis Polyolefins (PO) and Hydrocarbons (HC).

Outlook

To continue to improve our process safety performance, we will take the following actions in the coming years:

- ▶ We will continue to thoroughly analyze and learn from process safety events and promote the sharing of knowledge across all our divisions.
- ▶ We aim to reduce the number of process safety events at all our sites across the globe. Our continued efforts will focus on process hazard analyses (PHAs), the implementation of technical risk reduction measures identified in those PHAs, audits, and other process safety assessments, while maintaining and monitoring the performance of existing safeguards.

- ▶ We will continue to develop and follow process safety roadmaps at facility level.
- ▶ We will enhance our tools to identify and assess hazards more effectively and address these risks in a systematic way.
- ▶ We will continually improve our training provision and will emphasize process safety content to build process safety competence and culture in the workforce and increase risk awareness.
- ▶ Borealis will continue the Safety Boost program, with new initiatives at both location and Group levels. These may include the further roll-out of an integrated global risk register specifically focusing on process safety, introducing an additional leading indicator to ensure the quality of change management, completion of HSE design requirements for mechanical recycling, and implementation of an ATEX group procedure at locations and in projects.
- ▶ Borealis will conduct internal health checks on process safety-related elements and a process safety review as part of the Borealis Blue Audit and will continue to conduct audits on process safety management via external auditors.



Target 2025 and 2030

- ▶ Maintain leading position in Process Safety Event Rate

Status 2022

- ▶ 0.21²³

Most relevant SDG



SDG target:

3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water, and soil pollution and contamination

²² This name is an initialization of the French “Appareils destinés à être utilisés en ATmosphères EXplosibles” (meaning “Equipment intended for use in explosive atmospheres”).

²³ Process Safety Event Rate: number of Tier 1 and Tier 2 PSEs per 1 mn hours worked. Work hours from the corporate functions General Management (OMV)/Executive Office (OMV, OMV Petrom, Borealis) and Corporate Finance (OMV)/Finance Office (OMV, OMV Petrom, Borealis) are excluded. According to the consultation with IOGP, the Schwechat refinery incident and subsequent shutdown is not reportable as a Process Safety Event (PSE), as the vessel was isolated from the process.



Product Safety

OMV assumes responsibility for delivering safe, high-quality products. At the same time, we continuously work on exploring ways to reduce the environmental impact of the life cycle of our products. We take a holistic approach to product safety, with technologically advanced solutions used to deliver safe, top-quality products, at the same time as taking action to ensure the responsible use of our products.

Product safety is also particularly important for our C&M segment, which encompasses our chemicals subsidiary Borealis. When not properly handled, chemical substances, or products containing them, can pose risks to health, safety, and the environment. These risks include potentially negative health effects such as sensitization, irritation, or intoxication; physical hazards such as fires, explosions, or exposure to dust; and environmental hazards such as bioaccumulation or persistence.

Specific Policies and Commitments

Our internal Management of Hazardous Substances standard stipulates measures to ensure regulatory compliance and guarantee that risk assessments are conducted for all products or for hazardous substances contained in products.

REACH Compliance

We have established appropriate processes and workflows to ensure our compliance with EU regulations on the Registration, Evaluation, and Authorization of Chemicals (REACH) and on the Classification, Labelling, and Packaging (CLP) of substances and mixtures, as well as with the Toxic Substances Control Act in the United States. We are committed to maintaining and updating our mandatory registrations to keep up with relevant regulatory developments. To this end, we closely follow the guidance published by the European Chemicals Agency and participate in the REACH consortia (Concawe, Lower Olefins and Aromatics, Fuel Ethers, Co-processed Refinery Products, Phenol and Derivatives, Melamine, FARM [Fertilizer and Related Materials], Eurogypsum, etc.), as well as in working groups through oil and chemical industry trade associations.

In addition to keeping REACH registrations up to date, Borealis also follows the developments on authorizations and restrictions under REACH, such as the planned restriction with regards to synthetic polymer microparticles (better known as microplastics) that is due to be adopted during 2023. The drafted restriction foresees a ban on placing products containing microplastics on the market but derogates the use of plastic pellets on industrial sites. However, there are planned supply chain communication

and reporting obligations toward the European Chemicals Agency (ECHA) that will apply for Borealis polyolefin products.

Banned Substances

Borealis has a Banned Substances List that contains more than 220 substances and substance groups that may not be used in our production processes and products. The Banned Substances List can be found on the [Borealis website](#).

Responsible Care®

Borealis is committed to the principles of Responsible Care® and enforces high product stewardship standards to ensure that its products do not pose a risk at any stage along the value chain.

Management and Due Diligence Processes

Risk Assessments

Borealis has adopted a hazardous chemicals strategy. This follows the precautionary principle of continuously assessing the risk potential of all substances used in Borealis' products to identify critical chemicals no longer permitted to be used or that can be replaced by safer alternatives. This includes all substances that were already classified as substances of very high concern (SVHCs) according to REACH and other comparable legislation outside the EU, or that fulfill the criteria to be considered as SVHCs in the future. The risk evaluation utilizes a tailor-made analysis and assessment tool that ranks the substances according to their overall risk. It considers related HSE risks and regulatory aspects, evolving stakeholder concerns, the technical feasibility of substitution, and the financial consequences of doing so, such as the costs of required innovation, approval, and modifications to technical equipment. Substances with the highest identified risk are further assessed by the Product Stewardship Council. The Council selects the substances to be evaluated using the Borealis Risk Matrix, which is a proprietary ranking tool to evaluate risks in detail. These assessments enable Borealis to identify, mitigate, and manage the risks posed by hazardous chemicals.

Quality Control

All incoming chemicals used in Borealis' products are assessed, rated, and documented to ensure legal compliance before they are approved for use. Local teams then perform additional assessments at each plant to ensure the chemicals meet plant-specific requirements and comply with national or community-related legislation. This process ensures that the procurement organization does not purchase any substance before the Product Stewardship Council has reviewed and approved it. Once materials are approved for purchase, they are subject to



Borealis’ quality control measures to ensure they continue to comply with the agreed material properties. Detailed information is documented for all materials regarding their composition and their hazardous constituents. Proper documentation of the raw materials used is a key element of high-quality Borealis product compliance statements, such as safety data sheets (SDSs) and application-related statements, including those on medical use, food contact, drinking water, and the origin of raw materials.

Safety Data Sheets

Safety data sheets (SDSs) are available on the [OMV](#) and [Borealis](#) websites. These documents are regulated under REACH and include comprehensive information on potential health, safety, and environmental issues. In addition, they inform customers and employees about how to handle and use our products safely. Borealis actively follows its suppliers’ SDSs and the harmonized classification process to ensure it always has accurate and up-to-date SDS and label information for our products.

2022 Actions

The OMV Group aims to become a global leader in circular economy solutions with a strong focus on increasing the use of sustainable fuels (e.g., Sustainable Aviation Fuel; SAF) and feedstocks.

Borealis’ activities regarding the circular economy and exploring sustainable feedstock result in new product safety and compliance aspects to consider and solve. Both existing and planned legal frameworks, for example following the EU Commission’s Green Deal, require industry

and brand owners to use post-consumer recycled (PCR) materials for their products. The Product Stewardship Council is providing support by generating an overview of applicable legislation and available industry standards to produce a risk assessment and analytical testing strategy so we can confirm compliance and the suitability of Borealis’ Circular Economy Solutions portfolio.

In 2022, all Borealis, mtm plastics, and Ecoplast mechanically recycled products underwent analytical testing to support the confirmations on our compliance statements. These documents were harmonized and published during 2022 and proved to be of high value to our customers.

Moving from fossil to renewable feedstock is another important aspect of the Group’s sustainability journey. Using this type of feedstock from animal and agricultural waste, however, raised other product safety challenges that needed to be tackled. After a thorough analysis of the related aspects, the messages on Kosher, Halal, animal origin, genetically modified organisms, and vegan status have been revised in the statement on raw material origin for the PO products concerned.

Outlook

Our Group objective is to drive sustainability by minimizing the potential hazards and risks associated with our portfolio. In 2023, Borealis will focus on implementing the long-awaited amendments to the food contact regulation for plastics and on submitting its 50–80 registration dossiers for the Turkish equivalent of the REACH legislation.

Security, Emergency, and Crisis Resilience

Material Topic: Security, Emergency, and Crisis Resilience

Protecting people, assets, operations, information, and reputation against any threats, incidents, or crises, thereby ensuring business continuity

Key GRI

- ▶ GRI 410: Security Practices 2016

NaDiVeG

- ▶ Employee and social concerns

Most relevant SDG





The purpose of OMV's security activities is to protect the OMV Group's personnel, assets, information, operations, value, and reputation against malicious threats. The Security, Emergency, and Crisis Resilience material topic encompasses two facets: corporate physical security and information security.

OMV's core commitments to security are laid out in the HSSE Policy. We protect against crime, malicious acts arising from geopolitical threats, and business crime. Furthermore, we develop resilience to respond to and recover from incidents and ensure business continuity.

Governance

Group HSSE is responsible for coordinating physical security and resilience activities across the OMV Group. Group HSSE is led by the VP HSSE, who reports directly to the Chief Executive Officer. In high-risk countries, we have dedicated Country Security Managers and Asset Protection Experts on site to add additional expertise. IT Security is not handled by the HSSE department, but rather by the Group IT & Digital Office led by the Chief Information Officer. The CIO reports directly to the Chief Financial Officer. The Group CIO is supported by the Group CISO and Group IT/OT Governance team.

Corporate Security

An unstable geopolitical environment in 2022 combined with complex new and ongoing regional conflicts, not only in the Middle East but also in Europe, resulted in Corporate Security investing significant resources in ensuring resilience and security in areas that we had previously considered low risk, but without losing focus on assets located in the Middle East and North Africa. In addition to the challenges of operating securely in Yemen, Tunisia, and Libya, the enduring threat of terrorist attacks in Europe and elsewhere has not diminished. Political extremism, organized crime, and the increasing convergence of cyber risks with physical threats necessitated the Corporate Security department's unrelenting focus on a robust yet flexible security strategy to enable OMV to continue operating in dynamic environments with asymmetric threats.

Specific Policies and Commitments

Our internal Security Management Standard lays out a comprehensive range of security regulations, plans, procedures, measures, and systems. The document utilizes the IOGP best practice guidelines, along with other industry best practice (ASIS and UK Security Institute), to enable the OMV Group to more effectively detect, deter, protect against, prevent, record, and investigate threats. Corporate guidelines on Issue Motivated Groups (IMGs) were updated, as was a position paper on Unmanned Aerial Systems (UASs).

Management and Due Diligence Processes

The OMV Group has a unique, agile, and proven security management system that is regularly reviewed, amended, or enhanced as the situation requires.

Risk Assessments

The philosophy of collecting security information and assessing it as a preventive security instrument remains a fundamental principle of the Corporate Security strategy. This concept affords us the ability to anticipate or instantly respond to a broad spectrum of geopolitical events, regional conflicts, and isolated incidents. Effective interaction with government and local security agencies further augments this approach with the reliable corroboration of facts on the ground.

OMV's security risk assessment platform continues to provide real-time oversight of OMV's asset risk exposure levels and can be quickly adjusted in response to geopolitical or security events, as well as enabling the dissemination of security-critical information in real time.

Human Rights and Community Engagement

The OMV Group's human rights policies and actions remain crucial to guaranteeing a secure and harmonious working environment. We provide human rights training to local security employees and third-party contractors. Effective community engagement at a local level remains a powerful security mitigation measure in regions experiencing conflict or instability. In high-risk countries, OMV's local security and community engagement strategies are tightly integrated, promoting effective policies, mutual respect, and transparency with all local stakeholders. In turn, they contributed directly to OMV's stable and secure operating environment in 2022. This cooperation encourages a precautionary approach to early detection and resolution of local grievances.

2022 Actions

Despite changing COVID-19 challenges and travel restrictions in 2022, the Corporate Security department continued to deliver operational support to OMV ventures, as well as surge capacity during security challenges. In high-risk countries, OMV also utilized dedicated Country Security Managers and Asset Protection Experts on site to enhance security via additional and, where appropriate, local expertise.

In 2021, the OMV Executive Board took the decision that OMV would join the Voluntary Principles on Security and Human Rights (VPSHR), if feasible. This set of tools provides guidance on risk assessment, public safety and security, human rights abuses, and the interaction between companies and private and public security. OMV



is committed to upholding human rights in all of its activities. During 2022, OMV Corporate Security conducted a VPSHR gap analysis using a third-party consultancy company to ensure independence.

Outlook

Following our VPSHR gap analysis by a third-party consultancy, we are now in the process of adopting their recommendations with a view to joining the VPSHR in 2023.

Information and Cybersecurity

In an increasingly interconnected global environment, information is exposed to a rapidly growing variety of risks, threats, and vulnerabilities. The OMV Group invests in information and cybersecurity to protect technology, assets, critical information, and our reputation, and to avoid any damage or financial loss resulting from unauthorized access to our systems and data. Keeping OMV Group free of security vulnerabilities and potential security risks is essential for the whole business.

Specific Policies and Commitments

Our internal IT²⁴/OT²⁵ Security Directive lays out the details of the IT/OT Security Framework, through which topic- or security domain-related security standards and policies are continually aligned and managed. The Security Framework consists of approximately 50 regulatory documents in total and is harmonized with the ISO 27000 series (ISO27k) of recommendations for IT controls and domains. It also covers OMV's commitment to securing the operation of its services in dedicated areas, such as within the filling stations retail business and the related PCI DSS²⁶ requirements.

Management and Due Diligence Processes

We run an Information Security Management System (ISMS), which is based on ISO27k standards and certified accordingly, with external monitoring and recertification processes carried out annually. A full recertification assessment was successfully completed in July 2022 and the OMV certification period was extended until 2025. One of the basic principles of an ISMS is incorporating a continuous improvement cycle in order to identify, prevent, mitigate, and remediate potential information security leaks or weaknesses.

Preventive, Technical, Detective, and Reactive Measures

We lower the risk of security breaches by introducing new tools, individual detection strategies, and response plans in order to maintain a strong perimeter for our physical and our cloud environment.

Technical housekeeping measures ensure a solid foundation with up-to-date hardware and software, as well as adequate information security processes. We implement security patches and offer guidelines in order to provide consistent hardware and software life cycles.

Detective and reactive measures are designed and executed on an ongoing basis to create transparency around existing risks, security gaps, and vulnerabilities. In order to protect our assets and keep intruders out, we integrate detective and reactive measures to mitigate possible damage and take remediation measures to ensure a fast and total recovery. Examples of such measures include:

- ▶ Permanent vulnerability scans on cyber assets
- ▶ Breach and attack simulations to evaluate potential attack surfaces
- ▶ Running continuous internal and external penetration tests on critical applications/systems
- ▶ External audits as quality assurance (ISO27k, PCI-DSS NIS, etc.)

Training

We run regular and intensive training sessions to keep our employees' information security awareness at an adequate level. The awareness efforts are either based on general topics of information security interest, ad hoc demands as timely countermeasures on dedicated use cases, or even target-group-focused topics, and are based on different formats, such as:

- ▶ Mandatory e-learning sessions including knowledge check
- ▶ Topic-based videos
- ▶ Classroom training sessions
- ▶ Anti-phishing email campaigns
- ▶ "My News" platform to share news via the intranet and internal blog posts

²⁴ Information Technology (IT) Security is a set of cybersecurity strategies that prevents unauthorized access to organizational assets, such as computers, networks, and data. It maintains the integrity and confidentiality of sensitive information, blocking the access of sophisticated hackers.

²⁵ OT Security is defined as Operational Technology (OT) hardware and software that detects or causes a change through the direct monitoring and/or control of physical devices, processes, and events in the enterprise. OT is common in Industrial Control Systems (ICS), such as a SCADA system.

²⁶ Payment Card Industry Data Security Standard



Incident Reporting and Escalation Processes

OMV operates continuous 24/7 security monitoring. Potential findings are processed via Security Information and Event Management (SIEM) intelligence and supplemented by Level 1, 2, and 3 analysts. Escalation procedures exist to ensure timely remediation of security incidents on a 24/7 basis. OMV's Cyber Defense team classifies incidents and triggers the incident response process, then activates all required functions via automatic and manual alerts sent by voice message and SMS. All remediation actions follow predefined "runbooks" in order to ensure efficient and timely processing. A clear communication plan ensures the proper information is disseminated to all relevant stakeholders.

Business Continuity/Contingency Plans and Incident Response Procedures

OMV tests its business continuity plans and incident response procedures annually through cyber emergency exercises. The cyber emergency exercises, which are run with external experts, focus on specific, realistic threat scenarios in order to test related mitigation procedures and processes. The tabletop exercise consists of a series of "injects." Each inject represents an event or a piece of information that is discovered as the scenario unfolds and is related to the security incident at hand. The audience of this scenario usually consists of up to 30 participants, including representatives from the IT Security, superior IT Management, and OT Security teams, among others. After each inject, a corresponding review and evaluation of the process is conducted, including an appraisal determining lessons learned.

2022 Actions

The following key activities were carried out across the Group in 2022:

- 0** noteworthy cyber security incidents
- 50** regulatory documents of the IT Security Framework reviewed and updated
- Approx. **70** different types of awareness measures conducted (e.g., classroom exercises, online training sessions, and email phishing campaigns)
- Approx. **500** projects guided to ensure coverage of defined security requirements

- ▶ We continued to operate an extensive information security awareness program for our employees based on several formats. There was a focus on measures dedicated to email phishing threats, as this is the main source of potential attacks.
- ▶ We continued to run an extensive IT security program to bundle all projects related to IT security, aiming for further IT maturity development. Consequently, there is now an increased level of resilience and preparedness against cybersecurity threats.
- ▶ We permanently ran IT security penetration tests alongside our networks and platforms to also cover a detailed technical layer in our security surveillance measures. The tests are processed both internally and externally.
- ▶ We started implementing a tool that enables the user to classify their information in terms of confidentiality, and hence to apply the relevant security measures to protect the data accordingly.
- ▶ In the area of cyber defense, we implemented a tool to perform breach and attack simulations to continuously validate the current resilience and vigilance level.

Outlook

The OMV Group is dedicated to continuous improvement processes and implementing related measures. Other strategic aims and core endeavors are to further increase the basic IT maturity level, to further extend cyber defense capabilities and threat resilience beyond the already established high level, and to be certified according to the comprehensive information security governance structures based on several frameworks (ISO, PCI-DSS, NISG, BSI). Additional focus is placed on topics in the context of the emerging IT and OT areas, especially in light of cyberattacks, to secure critical infrastructure assets and facilities from both functional perspectives.



People

As a signatory to the United Nations Global Compact, 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 by pursuing a social investment strategy that addresses local needs and the UN Sustainable Development Goals (SDGs). We are aware that the energy transition also brings with it 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.

Our operations impact our employees and the communities where we operate. These impacts can be positive, for example employment opportunities, fostering local businesses, and infrastructure, as well as negative, for example competition for land use, dust production, privacy, and community dependence on the Company, among other things. Our social license to operate is based on upholding human and labor rights and developing positive relationships with our employees and communities.

We are committed to building and retaining a talented, sustainable expert team of employees for international and integrated growth to meet today's challenges and adapt for tomorrow. OMV is committed to ensuring fair treatment and equal opportunities for all employees and has zero tolerance for discrimination and harassment of any kind. We embrace our differences and use our diversity of thought and experience as a catalyst for growth and creativity. With our new People & Culture Strategy, we are ensuring the transformation of OMV will be a success by adapting our current ways to fit with our new aspirations. Building on our capability, we are reinventing how we lead and our way of working, and growing our network of experts, because "People make it happen."

The People strategic focus area combines our commitments and actions relating to our employees and communities under one umbrella. Our approach begins with ensuring that the human rights of our employees and communities are upheld – efforts that are described in the "[Human Rights](#)" material topic. The "[Diversity, Equity, and Inclusion](#)," "[Employees](#)," and "[Communities](#)" material topics then further outline how we ensure those rights are realized, whether economic, social, or cultural.



Human Rights

Material Topic: Human Rights

Protecting and fulfilling the fundamental rights (e.g., labor rights, freedom of association, and land rights) of OMV Group employees, business partners, and third parties, such as indigenous peoples, in relation to our business activities

Key GRIs

- ▶ GRI 407: Freedom of Association and Collective Bargaining 2016
- ▶ GRI 408: Child Labor 2016
- ▶ GRI 409: Forced or Compulsory Labor 2016
- ▶ GRI 411: Rights of Indigenous Peoples 2016
- ▶ GRI 412: Human Rights Assessment 2016

NaDiVeG

- ▶ Respect for human rights
- ▶ Employee and social concerns

Most relevant SDGs:



Human rights are universal values that guide our conduct in every aspect of our activities. The OMV Group strives to be a fair and responsible employer and recognizes its responsibility to respect, fulfill, and support human rights in all operations. Our approach entails ensuring that the OMV Group does not become complicit in any human rights abuse as defined under current international law.

The OMV Group holds itself responsible for protecting the human rights of our employees, as well as those of people directly impacted by or involved with our business, for example our suppliers, communities, indigenous peoples, and the society in which we live and operate our business. Our responsibilities in the area of human rights include, and are not limited to, equality and non-discrimination, decent wages, working hours, employee representation, security, primary health care, labor rights in the supply chain, education, poverty reduction, land rights, and free, prior, and informed consent (FPIC). We specifically concentrate on the impact of our activities on the human rights of vulnerable groups, such as indigenous peoples, women, and children.

Specific Policies and Commitments

Our Code of Conduct and the [OMV Group Human Rights Policy Statement](#), which are both approved by the Executive Board, set out our understanding of and responsibility for respecting and realizing human rights in our

business environment. In 2022, we revised our existing Human Rights Policy Statement to include detailed descriptions of our specific human rights commitments, e.g., related to worker’s rights, vulnerable groups, and security, as well as our commitment to contributing to a Just Transition.²⁷ This process involved consulting with internal stakeholders of the OMV Group and external consultants and was concluded by the formal approval of the OMV Executive Board. Based on this Group statement, Borealis and OMV Petrom will develop their Human Rights Policy Statements to be approved by the respective Executive Boards.

The OMV Group respects and supports human rights as described in the Universal Declaration of Human Rights and in internationally recognized treaties, including those of the International Labour Organization (ILO). OMV, OMV Petrom, and Borealis have signed the UN Global Compact and are fully committed to the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. This includes a commitment to upholding labor rights, such as decent wages, working hours, employee representation, and provisions against forced labor, child labor, and human trafficking. We therefore 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](#)

²⁷ “Just Transition” refers to addressing the social and economic effects of the transition to an environmentally sustainable economy as stated in the Guidelines of the International Labour Organization (ILO) for a just transition.



[Human Trafficking](#) explains in detail the countermeasures taken in all parts of the business and supply chain.

In addition to these commitments to international norms, we have further mapped out our human rights responsibilities in a comprehensive Human Rights Matrix, which is designed to serve as the foundation for our activities in this area. The OMV Group Human Rights Matrix covers responsibilities in the areas detailed below. The management of these commitments is further defined in a number of internal directives and regulations, such as the Community Relations and Community Development handbook available for all CSR focal points within the OMV Group, the Human Rights Management System, and our Community Grievance Procedure.

Equality and Non-Discrimination

This includes the implementation of appropriate guidelines and awareness raising. Read more about our approach to this topic in [Diversity, Equity, and Inclusion](#).

Security

This includes preventive, defensive, and community-oriented approaches to security, clear guidelines, supervision, and training. Read more about our approach to this topic in [Corporate Security](#).

Health and Safety

This includes the OMV Group's health and safety management as well as community arrangements. Read more about our approach to this topic in [Health, Safety, and Well-Being](#).

Labor Rights

This includes decent wages, working hours, employee representation, collective bargaining, and provisions against forced labor, child labor, and human trafficking. We support the "five fundamental principles and rights at work" outlined in the ILO Declaration. We are committed to respecting workers' rights, in line with 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 the OMV Group's standards, based on international human rights law, the OMV Group is guided by its higher standards unless this is forbidden by law.

The OMV Group 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.

Working Hours and Flexibility

We are committed to comply with applicable local working time and overtime payment provisions, which is essential for a professional working environment. 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 like special part-time work for certain age groups and have recently introduced new work-from-home options 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

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 live up to 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 of our employees are covered by mandatory notice periods under employment law or collective bargaining agreements in the event of restructuring. In situations where, despite training, transfer, or development programs, 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

We are committed to locally applicable minimum wage standards, for example as stated in the collective bargaining agreements. For almost all of our employees, minimum wages or salaries are fixed by law or agreed by way of collective bargaining.

Right to Education

This includes employee training and support for basic education in the surrounding communities. Read more about our approach to this topic in [Skills Development and Training](#) and [Community Investments](#).



Property and Standard of Living, Including Land Rights and Poverty Reduction

We adhere to international best practices, which require avoiding involuntary resettlement, or at least keeping it to a minimum. Where resettlement is unavoidable, all people affected should be compensated fully and fairly. In 2022, the countries in which we did business did not report any community relocation/resettlement due to our business activities. We are committed to a fair and transparent procedure for land use and compensation to local communities or authorities. If exploration, development, or production activities have the potential to impact communities, and/or their land, we consult with all relevant stakeholders ahead of time and obtain permission to use the land either temporarily or permanently.

Local Communities and Indigenous Peoples

We are committed to community consultation based on free, prior, and informed consent (FPIC) in accordance with IFC Performance Standard 7 and ILO Convention 169. We are aware of indigenous communities in the proximity of our operations in Māui, Pohokura, and Maari in New Zealand, as well as in the Arma district in Yemen. Yuzhno-Russkoye, of which OMV owns a 24.99% share, is located in the Yamalo-Nenets Autonomous Okrug. Read more about our approach to engaging with our communities in [Community Impacts and Grievances](#).

Privacy and Family Life

This includes personal data protection and appropriate living and working conditions. An internal data protection directive is in effect for our employees, and we adhere to a public [data protection policy](#) regarding the processing of personal data. The OMV Group is aware that specific circumstances of operations in the field (remote locations away from family, residence in camps, etc.) potentially impact rights to privacy and to family life. Therefore, we apply the principles of necessity and proportionality regarding our employees' living and working conditions.

Environment and Climate Change

The OMV Group recognizes the right to a clean, healthy, and sustainable environment as a human right that is intrinsically linked to a wide range of other human rights. With our OMV Strategy 2030, we are fully committed to supporting and accelerating the energy transition, acting on responsible resources management, and minimizing the environmental impacts of our operations.

Cognizant of the social impacts that the energy transition entails, the OMV Group is committed to contributing to a Just Transition for our employees and communities, and

to addressing the social and economic effects of the transition to an environmentally sustainable economy.

Governance

In 2022, we took major steps to entrench accountability for human rights in our Company leadership. Our CEO is now the key owner of the topic of human rights. He is personally briefed about our main achievements and challenges related to our human rights impact at least twice a year (and whenever critical concerns arise), was the first participant to complete the revised human rights e-learning, and requested that all employees live up to our human rights commitment in a personal video message. The OMV Group has renewed its commitment to human rights with the formal approval of our revised OMV Group Human Rights Policy Statement by the OMV Executive Board.

Below Board level, accountability for our compliance with human rights lies with the respective countries' business heads. Locally based human rights focal persons conduct due diligence at the operating facilities with the support of six human rights experts at Group level (at OMV, SapuraOMV, OMV Petrom, and Borealis). Action plans and mitigation measures are implemented and reported by the respective functions, depending on which aspect of human rights is in question. Thus, the People & Culture (P&C) department deals with human rights issues related to labor rights, the Procurement department is responsible for managing human rights issues in the supply chain, the HSSE department is responsible for health, safety, and security-related human rights issues, and the corporate Community Relations and Development function oversees OMV responsibilities related to the human rights impact on communities and indigenous peoples.

Management and Due Diligence Processes

The human rights due diligence process involves assessing the human rights risk associated with our current and future business activities and taking risk management actions. This ongoing process uses external resources and expertise, which includes external stakeholders, particularly those from impacted groups.

Human Rights Matrix

Since 2008, we have mapped out our human rights responsibilities in a comprehensive Human Rights Matrix designed to serve as the foundation for our activities in this area. We use this tool to assess our human rights challenges and activities, and prioritize our actions as essential, expected, or desirable in defense of human rights. We regularly review the priorities in our matrix and redefine them in accordance with international best practice and the latest developments in the human rights field.



At all stages of the human rights due diligence process, we use the OMV Group Human Rights Matrix as a common standard, mapping out reality on the ground against the concrete responsibilities as defined in the matrix, and identifying any gaps we need to focus on. This approach helps us identify any potential human rights impact of our business activities, whether it relates to non-discrimination and diversity, labor-related issues (e.g., minimum wage and adequate break times), indigenous peoples' rights, or human rights in the supply chain.

Risk Assessments

The OMV Group has developed due diligence tools and techniques to assess the risk of human rights violations²⁸ related to our business, even before we launch or acquire business in a new country. Human rights are one of the components considered when making the decision to engage in a new country. The relevant human rights risks 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 measures to reduce the risk of direct and indirect involvement in potential human rights violations. We also conduct regular assessments of our current operations to determine their exposure to the risk of human rights and labor rights violations.

Due diligence starts with an initial risk ranking at country level: every country we operate in (or plan to operate in) is assessed based on comprehensive human-rights-related data and in consultation with internal and external experts. The countries are rated as low, medium, and high risk, countries with the greatest manageable risk, and "no-go" countries with unmanageable risk. Based on this rating, we develop our yearly work plan, defining further due diligence actions and human rights training. Internationally recognized third-party experts support the OMV Group in conducting due diligence on the Company's exposure to human rights risks. In 2022, for example, a team of external human rights experts conducted five country entry checks and compliance checks for six projects. The assessment included human rights risks related to OMV's potential business activities in these countries and proposals on concrete mitigation measures in case of positive entry.

We additionally conduct dedicated country risk assessments regarding labor rights to determine and monitor the legal situation and future development. As well as monitoring relevant labor rights risks, we work closely with employee representatives depending on the type of risk and potential impacts. With our annual initial risk rating, we also identify countries with elevated risks²⁹ of severe

human rights abuse such as forced labor, child labor, or restrictions on the freedom of association. Within our country portfolio, 13 out of 49 (26.5%) countries (e.g., Yemen, Libya, and Brazil) show an elevated risk of child labor. 18 out of 49 (36.7%) countries (e.g., Yemen, Libya, and China) have an elevated risk of forced labor. The freedom of association is generally limited in 17 out of 49 (34.6%) countries (e.g., UAE, China, and Malaysia). We inform the respective General Managers and Human Rights Focal Persons about the elevated risk levels in their countries and recommend specific mitigation measures, for example human rights training for employees and the integration of the mentioned human rights issues in contractor meetings.

Self-Assessments

The Human Rights Self-Assessment is one of the tools we use to evaluate the effectiveness of our human rights due diligence approach. Such assessments create internal awareness, capture our self-perception of our human rights performance, and facilitate the identification of gaps and further actions. In 2022, we conducted a Human Rights Self-Assessment at Pak-Arab Refinery Limited (PARCO)³⁰ with the support of external human rights experts. A detailed report and expert recommendations on follow-up activities are expected in the beginning of 2023. We also initiated the Human Rights Self-Assessment exercise at OMV Libya, whose findings will be received in early 2023.

Training and Awareness Raising

We pay special attention to training and raising awareness to bring our human rights commitment to life. We provide training on human rights, which helps equip our employees with an understanding of our human rights management process and gives them a space to work on concrete operational issues and local challenges. Even though the key concepts of the OMV Group Human Rights Management are the same across all countries in which we operate, the training focal points and discussions vary significantly, ranging from human rights in armed conflict environments and the risk of the OMV Group's complicity to the OMV Group's human rights responsibilities in joint ventures, personal legal liability, and employees' human rights and grievances. In 2022, we conducted several virtual classroom training sessions, for example for OMV Libya, OMV UAE, PARCO, OMV Tunisia, and other teams.

All employees are strongly encouraged to complete an interactive e-learning course, which is part of the training curriculum for all employees worldwide. In 2022, we developed and launched a new human rights e-learning course, which guides employees through human rights norms and situations. The content of this 35-minute

²⁸ A human rights violation happens when OMV fails to respect, fulfill, and support the realization of human rights in relation to our business activities, or becomes complicit in human rights abuse as understood under current international law, and as committed to in our OMV Group Human Rights Policy Statement and mapped out in our OMV Human Rights Matrix.

²⁹ Elevated risk countries are those identified with a risk level of "high," "greatest manageable," or "no-go" (out of five levels: low risk, medium risk, high risk, greatest manageable risk, no-go) in our initial risk rating.

³⁰ Pak-Arab Refinery Limited (PARCO) is a joint venture between the government of Pakistan (60%) and the Emirate of Abu Dhabi (40%), through its Mubadala Investment Company (MIC). OMV holds a 10% stake via MIC in PARCO.



training session is based on an internal needs survey conducted among subject matter experts dealing with human rights topics. It teaches a basic understanding of human rights in the business context and provides insight into our specific responsibilities, for example related to diversity and non-discrimination, labor rights of our own and contractors' employees, human rights in security setups, and the rights of our communities, as well as severe human rights violations such as child labor, forced labor, and human trafficking. It also provides insight into our due diligence tools and what to do in the case of observed or alleged human rights abuse. In addition, the Borealis ethics code of conduct e-learning covers human rights topics including discrimination, harassment, diversity, inclusion, bribery, and corruption. This e-learning is provided to all employees of Borealis and, in 2022, 85% completed this training. In addition, 100% of the Borealis Executive and Supervisory Boards have received in-person ethics training covering human rights.

SapuraOMV has developed a human rights e-learning course for all employees, and additionally delivered human rights awareness training to its staff and main contractors at all sites (Kuala Lumpur, Miri in Sarawak, Labuan, and Pasir Gudang in Johor). After providing a general understanding of human rights in the business context, topics such as equal opportunities, union and labor rights, communities' rights, and the grievance mechanism have been discussed.

We also implement internal awareness-raising campaigns throughout the Group. All of the business heads in countries where we have operations are informed and regularly updated regarding their country's human rights risk level. We provide information about the key challenges and recommended due diligence steps and training, wherever applicable. A human rights awareness campaign was also conducted on the occasion of the international Human Rights Day in December. All employees Group-wide were informed about our commitment and invited to complete the new human rights e-learning program with a personal video message from the CEO.

Regarding specific labor rights issues, the rights and obligations of our employees are set out in employment contracts. We keep our employees up to date via our various internal channels of communication (e.g., employee intranet, emails, and news feed) in the event of legal changes or new available information. For questions and specific information, we provide local P&C contacts and employee support hotlines.

Employee Representation

Employee representation is a valued and long-standing feature in the Company's strategic orientation. Employee representatives are afforded information and consultation rights as legally foreseen. A good and constructive working relationship with employee representation is an overall priority and is seen as being in the best interest of the Group and our staff.

Given the internationality of our Group activities and the various locations where we operate, employee representation at the OMV Group is diverse and depends on the local legal situation and the setup and activities of the local workforce. We cooperate with all official employee representation bodies, and deal responsibly with our staff directly where no employee representation is available.

Grievance Management

According to the UN Guiding Principles, an effective grievance mechanism is a crucial instrument for ensuring compliance with our human rights commitment, and a source of continuous learning for improving Company human rights performance. Particular emphasis is placed on the prevention of human rights violations and the integration of human rights issues into our decision-making processes. This includes registering grievances to ensure a preventive approach.

Our approach to managing community grievances follows the precautionary principle of obtaining local approval of OMV Group operations. This involves identifying and resolving the issues of concern to the local community early on. OMV's localized Community Grievance Mechanism (CGM) procedures stipulate a stringent approach to systematically receiving, documenting, addressing, and resolving grievances in all the countries where we operate. Human rights grievances from community members and suppliers are submitted through the CGM and then analyzed locally and at Group level. For more information about the CGM, see [Community Impacts and Grievances](#).

We offer our employees various channels for bringing issues, concerns, and grievances to our attention. They include the PetrOmbudsman at OMV Petrom, where employees and management can have confidential, off-the-record, informal discussions and address issues related to the workplace. Moreover, employees can bring forward their concerns in direct dialogue with human rights managers, human resources business partners, and works council members. At Borealis, such concerns can also be raised through the Borealis Ethics Hotline, anonymously and confidentially, with Group Ethics & Compliance, Ethics Ambassadors, and other reporting channels. In the event of legal or other changes (e.g., restructuring and pension issues), we offer interactive



communication sessions with employees regarding working conditions. In 2022, internal grievances concerning wages and compensation related to transfer to the field were raised by two employees. At the end of 2022, the grievances had not yet been solved and P&C was still in dialogue with the complainants – in an effort to find a

solution acceptable for all stakeholders involved and in line with national law and international human rights standards. The OMV Group's strong human rights management was put to the test in 2022 when we were faced with major human rights violations related to our business activities.

Alleged Human Trafficking Practices by (Sub)contractor at the Propane Dehydrogenation Plant Construction Site in Kallo, Belgium

In late July 2022, Borealis was confronted with reports of alleged human trafficking practices conducted by the main contractor IREM and their subcontractor on a propane dehydrogenation (PDH) plant construction site in Kallo, Belgium. The practices were reported to involve exploitation, inadequate compensation, lack of social security, and poor housing conditions. Belgian media subsequently alleged that Borealis had been informed two months earlier about these large-scale human trafficking practices. Borealis' internal checks have established that in May 2022 a Borealis employee was made aware for the first time of allegations of social malpractice in relation to one IREM worker through a private social media channel, and that this incident had been reported to the Social Inspectorate of Belgium.

Borealis has zero tolerance for any malpractice and puts stringent measures in place to mitigate related risks. After being informed of the alleged human trafficking practices, Borealis immediately took the following measures:

- ▶ Borealis has offered – to the extent legally allowed – its financial aid to support the organizations in charge, to provide impacted workers with physical and mental health support, safe shelter, help gaining official work permits, or, if they prefer, relocation.
- ▶ Local authorities' investigations are fully supported, and all requested information has been provided to the authorities, in full transparency.
- ▶ The Group established a Crisis Management team led by Executive Board member Philippe Roodhooft, conducted thorough internal checks, launched audits and inspections of other contractors, and took other actions to improve monitoring and speaking-up related to our contractors' business conduct.
- ▶ Borealis also encouraged both internal and external stakeholders to use the Borealis Ethics Hotline, through which victims can also submit their grievances. All reports received via this hotline are handled with the utmost priority and in line with legal requirements.
- ▶ Borealis immediately suspended and later terminated all contracts with IREM due to its non-compliance with their fundamental principles, and retendered the contracts. After careful consideration, Borealis granted the majority of the works to the contractor Ponticelli and implemented thorough social controls at the Kallo construction site, to respect and value the workers there. Work on the construction site gradually increased from October 2022.
- ▶ Borealis has created the new position of Group Social Compliance Manager, who reports directly to the Group Compliance & Ethics Officer and is responsible for monitoring the proper and legal business conduct of Borealis' contractors and all other supply chain partners. This function cooperates closely with colleagues from compliance, procurement, and internal audit functions. In addition, a local Social Compliance Manager is responsible for audits, spot checks, investigations, due diligence and vetting, and contract review in Kallo.
- ▶ Borealis strengthened its speak-up campaign to encourage reporting of suspected or witnessed misconduct. The campaign is specifically targeted at workers of contractors, who are invited to contact Borealis directly in the event of such misconduct.
- ▶ Processes for the vetting, due diligence, and monitoring of supply chain partners have been improved and involve enhanced due diligence requirements for contractors who assign personnel to Borealis sites.
- ▶ Additional training has been provided to raise awareness among internal project teams and contractors and address the detected issues.



The OMV Group always seeks to improve and is strongly committed to further strengthening its processes and mitigation measures to prevent any maltreatment and disrespect of workers' human rights in the supply chain.

At corporate level, we analyzed the HSSE and Procurement directives for contractor management and prepared a detailed checklist for human rights compliance to be used at site level. The revised human rights e-learning refers specifically to human rights in business relations, and the new OMV Group Human Rights Policy Statement details our human rights commitment related to labor rights and business partners in line with business best practice and international standards. A review of our Code of Conduct has been initiated and will be completed in 2023. At local level, individual monitoring initiatives were implemented to ensure our business partners' compliance with human rights. Among these were spot checks and HSSE walks, the inclusion of human rights in service quality meetings and evaluation criteria with our contractors, the confirmation of contractor employees' employment registrations with local labor offices, detailed checks of framework contracts, and intensified promotion of our human rights training options. Furthermore, all business entities developed short- and mid-term plans to intensify human rights management in contractor relations.

OMV Petrom has set up a task force comprised of representatives from Compliance, Procurement, HSSE, Sustainability, HR, and Legal and developed a human rights violations prevention plan for OMV Petrom sites, both with the objective of intensifying human rights management in our business relationships. Some of the measures are the inclusion of human rights in quarterly meetings with contractors, awareness campaigns for our own staff and contractors, and the training of HSSE auditors on human rights.

SapuraOMV has developed a plan of short- and long-term measures to improve our human rights performance in business relations, covering the topics of contractors' agreements and work permits, wages, working and break times, working and housing conditions, access to grievance mechanisms, and training.

2022 Actions

- 0** incidents related to child labor
- 0** incidents related to forced labor³¹
- 0** violations of indigenous peoples' rights
- 35** human rights grievances, thereof 30 external and 5 internal (**0** proven violations)
- 94%** of employees covered by collective bargaining agreements

In addition to rolling out a new Human Rights Policy Statement and new e-learning, our journey in 2022 focused on performing human rights assessments more consistently in existing high-risk assets and new projects. A Human Rights Self-Assessment for OMV Libya was initiated in December 2022 and will be completed in the first Quarter of 2023.

OMV Petrom has prepared the groundwork and taken preliminary steps toward further enhancing the focus on human rights topics, both within its own organization and workforce and along its supply chain. Human rights have been included in the HSSE Management System Audit of a waste management supplier, with the corporate human rights expert contributing with a focus on workers' compensation, working conditions, hours and break times, and grievance mechanisms in place. This pilot project provided the opportunity to further improve our approach to rolling out combined HSSE and human rights audits in 2023 for selected suppliers, as well as targeted spot checks in contexts where the risks are deemed to be higher.

In 2022, as part of its ongoing human rights due diligence, Borealis assessed the American operations at Borealis Compounds Inc. (BCI) locations. The assessment report, which has been reviewed by an external legal counsel, concludes that BCI staff have a basic awareness of human rights requirements in accordance with applicable law and Borealis Group policies related to human rights. Recommended actions are to continue regular dialogue with management about human rights, require all employees to complete the human rights e-learning in 2023 to strengthen human rights awareness, ensure alignment of labor practices with ILO standards, and fill the Ethics Ambassador role in Rockport in 2023.

In Malaysia, the SapuraOMV Executive Board has signed its Social Responsibility Policy, which includes human rights management. SapuraOMV has delivered human rights awareness training to all staff and main contractors at all sites (Kuala Lumpur, Miri in Sarawak, Labuan, and

³¹ 30 grievances in the context of alleged human trafficking practices by the (sub)contractor at the propane dehydrogenation plant construction site in Kallo, Belgium, are related to exploitation, inadequate compensation, lack of social security, and poor housing conditions of workers. However, at the current state of investigations there is no evidence for forced labor practices as understood under the ILO Forced Labour Convention, 1930 (No. 29).



Pasir Gudang in Johor), with a total of 216 own employees and 36 contractors' employees participating.

SapuraOMV has also developed an online training course and launched it in November 2022. A Human Rights Self-Assessment of SapuraOMV's main contractor for the Jerun project in Pasir Gudang, Johor, was initiated and completed in September 2022.

Outlook

We will take the following actions in the coming years to continue to improve our human rights approach:

- ▶ We will continue our efforts in 2023, including ongoing training and an awareness-raising campaign for employees. We will further promote our new human rights e-learning training tool and offer (virtual) classroom training to specific target groups. Borealis will offer the new human rights e-learning training tool to their employees starting in 2023.
- ▶ We aim to carry out assessments of high-risk non-operating assets to identify and address the human rights impacts of our business practices.
- ▶ In 2023, we plan to review our Human Rights Management System, including adapting our due diligence process and the Human Rights Matrix to recent developments in the field of human rights in the business context.
- ▶ Over the next few years, we will continue to integrate Borealis into our labor rights management process, including but not limited to their incorporation into the risk assessment process. We will further focus on the recent developments in the work environment, mainly regarding digitalization and flexibilization.
- ▶ We will continue our work on the integration of climate change and a Just Transition into the OMV Human Rights Management System.



Target 2025:

- ▶ Train all OMV Group employees in human rights

Target 2030:

- ▶ Conduct human rights assessments and develop action plans for all OMV Group operations with a high level of human rights risks every 5 years³²

Status 2022:

- ▶ 52% of employees were trained in human rights.³³ In 2022, 4,170 employees completed the human rights e-learning course, and 105 employees participated in (virtual) classroom training on human rights.
- ▶ 4 assessments conducted in the last five years³⁴

Most 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

8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms

8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

16.1 Significantly reduce all forms of violence and related death rates everywhere

³² Human rights assessments carried out with the help of external consultants for countries with high, highest manageable or no-go risk

³³ This figure includes trainings of at least 30 minutes run from 2016 to 2022. The decrease as compared to last year's figure is due to the exclusion of employees who have completed human rights training in the period from 2016 to 2022 but left the Company before December 31, 2022, from the final figure of employees trained. 2,798 human rights training hours were provided in 2022. Compliance and human rights trainings provided to Borealis employees are not included in the training figures because the human rights section did not last for 30 minutes, so these trainings are not counted toward target achievement.

³⁴ Data includes human rights assessments in the countries with elevated human rights risks. The number does not include country entry checks and assessments done in medium or low human rights risk countries.



Diversity, Equity, and Inclusion

Material Topic: Diversity, Equity, and Inclusion

Actively seeking diversity of thought and experience, ensuring equal opportunities for all, and cultivating an environment of respect and psychological safety to enable all employees to be their full selves

Key GRI

- ▶ GRI 405: Diversity and Equal Opportunity 2016

NaDiVeG

- ▶ Employee and social concerns

Most relevant SDGs



Diversity is an enormous strength that we actively leverage to create business value. We strongly believe that diverse teams are more creative, resourceful, and knowledgeable, and that they generate broader perspectives, ideas, and options. Diversity, Equity, and Inclusion (DEI), therefore, have a strong impact on people and teams, improving engagement and job satisfaction and directly contributing to the Group's profitability and sustainability.

Our DEI Vision states that in order to become an organization where our difference(s) are embraced, our diversity of thought and experience should be used as a catalyst for growth and creativity. We will actively remove barriers to provide equitable opportunities for each employee to grow and contribute to the success of our companies. We will build a culture of trust and respect by working together to ensure an inclusive and safe space for everyone to be their whole and authentic self. The OMV Group is therefore expanding its DEI focus to include a broader range of diversity aspects, such as age, nationality, and diversity of ideas. Ultimately, our goal is to encourage and support all forms of diversity in the workforce and create an environment of respect where all employees are valued. This means having an inclusive culture in which the same opportunities and level of psychological safety are in place for all people to feel supported and be successful, regardless of their background (e.g., nationality, gender, age, social, and health).

Specific Policies and Commitments

As stated in our Code of Conduct, employees and job applicants will not be discriminated against because of their age, race, faith or religion, skin color, nationality, ethnic origin, political or other beliefs, gender, sexual orientation, disabilities, or family status. We have also developed a Group-wide People & Culture Ethics Guideline, which gives more details

on our clear position regarding non-discrimination in the workplace. In line with this guideline, we aim to provide Group-wide complaint procedures and investigation principles for any misconduct in this regard.

The principle of equal opportunity is strictly observed in recruitment. Furthermore, to encourage gender diversity, our recruitment policy reflects our commitment to promoting equal opportunities; at least one female candidate is included in the shortlist for each position. Gender is one of the diversity criteria we use when selecting members of the Supervisory Board and the Executive Board. We encourage equal pay at all career stages, for example by setting standardized entry-level salaries that are reviewed each year in line with the local market situation.

Governance

Responsibility for the diversity topic is anchored at the highest level, as the achievement of diversity targets forms part of the ESG targets in the Long-Term Incentive Plan (LTIP) in the Executive Board's remuneration.

The OMV Group's People & Culture (P&C) department is responsible for implementing the Group's Diversity, Equity, and Inclusion strategy. For more information on P&C, see [Employees](#).

To work on our DEI strategy and reach the milestones defined in our roadmap, a governance team comprising P&C, Communications, and sponsors from Board level was formed in 2022. In addition, during DEI workshops, a volunteer team comprising OMV Group employees was formed and onboarded to provide support in achieving our DEI goals. The volunteer team aids our actions by promoting the initiatives within their teams, creating the voice of the DEI community, and increasing visibility.



Management and Due Diligence Processes

We have embedded diversity targets into our people processes such as recruitment, talent and succession planning, learning, and leadership development. There is a preference for female candidates when identifying top talent. In order to strengthen our pipeline of diverse leaders, we have introduced the following measures:

- ▶ Providing advanced mentoring for women
- ▶ Launching the SHERenergy women’s leadership development program
- ▶ Running career aspiration talks across all our divisions in the OMV Group with the goal of giving talented female employees greater visibility and ensuring we better understand their support needs and individual career plans
- ▶ Encouraging leaders to create an inclusive working environment by making it part of our leadership competencies and performance evaluation of leaders
- ▶ Covering unconscious bias in our leadership programs (in its broadest sense, so not only gender but also generational, people with special needs, background, etc.)
- ▶ Offering interview training as part of our new manager training with the goal of teaching behavioral interviewing techniques, such as how to overcome unconscious bias and how to better structure interviews
- ▶ Including internationality in the criteria for assessing candidates when recruiting executives

The growing diversity of employees (e.g., gender, generations, and internationality) in leadership positions at OMV confirms the effectiveness of the dialogue and activities underway.

2022 Actions

29.6% increase in paternal leave in 2022 vs. 2021

49% of participants in leadership development programs were female in 2022.³⁵

We strive to continuously develop new initiatives and measures that cultivate a culture of diversity and equal opportunity within the OMV Group. Some of the key activities carried out in 2022 included:

- ▶ An employee survey on diversity, equal opportunities, and inclusion was launched at the end of 2021. Through this, the OMV Group was able to further strengthen the culture of listening to unheard voices in our Company, and collect feedback from employees on diversity, equal opportunities, and an inclusive environment in the Company. The survey’s findings played an important part in developing OMV’s new Group-wide Diversity, Equity, and Inclusion strategy 2030, which was launched in 2022.
- ▶ OMV is committed to ensuring fair treatment and equal opportunities for all employees and has zero tolerance for discrimination and harassment of any kind. In line with our commitment to equality and non-discrimination, we began working on a formal non-discrimination policy in 2022. This will be introduced in 2023.
- ▶ International Women’s Day is a day to focus on equality and women’s rights worldwide. In 2022, the motto #Break-TheBias directed the focus toward prejudices that still stand in the way of women’s equality. OMV fully supports this approach and therefore organized events in March 2022, such as a presentation of DEI quick poll insights and a discussion around it, and hosting guest speaker Victoria Schnaderbeck (professional soccer player, Austrian national soccer team).
- ▶ In spring 2022, the OMV Group introduced a program specifically designed for expecting parents called the New Parent Program. The aim of this is to support expecting parents by equipping them with all the things they need to know, for example planning their parental leave, their return to work, financial aspects of part-time working models, etc. The program consists of two workshops (Planning your parental leave and Preparing your return) and is aimed at both male and female expecting parents. The workshops are accompanied by various internal and external guest speakers, who share their expertise and own experiences of being a working parent.
- ▶ The DEI Awareness Month took place in October 2022, with various events focusing on the topics of interest as determined by the DEI survey conducted in 2021 (gender, generations, parenting, disabilities, and unconscious bias). The month started with the topic of gender, with a theater play based on the fascinating biography of OMV’s first female Board member Margarethe Ottlinger, followed by a panel discussion on female role models. The keynote speech about generations by Tom Palmaerts, futurist and trend-watcher, explored the topic of different mindsets and the behavior of different generations. The next event focused on the challenges parents face in the workplace, with guest speakers from OMV, OMV Petrom, and Borealis. The Disabilities Information Event aimed to inform employees and decision-makers about an inclusive working environment and to present best-practice examples. The month ended with a panel discussion with OMV, OMV Petrom, and Borealis Board members on unconscious bias.

³⁵ Data excluding Borealis

Outlook

In 2023, to help achieve the goals set in our People & Culture Strategy 2030, we will:

- ▶ Regularly report on age distribution to identify gaps and foster intergenerational collaboration
- ▶ Implement DEI in leadership programs
- ▶ Launch an ethics and non-discrimination policy, and design a grievance process
- ▶ Create a roadmap to improve support for employees with special needs
- ▶ Establish a global DEI Board/Council
- ▶ We are also committed to continuously monitoring gender, age, employee background, seniority, and salary equality to ensure fair treatment and equal opportunities at all career levels. In 2023, we will measure our gender pay gap for the first time across the OMV Group.



Targets 2025

- ▶ Increase share of women at management level³⁶ to 25%
- ▶ Maintain high share of executives with international experience³⁷ at min. 75%

Targets 2030

- ▶ Increase share of women at management level to 30%
- ▶ Min. 20% female Executive Board members³⁸ (stretch target: 30%)
- ▶ Increase share of international management³⁹ to 65%
- ▶ Maintain share of executives with international experience at min. 75%
- ▶ Increase support for employees with special needs at our main locations

Status 2022

- ▶ Women at management level: 21.6%
- ▶ Female Executive Board members: 21.4%⁴⁰
- ▶ International management: 59.5%
- ▶ Executives with international experience: 67.4%
- ▶ Roadmap until 2030 has been developed, with detailed initiatives in place for 2023 and 2024

Most relevant SDGs



SDG targets:

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

8.5 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

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

³⁶ Management level: executives and advanced career level

³⁷ International experience: equal to or greater than three years of living and working abroad. Executives are defined as Senior Vice Presidents.

³⁸ Members of OMV, OMV Petrom, and Borealis Executive Boards considered

³⁹ International is defined as non-Austrian citizens.

⁴⁰ Data as at December 31, 2022. The data is for the OMV, OMV Petrom and Borealis Executive Boards combined. The decrease as compared to 2021 (26.7%) was because OMV had 5 board members, thereof one female, for the majority of 2022. Elena Skvortsova left the board on October 31, 2022. In February 2023, OMV again gained a female board member in Daniela Vlad. Thus, as of the date of publication of this report, the percentage was again 26.7%.

Employees

Material Topic: Employees

Creating stable jobs and good working conditions, especially by enabling skills development

Key GRIs

- ▶ GRI 401: Employment 2016
- ▶ GRI 404: Training and Education 2016

NaDiVeG

- ▶ Employee and social concerns

Most relevant SDGs



Following the announcement of the OMV Group’s Strategy 2030, all Human Resources (HR) functions Group-wide were renamed People & Culture (P&C). The aim of this department is to fully support the OMV Group’s Strategy 2030 by prioritizing key aspects that enable us to unlock our organization’s full potential. The new name points to the department’s aim and purpose and emphasizes that people and culture are central to achieving the targets defined in our strategy. As such, the statement “People make it happen” not only creates the right working environment in which our employees can thrive, but also

ensures that they can further develop their skill sets to meet the demands of our dynamic business.

We have also developed a new People & Culture Strategy, which fully supports the transformation of OMV. The core of the new People & Culture Strategy is our purpose, i.e., “Re-inventing essentials for sustainable living.” We have developed four strategic drivers: Employee Experience, Growing Talent, Organizational Evolution, and New Ways of Working. These are all powered by a solid foundation of Transformational Leadership, driven by our leaders.

People & Culture Strategy

PEOPLE MAKE IT HAPPEN



Employee Experience

- **We shape a positive employee experience.** Enabling everybody to perform at their best and make a difference
- **We enhance wellbeing and engagement.** Fostering an inclusive and purposeful workplace



Growing Talent

- **We attract and develop talent, promoting diversity and mobility.** Driving sustainable performance across the Group via re- and upskilling opportunities
- **We strengthen leadership capabilities and foster self-driven learning.** Enabling operational excellence, as well as our transformation and growth ambitions



Powered by
Transformational Leadership

New Ways of Working

- **We embrace new forms of collaboration and working.** Meeting the changing needs of our people and the organization supported by our high-performance culture
- **We take ownership and foster a speak-up culture.** Creating an atmosphere of trust to pave the way for improvement and innovation

Organizational Evolution

- **We future proof our structure, capabilities and culture.** Shaping an adaptable, innovative and resilient organization
- **We stimulate organizational effectiveness.** Ensuring lean processes, efficient interfaces and digital solutions



Building and retaining a talented and skilled team of employees for international and integrated growth is a key factor in the success of the Group's strategy. We are committed to creating an environment in which every employee can learn, grow, connect, and collaborate, as well as live a safe and healthy life. OMV's core commitments to its employees are detailed in the Code of Conduct. These include promoting learning and development and creating an environment where people can develop professionally and fulfill their personal aspirations in line with our business needs.

Governance

The OMV Group's P&C department covers the following topics:

- ▶ Talent acquisition
- ▶ Organizational effectiveness, including talent management, leadership development, learning and development, etc.
- ▶ People relations, comprising payroll and employee administration, and employment law and contracts
- ▶ Rewards and global mobility
- ▶ Coordination by People & Culture representatives of the activities of various units and countries in which we operate

The organizational setup of the local P&C departments in the various countries is aligned with the principles of being fit for purpose, operating as efficiently as possible, and generating the broadest possible synergies. We promote the strategic exchange of talent between OMV and Borealis to offer employees additional job opportunities and support the development of new skill sets.

The OMV Group P&C leadership team reports directly to the OMV Group Senior Vice President of P&C. The VPs of the P&C departments at Borealis and OMV Petrom functionally report to the SVP of P&C of the OMV Group. The SVP reports directly to the CEO.

Talent Attraction and Retention

The OMV Group is committed to building and retaining talent for international growth. Effective succession planning contributes to the management of business continuity risk by ensuring the preservation of human capital – OMV's most valued asset. As described in our Code of Conduct, OMV strives to build long-lasting employment relationships and to employ people from the countries where we operate.

Management and Due Diligence Processes

Talent Acquisition

Our employees are selected exclusively based on their qualifications, suitability, and professional experience. Internally, we focus on job rotation, promotions, and upskilling to tackle challenges (e.g., transitioning to a low-carbon business) and develop innovative solutions to enhance our workforce. In the OMV Group, we use joint internal job boards to offer a wide range of internal job opportunities to our employees.

Externally, we concentrate on building robust talent pipelines through cooperation with key universities in our locations. In addition, we offer internships and apprenticeship programs, which are mainly focused on the technical and commercial aspects of our business. We aim to build a talent pool by providing apprenticeship programs and internships. For instance, in Romania, 24 students joined the Petrochemical School program in 2022. The Petrochemical School is a dual-system program supported by OMV Petrom. The future petrochemists benefit from professional training in the field of petrochemicals and internships at the Petrobrazi refinery. The students receive monthly scholarships of up to RON 700 from OMV Petrom, plus RON 200 from the Romanian government. Upon completion of the three years of vocational education (petrochemical operators' qualification), students will acquire a recognized professional qualification and will have employment opportunities within our Company. The Petrochemical School program is a pilot project with the aim of assuring a constant and sustainable flow of a high-quality pipeline of blue-collar workers.

To dispel the negative perceptions of the oil, gas, and plastics industries, it is important to proactively inform the public and our target groups (such as current and potential future employees) about the benefits of the products we produce, as well as sustainability challenges and how we address them. Being visible on YouTube, Instagram, Facebook, and LinkedIn enables us to show potential candidates the inner workings of the OMV Group, including what it is like to work for our Company and the fact that joining us means being part of the solution for a more sustainable future.

Performance Management and Career Development

OMV strives to maintain a uniform organizational structure that provides clarity and transparency in relation to responsibilities and the hierarchical classification of positions. We have developed Company-wide career paths that outline the experience and skills required for a position.

OMV has an annual review process in place to support our employees and managers through 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.

“Personal Impact x Potential” is used as an evaluation tool to provide structured feedback in performance reviews and in succession planning. Managers evaluate their employees on personal impact and potential and identify successors for business-critical positions. Based on this, an employee’s development plan is created so they can improve the skills needed for their future role.

Rewards

In order to promote and support OMV’s strategy optimally, OMV aims to ensure competitive compensation and benefits packages within relevant labor markets in the oil, gas, and chemical industry. Annual remuneration reviews are conducted to ensure this.

OMV continuously monitors market trends and international best practices in order 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 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.

OMV strives for long-lasting employment relationships. We ensure the fair and objective evaluation of positions consistently across all divisions and countries by applying a clearly defined methodology and process, validated by external consultants for specific roles. The outcome of the evaluation forms the basis of the remuneration decisions for every employee. The remuneration includes a balanced and transparent mix of fixed and variable monetary and non-monetary components.

As part of the annual performance review process, Company goals, including the achievement of sustainability goals (e.g., HSSE, GHG emission reductions, diversity), are cascaded down to employees in the relevant departments and form part of the annual evaluation and subsequent bonus awarded. Individual monetary and non-monetary rewards are granted on top of this for extraordinary achievements.

The portfolio of benefits is further customized for each of the countries in which OMV operates to meet the needs of the local employees. Depending on local circumstances, additional incentives may include the following: retirement plans, subsidized cafeteria, health centers, kindergartens (childcare facilities), summer kids camp, and anniversary payments.

Talent Retention and Leadership Development

One of our People & Culture Strategy priorities is to strengthen leadership capabilities. We aim to ensure that our leaders continually grow and develop. To this end, we have leadership programs in place that are designed to support both those employees who take on new management roles as well as current leaders who want to upgrade their basic knowledge of leadership. We also offer mentoring to provide employees with guidance on key career issues.

Employee Engagement

We involve our employees in key People & Culture strategies via initiatives such as quick polls and employee events with Executive Board members and other senior management. Topics of engagement include flexible working arrangements, diversity, equity, and inclusion, and performance management. This is a key part of our due diligence to ensure our strategies are meeting employees’ needs.

2022 Actions

CEO-to-median-employee pay ratio: **84:1**⁴¹

20,285 performance reviews⁴²

78 OMV senior leaders at Board, executive, and advanced levels provided mentoring services to **59** emerging, rising, and top talents across OMV and to **46** first-time leaders.⁴³

623 employees participated in one of our Group-wide leadership programs.

In September 2022, our Group-wide People & Culture Strategy was launched. The P&C Strategy is a shared Group strategy across OMV, OMV Petrom, and Borealis. The core of the new People & Culture Strategy is our purpose: “Re-inventing essentials for sustainable living.” Four strategic drivers were developed for this strategy: Employee Experience, Growing Talent, Organizational Evolution, and New Ways of Working, plus one additional pillar, Transformational Leadership. Some of the initiatives to support these strategic drivers included:

⁴¹ Due to data complexity, Borealis is excluded from this metric and will be included after further alignment in the following reporting period.

⁴² Data excluding blue-collar workers at OMV Petrom

⁴³ Data excluding Borealis



- ▶ In 2022, we worked specifically on our work-from-home concepts to give employees more flexibility. Working from home is now offered to a broader group of staff and the number of work-from-home days per month was significantly increased.
- ▶ In September 2022, a Group-wide Pulse Check survey was performed throughout the OMV Group. The Pulse Check is one of our most important tools for measuring the engagement of our employees. It is an essential part of our new People & Culture Strategy relating to Employee Experience. We achieved a very high response rate of 70% on Group level, and conclusions and subsequent actions were agreed within business units by year-end for implementation in 2023.
- ▶ During the coronavirus pandemic, which continued to affect our employees in 2022, many implemented employment-related measures were continued to protect the health, well-being, and economic situation of our employees.
- ▶ In March 2022, our Group-wide purpose, “Re-inventing essentials for sustainable living,” was launched. To bring our purpose to life, a change agent and volunteering network has been set up. We also introduced Purpose Learning Weeks, focusing on the three purpose enablers, namely Advancing Circular, Working Together, and Stimulating Transformation. With the Purpose Learning Weeks, we want to create deeper insight into each of our purpose enablers. The first Purpose Learning Week on Advancing Circular took place in June 2022 and addressed various topics relating to the circular economy. For more information on the Purpose Learning Weeks, see [Skills Development and Training](#).

Outlook

In line with our new People & Culture Strategy and its four strategic drivers – Employee Experience, Growing Talent, Organizational Evolution, and New Ways of Working, supported by Transformational Leadership – the coming years will see us focus on:

- ▶ Defining a shared set of values across OMV, OMV Petrom, and Borealis, which we will use to guide us through this transition and in the future. These new values have been co-created together with our employees to help shape the future of the OMV Group and how we all work together. The new values will then be launched in 2023 alongside a campaign.
- ▶ Developing leadership competencies closely linked to the newly defined values, to help in identifying and developing future and present leaders

- ▶ To further improve the “always-on employee experience listening” and check on the success of the implemented measures, we will continue the Pulse Check survey on an annual basis.
- ▶ Providing overall change management guidance and supporting interventions through a Group-wide Change Management Toolkit, which will be launched in 2023. With this toolkit, we want to make sure that people within the OMV Group are well prepared for changes within their working environment.

Skills Development and Training

Providing a culture where our employees can learn and continuously improve their knowledge, competencies, and performance to meet our business objectives and to develop necessary skills for the future is extremely important to the OMV Group.

Our functional and technical training courses focus on maintaining a skilled and capable workforce. Our business skills training courses help employees understand OMV and how to work safely and effectively within the organization while adhering to all applicable rules. Through our leadership training courses, we support managers in efficiently and professionally applying our OMV tools and processes, and inspiring and leading their teams. Our personal skills training courses help our employees develop their soft skills to increase their personal impact at work and provide a framework for understanding and demonstrating OMV’s values.

Management and Due Diligence Processes

Needs Assessment

Training is planned and delivered annually in line with our workforce requirements. It is planned by the business units according to business needs. Employees identify their learning needs through a combination of localized training matrices. These assist them in creating development-oriented action plans linked to career paths, competencies, and professional goals. The four key competencies we encourage our employees to further develop are functional and technical skills, business skills related to effective work at the OMV Group, personal skills, and leadership skills.

All learning activities should be linked to clearly defined learning and development objectives and agreed with line managers. There are different ways to learn: 70% of what we learn is through on-the-job tasks, 20% involves learning from others through coaching or mentoring, and 10% is from courses. Courses are developed and offered whenever a structured foundation for skills and knowledge is needed.



Types of Training

OMV provides mandatory training for all employees in areas such as business ethics, cybersecurity, and data protection, as well as mandatory training depending on the job, for instance within HSSE. In addition, we offer a wide range of optional training for all employees, ranging from technical training (e.g., low-carbon initiative and sales training) to personal skills training such as managing change or effective communication.

We encourage the use of online resources for training. The expansion of our online learning content enables employees to access more consistent training content and enhances its accessibility for our offices globally. We also highly encourage employees to pursue further education to enhance their various skills.

Evaluation of Training Programs

Training processes include structured requests for feedback, which are conducted after training events in order to monitor and evaluate the effectiveness and success of training measures, and to implement improvement measures. In addition, our overall training metrics (participation, costs, training hours, training topics, etc.) are reported in a training dashboard at a global level every quarter.

2022 Actions

21,622 training participants
EUR 10.1 mn spent on training
490,275 hours of training in total

- ▶ In 2022, there was a focus on mandatory, legally binding, and business-critical self-learning (e.g., e-learning, online learning through our partnership with LinkedIn Learning, and virtual courses/webinars).
- ▶ Due to the disruptions caused by COVID-19, we again concentrated on virtual training delivery, as in 2021. All measures to support employees in the virtual and hybrid environment were therefore continued. This included the delivery of virtual health webinars, virtual training of facilitators, and an updated personal skills SharePoint, among other things.
- ▶ Leadership training focused on first-time leaders, women in leadership, and how to manage remote and hybrid teams. For identified talents at executive level, a dedicated talent program focusing on enhancing executive leadership skills was implemented.

- ▶ New ways of working also continued to be a focal point, for example through the integration of agile ways of working and the newly introduced Project Management Certification Program.
- ▶ In terms of graduate development, we expanded our portfolio offering to include a tailored graduate program in Refining as well as continuing with our long-standing Integrated Graduate Development (IGD) Program in E&P.
- ▶ As part of our wider Company transition to a circular economy, decarbonization, and sustainability, and on our way to becoming a purpose-led organization, we conducted our first Group-wide Purpose Learning Week dedicated to Advancing Circular. Incorporating a broad range of learning resources available to all employees across the OMV Group, the week was designed to help cultivate a deeper understanding among employees of a circular economy and key enabling technologies. To achieve this, we shared Group-wide examples on this topic to spark interest and enable employees to learn more about how the circular economy is embedded into our business. We held nine MS Teams live events with more than 1,800 participants focusing on circular economy, reuse and decarbonization, renewable products, recycling, and circularity in action. Each day was dedicated to a specific topic and was kicked off with a virtual live keynote by senior leaders and external speakers. This was followed by a virtual Spark the Interest event, where our thought leaders and experts shared concrete examples on that topic. Furthermore, a dedicated SharePoint page was set up with more than 30 additional learning resources focusing on these topics. To help employees implement what they had learned over the course of the week, an interactive initiative was launched to provide tips on how to reduce individual waste and how to correctly dispose of packaging so it ends up at the recycling facility.

Outlook

In 2023, we anticipate that we will continue to operate in a largely hybrid working environment. Therefore, we will again focus on digital learning, remote leadership, and virtual facilitation to further support our employees through this ongoing transition. Additionally, we will continue to focus on initiatives to support our employees with their health and well-being.

To achieve the OMV Group's Strategy 2030, we will roll out dedicated global initiatives on Purpose and Values and a new transformational leadership program. We will also set up a Sustainability Academy that offers an ever-growing selection of varied, pre-selected learning material to support our employees in expanding their knowledge and enhancing their mindset when it comes to OMV's journey



to net zero. Additionally, we plan to offer specific training initiatives to support the upskilling of technical employees,

for example training on low-carbon energy, geothermal, decision quality, and data science.



Target 2030

- ▶ Increase average number of annual learning hours to at least 30 hours per employee

Status 2022

- ▶ Average number of annual learning hours: 23

Most relevant SDGs



SDG targets:

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

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

Communities

Material Topic: Communities

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

Key GRI

- ▶ GRI 413: Local Communities 2016

NaDiVeG

- ▶ Respect for Human Rights
- ▶ Employee and social concerns

Most relevant SDGs



For OMV, transparency, trust, and partnership-based relationships with local communities are key to ensuring we are a responsible and welcomed neighbor wherever we operate. Adding value to the communities where we operate is essential for safeguarding our operations for the future. In the interest of being a responsible international company, we contribute positively to the fulfillment of human rights in our immediate surroundings through a number of projects and initiatives. Investments in com-

munity relations and development respond specifically to identified community needs. They are designed to mitigate social risks that could result from company operations and initiate positive change in neighboring communities.

Our commitments to our communities are laid out in our Human Rights Policy Statement. Our Sustainability Directive documents processes and accountability internally, and covers social responsibility, which comprises com-



munity relations, development and social investments, human rights, volunteering, and NGO relations for the OMV Group. A special Community Relations and Development handbook is available for all of the OMV Group's CSR focal points.

Governance

The Community Relations and Development function governs and steers community relations at Group level and implements development activities in the countries in which we operate. It also receives regular reporting and feedback from social responsibility teams and local teams, and monitors and ensures adherence to the Group's guidelines on community relations and development. We hold regular structured alignment meetings with our local social responsibility managers to monitor and steer local implementation of our site-specific global community relations and development commitments. We also organize regular exchanges between all countries in order to share challenges and best-practice experiences as a supplement to the guidance provided. According to our Sustainability Directive, each business area and all subsidiaries can act as initiators of community development investments and social investments within the framework of the OMV Group's Sustainability Strategy processes.

Steering ensures that the OMV Executive Board is informed in an adequate and timely manner about the entire community and social investments portfolio, plans, and performance KPIs. For example, the Group's social responsibility officers submitted the total budget for community and social investments in 2022 and provided information on the major social or community investments planned.

Borealis Social Fund

In 2008, Borealis launched the Borealis Social Fund. A portion of Borealis' net profit is assigned to the Fund each year, based on clearly defined allocation rules. Projects can be submitted by any external or internal stakeholder to the sustainability team, which evaluates the proposal and makes recommendations to the CEO, who is responsible for the Fund. After reviewing, the CEO selects and approves projects with the greatest social impact. Sponsorships over EUR 0.5 mn per project per year need the additional approval of the Chair or Vice Chair of the Borealis Supervisory Board. Investments from the Borealis Social Fund count toward the OMV Group's overall social investments.

Having this kind of social fund in place, through which social investments are steered and operated, can help the business maintain its charitable mission focus and support the visibility of social engagement.

OMV Petrom Foundation

Launched in 2022, the OMV Petrom Foundation is building programs and supporting long-term investments in Romania. The Foundation provides resources and solutions that contribute to the creation of a sustainable and just society for everyone, for example by supporting education systems, environmental protection initiatives, and improving the health care system. In this way, the OMV Petrom Foundation aims to become an important pillar in society by building strategic long-term partnerships with other non-governmental organizations, and central or local public authorities in the three key areas mentioned.

Through the OMV Petrom Foundation, OMV Petrom is able to support an early education project that targets 60,000 pre-school children (aged 3–6 years) from underprivileged communities, with the aim of enhancing their school readiness. The educational project addresses the immediate needs of the most vulnerable pre-school children, mostly from rural areas, and aims to facilitate their access to educational resources, with early learning experiences managed by parents at home. This has resulted in increased enrolment in the kindergarten.

Community Impacts and Grievances

We acknowledge that the presence of OMV's business has direct and indirect impacts on local communities. We aim to steer the impacts of our business activities in a positive direction by building and maintaining mutual trust and pursuing respectful community relations, investing in local development, safeguarding human rights, and ensuring that the local suppliers who work with OMV follow sustainable practices. Transparent and prompt communication with local communities that ensures their voices and concerns are heard and addressed helps OMV establish good relations with those impacted by our business operations and supports us in creating a conducive operating environment for the business.

Management and Due Diligence Processes

Community Consultation and Social Impact Assessments

Our community relations and development management process is based on centralized policies and targets, and is implemented by locally responsible persons using local resources. In line with our community relations and development procedure, which is in effect for all countries in which we are active, we engage with local communities through tailored programs. For instance, all OMV E&P projects require community consultation in the development phase. In 2022, 5 out of 17 projects were in the process of community consultation.



We start by conducting a Social Impact Assessment (SIA), which includes the free, prior, and informed consent (FPIC) of local stakeholders. Sometimes, an SIA is integrated into an Environmental and Social Impact Assessment (ESIA) to foster synergies and efficiencies. The purpose of an SIA is to ensure that the views of the local communities, especially of indigenous peoples, are incorporated into and addressed throughout all phases of the project life cycle: commissioning, operation, and decommissioning or abandonment. We also pay particular attention to any possible impact on human rights.

Based on the internal guidelines for conducting SIAs, we include a baseline study, community needs assessments, stakeholder analyses, and a study of social risks associated with the project. Where possible, SIAs are conducted in a participatory manner by directly consulting with potentially affected communities. Our standards require the outcomes of the SIA to be communicated to affected stakeholders. Based on the outcome of the SIA, site-specific strategies for community relations and development, stakeholder engagement plans, and Community Grievance Mechanisms are developed and implemented.

Community Engagement

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. 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 in charge, and in cases of perceived noises or odors, the shift supervisor checks immediately for potential sources in the refinery so that the issue can be resolved as quickly as possible.

When plants are decommissioned or we exit a location, our community relations team ensures that potential social impacts are addressed by drawing up targeted community engagement plans, social impact assessment and management plans, and exit strategies for ongoing community development projects.

Community Grievance Mechanisms

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 resolve issues in a non-judicial manner and, depending on the case, offer access to a solution. Grievances can be communicated verbally or in writing and can also be expressed in local languages. They can be lodged by email, phone, through our community relations and development staff working locally and other locally dedicated channels, as well as at a corporate level.

The CGMs remained fully operational in all operated E&P assets, in the three OMV refineries (Schwechat in Austria, Burghausen in Germany, and Petrobrazi in Romania), and at one power plant (Brazi in Romania) in 2022. A Community Feedback Mechanism (CFM) is in place at SapuraOMV. Borealis has a hotline system where grievances can be reported by both internal and external stakeholders.

At OMV, a CGM is a key tool for preventing and managing our potential impacts on local communities and any associated social risks. Our management of community grievances aims to be fully aligned with the Ipieca best practice guidelines. OMV has set a target to assess the CGMs at all sites against the UN Effectiveness Criteria for Non-Judicial Grievance Mechanisms by 2025. 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. During these assessments, internal and external stakeholders are consulted on the current performance of CGMs and design improvements that may be necessary.

The CGM Assessment reviews the existing processes and practices in place, and identifies practical improvement measures. It also involves conducting interviews with selected stakeholders. The detailed outcome of each interview is included in the summary of interviews. The main findings (e.g., key strengths, improvement areas, and proposed actions) are included in the CGM Assessment Report, together with the report’s findings and recommendations. The implementation of action plans based on the assessments is closely monitored by the Group community relations expert.

The CGMs stipulate a stringent approach to systematically receiving, documenting, addressing, and resolving grievances in all the countries where we operate, thereby laying the foundation for our social license to operate. We define a grievance as an expression of dissatisfaction stemming from a real or perceived impact of the Company’s business activities. Our grievance management



system is based on dialogue with our stakeholders first and foremost, and is designed to prevent any risk of retaliation. The CGMs help OMV and those potentially impacted by its operations resolve issues without resorting to the legal system. However, OMV's CGMs do not hinder or prevent affected stakeholders, including local communities, from accessing judicial solutions or other remedies for their complaints or grievances. What they do offer is a channel for resolving grievances out of court and, depending on the case, a remedy for community members. For more information on our approach to community grievance management, see the [OMV website](#).

The degree of alignment of the CGMs with the UN Effectiveness Criteria is assessed by conducting a review of management processes and consulting with internal and external stakeholders. The assessments result in recommendations and tailored action plans to improve grievance management at site level. The action plans are implemented by local management and monitored by the corporate function. The sites already assessed account for 96% of all registered grievances at OMV in 2022. In 2019 and 2020, such assessments were completed in New Zealand, Malaysia, and E&P Austria, where follow-up actions are currently being implemented in accordance with the findings. In 2022, we began the assessment for Tunisia, which provided assurance to the OMV Group that the assessed CGMs are aligned with the criteria.

2022 Actions

776 total external grievances in 2022:

436 grievances related to our impact on society⁴⁴ received (339 resolved⁴⁵)

310 grievances concerning an impact on the environment⁴⁶ received (242 resolved)

30 human rights grievances⁴⁷ received from externals (30 resolved)

In 2022, the following key improvements were made to the CGMs:

- ▶ The CGM procedures at OMV Petrom's Petrobrazi refinery and OMV Petrom's E&P division were reviewed based on the Company's new community grievance management standards over the last few years. A new CGM database has been developed and implemented to ensure the traceability and predictability of grievance management. At the Petrobrazi refinery, where the CGMs were analyzed in 2018, the newly implemented 24/7 call center service was rolled out to communities in Prahova County in 2022. An assessment of the results will be completed after one year of operation.
- ▶ The "We Care" portal was launched and SapuraOMV conducted awareness training for the staff and main contractors of SapuraOMV in Kuala Lumpur, Miri (off-shore crew of B15), Labuan (Supply Base), and Pasir Gudang (Jerun Development project team) on the use, procedures, and availability of the Community Feedback Mechanism via the portal. SapuraOMV has also conducted awareness training on staff rights under the Human Rights principles and ensured the availability of a secure channel for staff to report any violations. A Human Rights e-learning course available to all staff since December 2022 will further strengthen these efforts.
- ▶ OMV Tunisia began the CGM Assessment against the UN Effectiveness Criteria with the aim of establishing how OMV Tunisia is implementing the CGMs and identifying strengths, issues, and risks. The assessment will be finalized in 2023.

⁴⁴ Society category grievances include noise, dust, land acquisition, access to project benefits, or other disturbances relating to OMV activities.

⁴⁵ A grievance is considered "resolved" when the proposed resolution by the Company is accepted by the complainant. It remains categorized as "addressed" if the proposed resolution is not accepted by the complainant.

⁴⁶ Environment category grievances include land degradation, water pollution, air pollution, etc.

⁴⁷ All 30 human rights grievances were in the context of alleged human trafficking practices by the (sub)contractor at the propane dehydrogenation plant construction site in Kallo, Belgium, and related to exploitation, inadequate compensation, lack of social security and poor housing conditions of workers. For more information, see Human Rights.



Outlook

We will take the following actions in the coming years to continue to improve our community grievances approach:

- ▶ Currently, 85% of OMV’s grievances stem from E&P at OMV Petrom. The assessment of grievances will continue in 2023 so as to identify the root causes, particularly of recurrent grievances from Asset Valahia, and will be completed by the end of the year. The main steps that will be carried out in 2023 will be:
 - ▶ The root causes of recurrent grievances based on historical data from the SNOW grievances database and from investigative studies carried out in 2022 will be further investigated and analyzed.
 - ▶ Based on the conclusions drawn, further investigative studies of selected historically polluted sites will be conducted and expanded during 2023 in order to evaluate the current status of natural attenuation – with the aim of finding a way to reduce the number of grievances by the end of 2023.
 - ▶ The information from the grievances database (griever’s documents – i.e., property related – vs. our updated drawings and plans based on the most recent field visits) will be followed up and continuously updated.
 - ▶ The linked information resulting from the LMS and SNOW grievance databases will be improved for better management of raised claims that relate to land rentals and environmental compensation.
- ▶ A unique communication plan will be rolled out for the Schwechat refinery in 2023. This includes communication training for the shift supervisors on the green phone, and a link to the green phone on the refinery’s homepage.
- ▶ In the Petrobrazi refinery, the working processes will be slightly adjusted to reflect the actual flow. Based on the assessment of one year of operations, the call center will be actively promoted in the community through several media channels.
- ▶ SapuraOMV will share the availability of the Community Feedback Mechanism with the communities in the vicinity of its operations – i.e., Pasir Gudang in Johor, Miri in Sarawak, and Labuan. We will send employees periodic reminders about the availability of access points for any feedback on the Community Feedback Mechanism and provide an induction to new SapuraOMV staff.
- ▶ OMV Tunisia will finalize the CGM Assessment against UN Effectiveness Criteria and implement any recommended actions to close gaps and strengthen the alignment of Tunisia’s Community Grievance Mechanisms with the UN Guiding Principles on Business and Human Rights.



Target 2025

- ▶ Assess Community Grievance Mechanism at all sites against UN Effectiveness Criteria⁴⁸

Status 2022

- ▶ 8 out of 9 sites in scope assessed. In 2022, the focus was on the assessment of the CGM at OMV Tunisia.

Most relevant SDGs



SDG targets:

- 16.6 Develop effective, accountable, and transparent institutions at all levels
- 16.7 Ensure responsive, inclusive, participatory, and representative decision-making at all levels

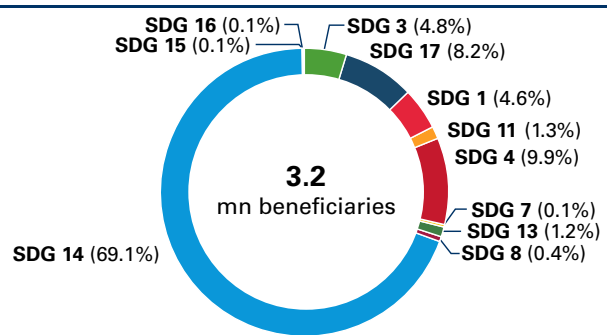
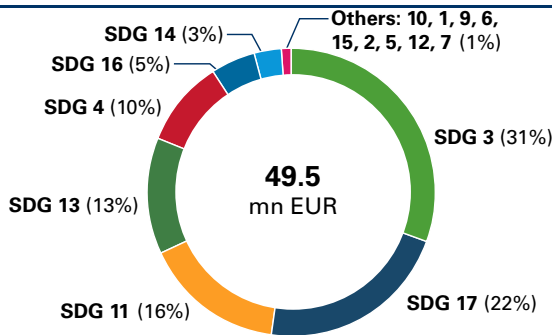
⁴⁸ Nine defined assets on a 100% operator/majority-owned basis from the E&P, Refining, and Power business segments are currently in scope (scope liable to change based on operatorship/divestments). The scope is currently: E&P Austria, E&P Romania, E&P Tunisia, E&P Yemen, E&P New Zealand, E&P Malaysia, Refinery Schwechat, Refinery Burghausen, Refinery Petrobrazi.



Community Investments

Our community relations processes and projects help us develop mutual trust and respect between OMV and nearby communities, thus helping us maintain our social license to operate and create win-win situations for all.

2022 Investments by Main SDGs and by 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 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 16: Peace, Justice and Strong Institutions
 - SDG 17: Partnerships for the Goals
- Other SDGs supported to a smaller degree
- -
 -
 -
 -

Management and Due Diligence Processes

Needs Assessments

Community development investments are always aligned with identified local needs and made following consultation with local stakeholders, as well as following consideration of country-specific priorities in relation to the Sustainable Development Goals (SDGs). We prioritize projects with the potential for generating long-term societal value and making a lasting change to beneficiaries' lives. Community and social investments are aligned with the SDGs and the community needs identified during SIAs, or with broader societal priorities (e.g., by consulting the Social Progress Index⁴⁹).

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 implement our community development projects as investments, and thus expect each project to generate a return for our communities, or society more broadly. These initiatives often also include knowledge transfer initiatives aimed at building the local technical capacity of potential workforce or supply chain partners.

Prioritization

OMV's key focus areas for our community and social investments are the following:

- ▶ Access to basic services: SDGs
- ▶ 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

OMV Group 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 encouraging responsible and sustainable behavior, and facilitate employee involvement with

⁴⁹ The Social Progress Index, developed by the Social Progress Imperative, is a comprehensive measure of real quality of life, independent of economic indicators across countries. More details can be found at: www.socialprogress.org



charitable partners. Group-wide volunteering activities in line with specific targets are part of our community and social investments. In view of the restrictions imposed by the global pandemic, volunteering has only been possible to a limited extent over the last few years. Nevertheless, it was possible to have some outdoor activities. For instance, since 2019, OMV has been supporting a Climate Research Forest in Matzen-Raggendorf, Austria, together with the Austrian Research Center for Forests (BFW). As this area is particularly warm and dry, it is the perfect research location, and therefore the purpose of this forest is to study which tree species are particularly fit for climate adaptation and increased CO₂ absorption through forests that are more climate fit. At an outdoor team building event, OMV and Borealis employees actively participated in managing the climate forest by cutting maintenance trails using saws and pruning shears. The participating employees also gained a greater understanding of the research and the importance of the trees that have been planted there.

We also continued our tree planting activities in Romania and New Zealand. Over the course of the three-year Romania Plants for Tomorrow campaign, 10,408 volunteers (5,700 in 2022) contributed to the planting of 2 mn seedlings over an area of 453 hectares. As part of New Zealand's Project Crimson, almost 190,000 trees have been planted since 2020.

2022 Actions

EUR **49.5** mn in community and social investments⁵⁰

315 community and social investments in **22** countries

3.2 mn beneficiaries reached

1,808 employee volunteers

Impact Snapshot: Access to Basic Services for Health, Water, and Food

In 2022, we continued to invest in infrastructure to improve access to basic services such as health care and water. The former is especially important during the ongoing COVID-19 health crisis. Our investments have focused on supporting underserved communities or areas with limited access to basic services in countries where we operate, in line with our commitment to respecting human rights.

Humanitarian Aid for Ukraine

The refugee crisis began in Europe in late February 2022 after Russia's invasion of Ukraine. Millions of refugees

fleeing Ukraine were recorded across Europe in the past year, increasing the urgency of humanitarian assistance. To support the mobility of relief supplies to the affected regions and to help ensure the health and well-being of the affected population, OMV donated fuel vouchers worth EUR 1 mn to charitable organizations, including the Austrian Red Cross, SOS Children's Villages, and Caritas. In addition, OMV Petrom donated EUR 100,000 to the Civil Society Development Foundation (CSDF) and the Foundation for SMURD to purchase medical equipment and clothing, EUR 700,000 to UNICEF Romania, and EUR 300,000 to the Romanian Red Cross. Through the Borealis Social Fund, Borealis donated EUR 250,000, which was split between two organizations: the Austrian Red Cross and Caritas in Austria. Both organizations are working closely with their respective country organizations in both Ukraine and neighboring countries, and have their own staff in Ukraine, at the borders, and in Austria that receive and support refugees.

OMV also offered its employees the opportunity to support non-profit partner organization [Train of Hope](#) on a voluntary basis during working hours. More than 90 volunteers participated in the program, for example by supporting in the kitchen, warehouse, or children's corner. In cooperation with the OMV Works Councils at all locations in Austria, we collected urgently needed items such as non-perishable food, hygiene products, toys, and clothing.

Minutes of Flight, for Hours of Life

OMV Petrom supports the project "Minutes of flight, for hours of life" set up by the Blondie Association, which supports children with serious medical conditions, from vulnerable families, or at risk of abandonment by providing the assistance they need for treatment and recovery. The Blondie Association provides these children with transportation from Romania to various medical centers in Europe or within Romania that they would otherwise be unable to afford. In 2022, 47 medical flights were made to 10 countries in Europe, Turkey, and Israel, carrying 78 children and 4 adults.

Sustainable Power and Water Supply in Yemen

In 2022, OMV Yemen completed one of its Community Development Projects: the installation of a solar-powered water pump system for the neighboring community of Astor village, approx. 12 km away from the OMV Block S2 in the Shabwah Governorate. This project is the largest of its kind in the Arma district and was implemented in close collaboration with local stakeholders.

The installed system has been proven to deliver a reliable power supply that is sufficient to pump water from the village well, ensuring ample water supply for local beneficiaries using clean and cheap energy. System operation

⁵⁰ Includes contributions in cash, contributions in kind, and donations; excludes related management overheads



and maintenance was additionally accomplished through the training of beneficiaries by the local vendor. Previously, the local desert community was using a diesel-powered pump system with high operating costs. A total of 620 villagers are now benefiting from clean energy via an environmentally friendly power solution with the aim that they will acquire the knowledge of how to operate and maintain the equipment in the long term.

Water for the World Program

Borealis and Borouge support Water for the World, a joint program to promote solutions, expertise, and know-how to address global water challenges in rural and urban communities. Billions of people around the world lack access to clean water and a reliable energy supply. This violates the human right to water and sanitation and is a major impediment to the economic and social development of millions of households. Having reliable access to clean water and sanitation helps ensure that low-income families are not exposed to water-borne diseases, while having a reliable energy supply means that families can give their children opportunities that may otherwise be unavailable to them. In certain parts of the world where water scarcity has resulted in severe drought and lack of food supply, many communities have also suffered from hunger and malnourishment. Having a reliable energy source is essential as it indirectly contributes to good health, either by enabling the supply of clean water for hygiene purposes or by powering health care facilities. As such, energy is key in controlling the spread of diseases; for example, the human cost of and global recovery from COVID-19 could have been significantly worse if hospitals and communities had not had access to power.

Through Water for the World, Borealis and Borouge have been providing solutions to help ease the burden on impacted communities since 2007. Since 2008, Borealis has been cooperating with a range of non-profit organizations around the world to support numerous projects across Asia and Africa (including China, Ethiopia, India, Kenya, Nepal, Morocco, Myanmar, and Pakistan) that benefit over 1 mn people. For example, Mozambique is one of the world's poorest countries, with half the urban population living below the national poverty line and only a quarter having access to clean, piped water. With increasing urbanization, there has also been a growing demand not only for access to clean water, but also for a reliable and sustainable supply of energy.

Additional projects contributing to SDGs 1, 2, 3, 6, and 7 can be found on the [OMV website](#).

Impact Snapshot: Education, Entrepreneurship, Inclusion, and Employment

In 2022, we continued to develop community projects that promote self-sufficiency, job growth, and economic development within communities impacted by our business operations. Education, entrepreneurship, and employment are key factors in socioeconomic development and positively contribute to numerous other SDGs. OMV has been involved in community and social investments focused on education, entrepreneurship, and employment for many years now. We invest in vocational training, microlending, scholarships, and building supplier capacity. Some of the key initiatives that the OMV Group has been actively involved in include:

Tasharok: Empowering Communities in Tunisia

OMV Tunisia completed the Tasharok project in Gabes, which was celebrated with the community in the presence of regional officials and OMV partners. The aim of this project was to bring about a positive change in Basboussa and Bouchemma, two communities in the vicinity of the Nawara Gas Treatment Plant (GTP), by: enhancing the city's waste management services in collaboration with the municipality, and equipping it with the necessary materials and equipment; collaborating with a local micro-grant program for the benefit of Basboussa community members so they can create small-scale economic activities to improve their financial situation and support their families; and bringing people together to organize and support each other in resolving community issues through the creation of a community-based organization, and acting as a representative for the Basboussa neighborhood.

Early Childhood Education and Care in Romania

In Romania, the participation rate in early education has decreased in recent years and is among the lowest in Europe. Government spending on pre-school education is much lower today than it was ten years ago. The OMV Petrom Foundation has addressed this lack of investment by launching an early education project at national level, targeting 60,000 pre-schoolers and 10,000 parents from 500 disadvantaged communities. With a budget of EUR 2.7 mn, the Start in Education project addresses the immediate needs of the most vulnerable pre-school children, mainly in rural areas, by facilitating their access to educational resources, providing an educational kit, and helping their parents manage early learning experiences through the Parents' School program. This ensures that more children are being enrolled into kindergarten.

CODY21: Digital Education Program in Austria

CODY21 offers virtual education in elementary schools in Lower Austria through interactive video units on basic digital education. OMV finances the CODY21 platform and



thus makes an important social contribution to education and equal opportunities for a total of 3,200 school children in OMV's partner communities.

Additional projects contributing to SDGs 4, 5, 8, and 10 can be found on the [OMV website](#).

Impact Snapshot: Climate, Energy, and Circular Resource Management

Climate and environmental changes inevitably affect communities around the world and their livelihoods, health, and opportunities. We can no longer afford to tackle the social challenges the world faces without recognizing the extent of the effects environmental changes can have on people and their health and well-being. Climate change, access to sustainable energy, and environmental protection are key priorities in our community and social development efforts. Some of the key initiatives that the OMV Group has been actively involved in include:

RoEficientă: Energy Efficiency in Romania

România Eficientă is a unique initiative in Romania that aims to create a culture of energy efficiency in the building sector. There are two main components and goals that drive this project: firstly, information, education, and public awareness, and secondly, carrying out major renovations based on NZEB standards at a couple of the public schools in Romanian counties, including building a pilot school in Ploiești. This initiative is strongly backed by the energy and climate policies in the European Union and is largely centered around the principle of energy efficiency.

In 2022, Elie Radu High School in Ploiești and Lilieshti Secondary School in Băicoi (Prahova County) were renovated according to the latest energy efficiency standards. The Ovidiu (Constanța County) kindergarten selected for the program also underwent a technical review. OMV Petrom has also donated approx. EUR 8 mn to România Eficientă to be used for the renovation of six additional educational institutions by 2026.

Upcycle Ocean Trash Competition in Malaysia

In 2022, SapuraOMV supported a competition that aimed to educate elementary and high school children on the topic of rising volumes of plastic waste that is disposed of into the sea in Miri, Sarawak. As part of the competition, school children collected the waste materials they found on the beaches in Miri and repurposed it to build a replica of Miri's new city hall building. The competition aimed to foster community outreach by cleaning the beaches in Miri city (about five beaches), create awareness among the younger generation of the waste found on the shores in Miri, and raise awareness of the impact of plastics and

waste on marine life (life below water) such as dolphins, turtles, coral, and other small animals.

OMV Petrom Supports Circular Economy Projects with Social Impact

In 2022, OMV Petrom launched several initiatives to raise awareness about circular economy and foster the transition to a circular economy in Romania. For example, OMV Petrom partnered with Flip.ro with the aim of recycling smartphones that were due to be scrapped. Over 500 smartphones were purchased by Flip.ro in 2022 for the purpose of being refurbished and resold with a 12-month warranty. Over the course of the three-year project, 2,500 smartphones will be refurbished. By reintroducing the refurbished smartphones into circulation, we will contribute to reducing the volume of waste and carbon emissions. By doing so, we will prove that circular economy projects can be successfully implemented on the Romanian market.

Other initiatives that support circular economy projects with a social impact include the "Let's click on Romania" project, developed through a partnership between private companies, Ateliere fără Frontiere, and 230 schools in disadvantaged areas. Over the course of this project, 4,000 refurbished computers were donated to 110 public schools, avoiding 600 t of CO₂ emissions.

Waste and Resource Efficiency: Project STOP

Pollution, in particular the leaking of plastic waste into the environment, is a global challenge, and according to the OECD's Global Plastic Outlook report, this is expected to worsen globally. In 2017, Borealis and SYSTEMIQ launched Project STOP (more information can be found [here](#)), an initiative that uses a "system enabler" approach, in which a team of experts in waste management, plastic recycling, organics management, behavior change, and program governance help a city design and then implement a low-cost waste management system. As a result, all households and institutions benefit from collection, and plastics are kept out of the environment. The project targeted highly polluted areas in South-East Asia, with the first city partnership established in 2018 in Muncar, Indonesia. Project STOP currently operates two additional city partnerships, in Pasuruan, also on the island of Java, and Jemberana, on the north coast of Bali.

In 2022, the first city partnership, Project STOP Muncar, started its new autonomous phase where the system was managed solely by local government and the community. To ensure the system continues to function once the Project STOP team has handed it over to the municipality, a comprehensive education program was also developed to train municipal employees. The Project STOP team will remain available for support and advice, if needed. The



projects in Pasuruan and Jembrana are scheduled to be completed during 2023. Upon completion, the programs run in Muncar, Pasuruan, and Jembrana will have provided waste collection services to 2 mn people, established over 1,000 new full-time jobs, and enabled the collection of 230,000 t of waste (25,000 t of plastic) annually.

At present, waste collection and sorting costs related to the project are covered by revenues from material and waste collection service fees. To ensure that this system can be sustainably financed and scaled up over the long term, Project STOP has started working on implementing novel financing instruments, for example plastic credits. The underlying ambition of this project is to develop a blueprint model and to share its know-how, thereby enabling a multitude of stakeholders to replicate the approach in other regions.

Project STOP achievements by the end of 2022 included:

- ▶ 333 new full-time jobs created in waste collection, sorting, organic processing, and management and administration
- ▶ 303,940 people provided with waste collection services for the first time in their lives

- ▶ 41,002 t of waste (including 5,092 t of plastic) collected, sorted, and further processed

Additional projects contributing to SDGs 7, 11, 12, 13, 14, and 15 can be found on the [OMV website](#).

Outlook

We will continue supporting the UN Sustainable Development Goals through a number of community relations and social investment projects worldwide, working closely with communities in the vicinity of our operations.

In 2023, we will review our prioritization of focus areas in line with our sustainability strategy and define common Group-wide areas that take into consideration the ongoing energy transition and climate change. We will also continue our ongoing social projects to meet the needs of people in the communities where we do business.

To emphasize the importance of social investments in all countries where we conduct business or operate, a target has been clearly defined in the Strategy 2030.



Target 2030

- ▶ Direct at least 1% of Group investments per year toward social goals (based on previous year's reported net income attributable to stockholders of the parent)

Status 2022

- ▶ 2.4%⁵¹

Most 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

⁵¹ In 2021, the reported net income attributable to stockholders of the parent was EUR 2,093 mn. Our social expenditures in 2022 were particularly high because of the Ukraine crisis and the launch of the OMV Petrom Foundation, resulting in target overachievement.



Ethical Business Practices

OMV generates direct economic value (e.g., through taxes) and indirect economic value (e.g., through local procurement that fosters local job creation) in numerous countries worldwide. It is therefore imperative that we act in accordance with the highest ethical standards on an international level, everywhere we operate, and enforce these standards throughout our supply chain. Unethical behavior, such as corruption, hinders economic and sustainable development.

OMV is a signatory to the United Nations (UN) Global Compact, and we believe that sustainability starts with our value system and a principles-based approach to doing business. Our business partners are also expected to share the same understanding of and commitment to ethical standards. The Ethical Business Practices strategic focus area brings together our commitments and actions relating to the integrity of our employees and business partners. Establishing a culture of integrity is the baseline for the further adoption of the UN Agenda for Sustainable Development, whether that is achieved by promoting local economic development through local procurement, or ensuring that our public policy engagement and work with suppliers is in line with OMV's climate commitments.



Economic Impacts and Business Principles

Material Topic: Economic Impacts and Business Principles

Creation of direct and indirect economic value through OMV business activities, as well as compliance with anti-corruption and other legal requirements

Key GRIs

- ▶ GRI 201: Economic Performance 2016
- ▶ GRI 205: Anti-corruption 2016
- ▶ GRI 206: Anti-competitive Behavior 2016
- ▶ GRI 415: Public Policy 2016
- ▶ GRI 419: Socioeconomic Compliance 2016

NaDiVeG

- ▶ Corruption prevention

Most relevant SDG



OMV is defined by the way our people behave. Conducting business sustainably and ethically is crucial for OMV in creating and protecting value in the long term, in building trusting partnerships, and in attracting customers and the best suppliers, investors, and employees. We strive to comply with the most stringent legal requirements in areas such as anti-corruption and tax law, and to be transparent and implement sound corporate governance to ensure ethical behavior. The principles of corporate governance are a key element for the sustainable growth of the business, for enhancing long-term value for shareholders, and for strengthening stakeholder confidence.⁵²

OMV's Code of Conduct and Code of Business Ethics publicly lay out our commitments to responsible and ethical business conduct. OMV's Code of Business Ethics sets out a zero-tolerance policy on bribery, fraud, theft, and other forms of corruption, and prohibits any support of political parties or donations to them. This Code applies to all employees. It is designed to comply with the standards set by both national and international anti-corruption legislation (mainly the OECD Anti-Bribery Convention and the UK Bribery Act). OMV is a signatory to the UN Global Compact and adheres to the OECD Guidelines for Multinational Enterprises. These Guidelines reflect the government expectations of responsible conduct by businesses. They cover all key areas of business responsibility, including bribery, competition, and taxation. OMV has also published a separate Tax Policy.

Governance

Ultimate responsibility for ensuring the ethical conduct of OMV while generating economic value lies with the Executive and Supervisory Boards. Responsibility for economic impacts and business principles is not centralized in one department, but rather distributed across various departments. For instance, the OMV Compliance Management System is implemented Group-wide through collaboration between central management units and local compliance officers in all countries in which OMV operates.

The Group's approach to tax and the risks related to it are monitored by the tax function (as part of Group Finance) and overseen by the CFO and the Supervisory Board. Tax compliance is generally dealt with by finance managers, and at legal entity level by local tax managers, shared service centers, or external tax advisors. OMV's Compliance and Tax departments report to OMV's CFO.

International and Governmental Relations is the OMV Group's interface with the relevant political and public administration decision-makers. It informs stakeholders in Austria as well as at EU and international level about OMV's business, so that they understand how the oil, gas, and chemical industry works, the challenges it faces today, and the contribution it will make in the future. Relationships with stakeholders are sustainable and based on transparency and mutual trust. International and Governmental Relations reports to OMV's CEO.

⁵² Read more in our separate [Corporate Governance Report](#)



The Company's management is committed to establishing and maintaining an ethical standard of trust and integrity in our day-to-day business. Our senior management signs a Compliance Declaration to confirm that their conduct is in line with the Code of Business Ethics. New members of senior management also receive onboarding to introduce OMV integrity standards. Once a year, all managers and employees in particularly exposed positions must also sign a conflict of interest and business ethics conformity declaration.

Business Ethics and Anti-Corruption

The OMV Group is a signatory to the UN Global Compact. Although we are headquartered in Austria, a country with high standards of business ethics, we operate in several countries in the Middle East, North Africa, Asia-Pacific, the Americas, and Europe that are defined as high risk by the Transparency International Corruption Perceptions Index. We strive to avoid the risks of bribery and corruption that are specific to our sector. We also highly value our reputation. Therefore, our highest priority is ensuring uniform compliance with our business ethics standards wherever we operate.

Compliance with ethical standards is a non-negotiable value that supersedes any business interest. Absolute commitment to this objective is embedded at all levels of the OMV Group, from top management to every employee. Our business partners are also expected to share the same understanding of and commitment to ethical standards. Every company activity, from planning business strategy to daily operations, is assessed for compliance with ethical standards such as the Code of Conduct and Code of Business Ethics.

Specific Policies and Commitments

The OMV Group follows a zero-tolerance policy regarding bribery, fraud, theft, and other forms of corruption. Based on this policy, the OMV Group is committed to detecting any potential policy violations at the earliest stage, thoroughly investigating any such incidents of non-compliance, and determining appropriate organizational measures or sanctions for the individuals involved. The integrity of our employees is the foundation of the trust placed in our Company by our customers, suppliers, and other stakeholders.

To ensure that OMV's commitment to business integrity is clear, OMV has introduced a Code of Conduct⁵³, which reflects both the required standards and the high expectations of our shareholders. The Code of Conduct expresses OMV's values and defines OMV's mindset in conducting business responsibly, with the focus on ethical and legal standards, among other things.

The Code of Conduct applies to all OMV Group employees. All suppliers and business partners are required to share

OMV's values and comply with the defined ethical and legal standards. A separate Code of Business Ethics further describes how OMV fulfills ethical and legal responsibilities internally. It defines the rules and procedures for conflicts of interest, gifts and invitations, donations and sponsorships, intermediaries and lobbyists, as well as for other areas of law such as trade sanctions and fair competition. OMV has also implemented regulations for compliance with capital markets law, including the prevention of insider trading. These regulations are included in a separate guideline, the Issuer Compliance Standard.

Both the Code of Conduct and the Code of Business Ethics are signed by the OMV Executive Board and apply in all countries where OMV does business. The procedures established by these documents are implemented at every fully consolidated subsidiary of OMV and apply to everyone who works for OMV or on behalf of OMV. We require compliance with international business principles from all parties with whom we enter into partnership agreements, such as joint ventures. Companies performing services for OMV (i.e., suppliers) must follow anti-bribery procedures that are consistent with the principles of OMV's Code of Business Ethics and with OMV's business ethics standards, as defined in the Code of Conduct (for more details, see [Supply Chain](#)).

The internal Whistleblowing Directive lays out how employees and external stakeholders can confidentially and anonymously make a whistleblowing report, particularly regarding corruption and bribes, conflicts of interest, competition law, and capital markets law. The Directive also specifies how cases are handled and defines special protection for whistleblowers against any form of retaliation.

Management and Due Diligence Processes

OMV has set up a comprehensive Compliance Management System based on the requirements of IDW PS 980⁵⁴, including policies, audits, and training. The system aims to anchor OMV's business ethics policies throughout the organization and to ensure their correct implementation.

The design and implementation of OMV's Compliance Management System have previously been externally audited for adequacy and effectiveness. The result of each audit was that OMV's system is appropriately designed and effectively implemented in order to prevent, detect, and respond to systematic misconduct in the legal areas of business ethics/anti-corruption, capital market law, competition law, and trade sanctions.

Risk Assessments and Audits

Both external and internal risk factors, in particular changes to the regulatory framework, as well as recent developments or incidents, are monitored on an ongoing basis to evaluate

⁵³ Borealis' Ethics Policy is in line with the OMV Code of Conduct and Code of Business Ethics. For the workforce and business partners of the Borealis Group, the Borealis Ethics Policy remains applicable as the relevant work instruction for ethical behavior and business conduct.

⁵⁴ IDW PS 980 is an (auditing) standard published by the Institute of German Certified Public Accountants (IDW) in 2011 that contains specific requirements for the design of a compliance system in a company.



their possible impact on OMV's current risk exposure. This ongoing risk analysis also includes an institutionalized semi-annual risk analysis, which is part of OMV's Enterprise-Wide Risk Management (EWRM). If new risks are identified, OMV undertakes measures to address them.

Before we launch activities in a new country, we perform a thorough analysis of business ethics and sanction law issues in that country. The Business Ethics Entry Assessment includes an analysis of the Corruption Perceptions Index assigned by Transparency International to a given country. Based on the outcome of the assessment, corporate governance in local operations is adapted to assure compliance with OMV's ethical standards. OMV has implemented a process for screening both potential new and existing business partners using EU and US sanction lists. In addition to those sanction checks, more exhaustive due diligence assessments are conducted prior to engagement with a business partner or during the business relationship as needed.

Critically, counterparties in M&A transactions, strategic partnerships, or business partners that have been in the media spotlight in the context of illegal conduct are assessed in greater depth. Such an assessment involves the potential business partner, their direct and indirect shareholders, other investors, and the ultimate beneficiaries of directly or indirectly involved legal entities. To that end, OMV uses its standardized know-your-customer (KYC) questionnaire to request information from counterparties so they can assess corruption, money laundering, sanctions, and other illicit conduct risks.

Key red flags are connections to government officials, other individuals, and companies referred to in high-attention media reports related to political and corruption cases, sanctioned entities, or any other suspected involvement in illegal conduct. In cases where intermediaries, lobbyists, or consultants are engaged, we use a third-party service provider to do comprehensive research, including source inquiries. Furthermore, vendor assessments are conducted by the OMV Procurement department. Risk-related audits covering fraud and corruption issues form an integral part of the Corporate Internal Audit. Based on the outcome of such audits, additional preventive measures may be set up.

Whistleblowing

We have established channels to help identify ethical misconduct as early as possible. Timely notification is crucial for taking precautionary measures directed at avoiding or mitigating major financial loss or reputational harm. If an employee observes or becomes aware of potential or actual misconduct or violation of internal rules or statutory regulations, whether committed by other employees or by a business partner, that employee is encouraged to speak up and report the incident.

Besides employees, other stakeholders also represent a valuable source of information, and can help identify breaches of ethical standards. To this end, the OMV Group has introduced a whistleblower mechanism – the Integrity Platform. Anyone can access it online (omv-group.integrityplatform.org) and confidentially report an issue, be it related to corruption, bribes, conflicts of interest, antitrust law, or capital markets law. The report can be filed anonymously, if desired.

Special protection is given to employees in their capacity as whistleblowers when information is provided in good faith. Notifications will not lead to any disadvantages at any time. Any whistleblowing report is treated with the strictest confidence, carefully checked in all regards, and further handled by the Whistleblowing Committee, which includes members of senior management.

Training

It is of strategic importance for us to make sure that every single employee is fully aware of our ethical values and principles. Business ethics training includes training employees on dealing with invitations, gifts, and potential conflicts of interest. In addition, employees are trained in the topics of donations and sponsorships, as well as the requirements for dealing with intermediaries and lobbyists.

The online training module in business ethics is aimed at all employees of the OMV Group, while participants in classroom training courses are selected according to risk-specific criteria, such as working in the Sales or Procurement departments.

The training on antitrust law that we provide concentrates on the rules for dealing with competitors, customers, and suppliers. An overview of existing sanction rules and trade bans rounds out the content of the training.

Participants in online and face-to-face training sessions are selected and invited to attend a regular training cycle according to risk-specific criteria. All target groups are defined at the beginning of the training cycle based on the existing organization. Organizational and personnel changes during a training cycle are continuously taken into account.

Raising Awareness

OMV has launched a compliance app that employees can use on their cell phones, providing easily accessible resources and related tools for all compliance-related matters. Employees can submit inquiries on all ethics topics, for instance gifts, invitations, or conflicts of interest, have their sponsorships or donations checked and registered, have new business partners checked against trade sanction and embargo lists, learn how to deal with inside information and file for trading approval, submit inquiries with regards to antitrust matters and obtain guidance, retrieve useful guidance on all ethics topics, and



submit reports on ethical misconduct via the secure Integrity Platform messaging service.

2022 Actions

218 whistleblowing cases in the OMV Group

0 incidents of corruption, **0** incidents when contracts with business partners or employees were terminated or not renewed due to violations related to corruption

0 public legal cases involving corruption brought against the organization or its employees during the reporting period

2 legal actions pending during the reporting period with regard to anti-corruption activities and violations of antitrust and monopoly legislation, in which the organization has been identified as a participant⁵⁵

In 2022, a broad-based compliance communication campaign was launched to raise awareness and foster a culture of ethics and integrity within OMV, as well as to encourage reporting of any misconduct. Various means were used to

emphasize the commitment to ethical behavior within the organization, including “Compliance Moments” in town hall meetings, the relaunch of the compliance intranet, and the publishing of blogs and news articles on the intranet. Furthermore, compliance was made a specific focus topic during the onboarding program for new employees. Finally, we expanded the functionality of the OMV compliance app by incorporating a news feed service with regular updates on compliance topics for all employees.

In 2022, Borealis was awarded certification according to ISO 37301 (Compliance Management) and ISO 37001 (Anti-Bribery Management Systems) by Austrian Standards following a two-phase audit process conducted by Taylor Wessing.

Outlook

Our goal is to operate a state-of-the-art Compliance Management System and to have these high standards verified and approved during external recertification in 2023 under the IDW PS 980 standard. Also in 2023, Borealis plans to dedicate additional resources to and introduce a new setup for the Group-wide management of social compliance in accordance with a plan recommended by Deloitte. The new setup will enable Borealis to optimally monitor the ethical conduct of business partners and the ethical and legal treatment of their workers.



Target 2025

- ▶ Promote awareness of ethical values and principles: conduct in-person or online business ethics training for all employees

Status 2022

- ▶ 7,537 employees in the OMV Group were trained in business ethics in 2022. This number is composed of 495 employees at OMV trained in person in business ethics and 7,042 employees at Borealis who received tailored classroom/virtual training sessions on Ethics & Compliance. In addition, 808 employees at OMV were trained in competition law in 2022.

Most relevant SDG



SDG target:
16.5 Substantially reduce corruption and bribery in all their forms

⁵⁵ On October 6, 2020, the Polish Competition Authority UOKiK issued a decision with respect to OMV’s financing of the Nord Stream 2 natural gas pipeline. In this decision, UOKiK concluded that this financing arrangement breaches Polish merger control rules and imposed a fine of EUR 19.571 mn on OMV. OMV does not agree with the legal analysis of this decision and appealed against it on November 5, 2020. The appeal had a suspensive effect. On November 21, 2022, the Polish Competition Court annulled in its entirety the decision of UOKiK. The Court stated that the decision was issued in gross violation of the law. The Court’s ruling is subject to an appeal that had to be filed by UOKiK by December 23, 2022. On January 19, 2021, the Competition Council in Moldova initiated an investigation into several oil companies, including Petrom Moldova SRL, in relation to the manner of determining sale prices of main petroleum products and LPG. On April 12, 2021, Petrom Moldova SRL received a statement of objections from the Competition Council regarding an alleged price fixing practice. Petrom Moldova SRL submitted its observations to the statement of objections in July 2021 and denied any wrongdoing. The hearing of the parties took place on April 5, 2022.



Tax Transparency

Our business activities generate a substantial amount and variety of taxes. We pay corporate income taxes, royalties, production taxes, stamp duties, as well as employment and other taxes. In addition, we collect and pay payroll taxes, and indirect taxes such as excise duties and VAT. The taxes we collect and pay represent a significant part of our economic contribution to the countries in which we operate.

Specific Policies and Commitments

At OMV, we are committed to complying with tax laws in a responsible manner and to having open and constructive relationships with tax authorities, which is also reflected in OMV's public [Tax Strategy](#). Our tax planning supports OMV's business and reflects our commercial and economic activity. OMV does not engage in aggressive tax planning, which consists of artificial structures put in place merely to save taxes or of transactions lacking economic substance aimed at obtaining undue tax advantages. We comply with applicable tax laws and seek to limit the risk of uncertainty or disputes. We perform transactions between OMV Group companies on an arm's length basis and in accordance with the OECD principles currently in force.

OMV Group companies are established in suitable jurisdictions, giving consideration to our business activities and the prevailing regulatory environment. OMV does not establish its subsidiaries in countries that do not follow international standards of transparency and exchange of information on tax matters, unless justified by operational requirements in line with OMV's Code of Business Ethics and our Code of Conduct. The Global Tax Directive is the key internal guidance document governing taxes within the OMV Group.

Management and Due Diligence Processes

Risk Assessments

We continuously carry out risk reviews, which incorporate tax risks, in order to assess our current and future financial and non-financial risks, assess how these trends will impact OMV, and then develop appropriate responses. We report key risks internally at least twice a year to the Supervisory Board through a very clearly defined process. The Executive Board drives OMV's commitment to the risk management program and sets the tone for a strong culture of risk awareness across the organization.

We follow OMV's risk management system as part of our internal control processes. We identify, assess, and manage tax risks by implementing risk management measures at the operational level with a robust and complex set of controls and procedures. These guarantee that the correctness of data included in the relevant tax returns, tax payments, and communications with tax authorities is

verified in a timely manner. The effectiveness and relevance of these controls and procedures is periodically assessed in order to promptly undertake any necessary mitigation and modifications.

Disclosure

Since 2016, OMV has been providing mandatory disclosures under the Payment to Governments Directive (in accordance with Section 267c of the Austrian Commercial Code) and publishes any payments made to governments in connection with exploration and extraction activities, such as production entitlements, taxes, or royalties, in its consolidated financial statements (for more details, see the Consolidated Report on the Payments Made to Governments in the [Annual Report](#)). In addition, OMV reports payments made to public authorities, such as taxes or royalties in connection with exploration and extraction activities, in countries that are members of the Extractive Industries Transparency Initiative (EITI). We also file a country-by-country report (CbCR) for the OMV Group with the Austrian tax authorities. This is carried out in accordance with Action 13 of the OECD's Base Erosion and Profit Shifting (BEPS) Action Plan. The CbCR is an annual tax return that breaks down key elements of the financial statements by tax jurisdiction.

2022 Actions

- ▶ In September 2022, the Council of the European Union agreed on a framework for an EU-wide windfall tax on profits for fossil fuel companies. It is intended to be a one-time tax levied on companies when economic conditions result in large, unexpected profits – to fund relief measures for households and businesses facing high energy prices. Some European countries where OMV is operating have already implemented similar schemes on a national level.
- ▶ With the eco-social tax reform having been adopted in Austria, a national CO₂ emissions price was implemented in October 2022. The national CO₂ emissions price applies to defined energy carriers according to defined emissions factors. As an energy provider, we will be charged a fixed CO₂ emissions price that will be increased annually until 2026, before a market-based system is put in place. Generally, OMV supports the creation of such economic and socio-political incentives for more climate-friendly behavior; however, we favor the creation of a harmonized, EU-wide system.

Outlook

Taxation as a key steering instrument toward an eco-friendly, green economy is playing a major role in the current initiatives of the EU, OECD member states, and the Austrian government.



- ▶ In 2021, the members of the OECD/G20 Inclusive Framework agreed to reform international tax rules by implementing new rules for profit allocation (Pillar One) and establishing a global minimum taxation regime (Pillar Two), which is expected to come into effect in 2024.
- ▶ In 2021, the European Council, European Parliament, and European Commission reached an agreement on the proposed public country-by-country reporting (CbCR) directive. Considering the 18-month transposition deadline for member states, the public CbCR will enter into force in 2024 for the 2023 fiscal filing year.

Public Policy

The OMV Group fully supports the goals of the Paris Agreement and recognizes that the regulatory framework can help achieve progress on issues such as resource efficiency, climate change, waste reduction, safety improvements, fair trade, and marine litter. Regulators, political stakeholders, and non-governmental organizations (NGOs) can all shape the regulatory framework that affects the Group's business. Therefore, the OMV Group needs to understand the policy, regulatory, and NGO environment and ensure that it can contribute its knowledge and insight to discussions regarding the future of the regulatory framework.

The OMV Group is a member of industry associations to support the understanding of issues, share knowledge, help develop standards, and provide input to regulatory authorities on behalf of the sector. OMV's association activities make an important contribution to the broader debate on a sustainable, affordable, and secure energy future, as well as sustainable chemicals. Both the energy transition and the transformation from a linear to a circular economy can only succeed if all stakeholders, including legislators, businesses, and society, engage in productive debates. As a voice from the world of business, associations participate in precisely these important debates and contribute their proven expertise on various aspects of policy.

Management and Due Diligence Processes

Direct Political Engagement

The OMV Group is active in economic policy but does not support political parties. Donations to political parties are not permitted as per the Code of Business Ethics. Activities organized by political parties are not allowed on the premises of the OMV Group. There are no restrictions on engaging in political or public functions or engaging with special interest groups within the framework of legitimate secondary employment. However, it is not permitted to associate the OMV Group with such activities. As with other secondary employment, employees must conclude an agreement with OMV that regulates the details of such activities. Employees must disclose a conflict of interest between the exercising of political or other public func-

tions and their employment with the OMV Group to their line manager and to Compliance.

Indirect Political Engagement

The OMV Group exchanges views on regulatory issues with the responsible political decision-maker(s) and actively participates in EU and national public consultations on legislative initiatives that are relevant to the Group's business. It is an active member of industry associations and standardization groups at international, EU, and national levels to stay at the forefront of regulatory and public requirements. The OMV Group representatives make OMV's position clear on the issues tackled by the associations of which we are members. It aims to inform EU policies by engaging with major industry associations such as Fuels Europe, the European Chemical Industry Council (Cefic), Plastics Europe, and the Polyolefin Circular Economy Platform (PCEP).

Transparency

Our practices are fully in line with all reporting obligations at national and EU levels, and we are fully compliant with all transparency requirements. Interaction with governments and regulators takes place at international, European, national, and local levels.

Monitoring Participation in Industry Associations

Associations aim to adopt positions that reflect a consensus view among members, and thus may not always reflect the view of each individual member. We continuously monitor our membership of associations and their positions on issues so we can consider whether our memberships remain appropriate. As part of our commitment to transparency on climate action, we report not only on our own position and action on climate change, but also on the position of the key industry associations of which we are a member. The OMV Group also regularly reports on the alignment between the industry associations of which we are a member, including OMV's position on climate change policies. Read our latest review [here](#).

In cases of misalignment, particularly partial misalignment, we will first advocate for changes to the association's position. Where OMV and an association's position continues to fail to align, especially in cases of complete misalignment, we will reassess our membership. The OMV Group plans to regularly publish an update on its industry associations review and to expand the scope of review further.



2022 Actions

The following key activities were carried out across the Group in 2022:

- ▶ In 2022, the EU Green Deal, the Fit for 55 package, REPowerEU, and the Hydrogen and Decarbonized Gas Market Package were the most relevant regulatory issues for the OMV Group in the EU. The OMV Group monitored the legal development and contributed to the positioning of the industry associations.
- ▶ Sustainable finance legislation, including the EU taxonomy, was also on the agenda and the OMV Group participated in the relevant working groups at industry associations.
- ▶ The conflict between Russia and Ukraine and the incident at the refinery in Schwechat, Austria, raised new issues and required additional and specific activities of the OMV Group, for example regular exchange of information with ministries on those specific topics. The OMV Group was represented on the Platform on Sustainable Finance, whose first mandate ended after two years in October 2022. As a permanent expert group of the European Commission, the Platform assists the European Commission in developing its sustainable finance policies, notably the further development of the EU taxonomy. Its main purpose is to advise the European Commission on several tasks and topics related to further developing the EU taxonomy and to support the Commission in the technical preparation of delegated acts in order to implement the EU taxonomy. In 2022, OMV's expert worked in the Technical Working Group, developing technical screening criteria for the environmental objectives of the EU taxonomy.

- ▶ During our 2021 industry association membership review, we found some partial misalignments and have begun working with the associations in question to get them back to full alignment. Among the associations' governing boards and task forces, OMV Petrom promoted a stronger and express commitment and similar initiatives to the targets of the Paris Agreement. Consequently, FIC and ARPEE have registered an uptick in advocacy efforts focused on sustainability and will consider a dedicated stance on the matter in the upcoming period.

Outlook

In 2023, the Fit for 55 package and REPowerEU will be the most relevant regulatory packages for the OMV Group in the EU, as well as all initiatives regarding the circular economy. The OMV Group will closely monitor upcoming public consultations.

The war between Russia and Ukraine might continue to trigger unpredictable developments, which will require flexible solutions. As an important pillar for more sustainable energy, the OMV Group will continuously analyze and engage in projects that are contributing to accelerating the clean energy transition and circular economy – as well as the regulatory framework of such projects.

Supply Chain

Material Topic: Supply Chain

Considering social and environmental factors (e.g., business ethics, human rights, safety, and carbon footprint of suppliers) in supply chain management

Key GRIs

- ▶ GRI 204: Procurement Practices 2016
- ▶ GRI 308: Supplier Environmental Assessment 2016
- ▶ GRI 414: Supplier Social Assessment 2016

NaDiVeG

- ▶ Respect for human rights
- ▶ Employee and social concerns
- ▶ Corruption Prevention
- ▶ Environmental Concerns

Most relevant SDG





Implementing sustainable procurement means caring about the environmental, social, and economic impacts of the goods and services the Company intends to purchase. At OMV, we aim to foster innovation, maximize value contribution, and enable supply chain growth. We achieve this by applying our sourcing and logistics expertise to ensure that the highest-quality materials and services are provided throughout our supply chain. It is of paramount importance to our organization to be fully compliant with all applicable legal requirements, as well as with our internal safety, environmental protection, and human rights standards when managing our supply chain. Our purchased goods and services are for all our business areas (C&M, E&P, R&M) and include, among others, those related to raw materials, wells, IT, consultancy, engineering, logistics, and retail.

Specific Policies and Commitments

To mitigate supply chain risks, including forced labor, slavery, human trafficking, and corruption, the OMV Group imposes the legal requirements and internal rules and standards applicable to OMV on its suppliers. Our suppliers are obligated to fully comply with the content of the OMV Code of Conduct, and our supply chain partners are required to sign the OMV Code of Conduct. In addition, our suppliers must accept the OMV General Conditions of Purchase, which further detail our business standards (e.g., labor rights), as an integral part of our contractual agreements. OMV reserves the right to terminate relationships with suppliers if non-compliance with applicable policies is discovered or if non-compliance is not addressed in a timely manner.

Governance

OMV Procurement is organized as an integrated function and covers day-to-day procurement activities across the entire OMV Group (including OMV Petrom and Borealis). OMV Procurement is led by the Chief Procurement Officer, who reports to the Chief Financial Officer. From an organizational perspective, OMV Procurement is split into several Procurement Units that cover aspects such as Operations & Materials, Raw Materials & Packaging, and Retail & Business Services. A dedicated Sustainable Procurement department was established in April 2022, responsible for defining the sustainable procurement agenda and for implementing and monitoring sustainable procurement ambitions and targets.

Management and Due Diligence Processes

Prequalification

Supplier prequalification is part of precontractual activities, during which OMV collects information from a potential supplier with the purpose of evaluating compliance with

our HSSE and sustainability requirements. The goal of the prequalification process is to screen potential suppliers before bringing them on board to ensure that only those suppliers that meet our HSSE and sustainability standards can be considered for future collaboration.

The prequalification is based on a standardized list of elements and objectives that aligns with the OMV Group's HSSE Management System (e.g., HSSE Policy, ISO 9001, 14001, 45001) and our Sustainability Framework (e.g., Sustainability Policy, Human Rights Policy, and Grievance Mechanisms). At Borealis, especially for raw materials and packaging, suppliers located in a so-called "high-risk" country are asked to submit a positive Together for Sustainability (TfS) Audit and Assessment report. We categorize high-risk countries by considering human rights, environmental, and ethical aspects.

Supplier Selection

Following prequalification, Procurement and business representatives select the best suppliers based on a pre-defined set of commercial and technical criteria during a tender process. In 2022, we continued to embed sustainability elements into sourcing activities (e.g., technologically innovative elements, carbon emissions, energy efficiency KPIs, as well as CDP and EcoVadis score) during several pilot projects.

Risk Assessments

Understanding a supplier's risk is an important factor in deciding whether and how we do business with the supplier. In 2019, we began receiving daily alerts about our registered suppliers through SAP Ariba. These enable us to monitor their risks in four categories: Environmental and Social, Finance, Regulatory and Legal, and Operations. These risk alerts help us apply a preventive risk management process. Furthermore, OMV has a screening process in place to ensure that parties sanctioned by the EU or international organizations, such as the United Nations, are not accepted as procurement partners.

Audits

OMV conducts supplier audits as part of the prequalification process and/or during contract execution. The aim of the audits is to measure the performance of our suppliers and define actions that will enable them to optimize their performance and meet OMV requirements. During the audits, we pay special attention to the financial stability of our suppliers, their strategy and organization, supply chain, sustainability (e.g., human rights, carbon footprint management, environmental management, certifications, and social responsibility), and their cybersecurity performance. We also carry out yearly subject-specific audits on topics such as process safety, quality, and efficiency.



During the supplier audits, we place great emphasis on understanding not only the management approach to the topics within the scope of the audits (e.g., HSSE aspects), but also how the topics are understood and applied by the employees on site (e.g., through discussions with workers and managers). All the audits with in-scope sustainability elements were performed remotely in 2022.

Each audit finding classified with a red flag is followed up and analyzed by Procurement in collaboration with business representatives and any other relevant function (e.g., HSSE, Legal, Internal auditing, 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. In 2022, seven audits resulted in follow-up measures.

Together for Sustainability (TfS)

Since 2021, OMV has been a member of Together for Sustainability (TfS). As a joint initiative and global network of 40 companies, TfS sets the *de facto* global standard for the environmental, social, and governance performance of 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 into its day-to-day business operations and further cascade sustainability requirements within our supply chain. In 2022, OMV Procurement defined TfS-related targets for 2025 and 2030:

- ▶ By 2025, we aim to run sustainability evaluations (TfS Audits⁵⁶ and TfS Assessments⁵⁷) for all suppliers covering >80% of the Procurement spend.
- ▶ By 2030, we aim to extend sustainability evaluations (i.e., TfS Audits and TfS Assessments) to all suppliers covering 90% of the Procurement spend.

CDP Supply Chain

We aim to continuously manage and decrease the carbon volume of our purchased goods and services. OMV is fully committed to climate change mitigation and responsible resource management. Only by working together with our suppliers will we be able to define joint low-carbon initiatives to continuously decrease the carbon emissions in the supply chain and meet our Paris Agreement commitments.

As part of its CDP Supply Chain membership, in 2022 OMV invited 231 suppliers to respond to the CDP climate change questionnaire. Suppliers were selected based on spend, estimated carbon emissions volume, and the carbon intensity of the goods and services purchased from them. In addition to reporting their emissions, we asked the suppliers whether they have carbon reduction targets in place,

and invited them to share with us any initiatives or projects to reduce carbon emissions in which they would like us to participate.

Supplier Capacity Building

OMV works together with its suppliers to improve overall sustainability performance. For instance, in 2022, individual meetings and webinars were offered to our suppliers to help them better understand the requirements of the CDP climate change questionnaire or the TfS Assessment, and why this information is important to OMV. Additionally, the topics of sustainable procurement and low-carbon procurement were also included in the agenda of our annual strategic supplier meetings.

In Yemen, OMV conducted awareness building for local contractors on grievance management and Community Grievance Mechanisms (CGMs). OMV supported four local contractors working on establishing their own CGMs and is currently supporting a fifth contractor.

Local Content

We aim to support the local communities in the locations where we operate by fostering economic development. Local procurement strengthens the local economy and meets the local procurement expectations of neighboring communities. Increased local procurement has had the added benefit of reducing business disruption in recent years. The spend with local suppliers in 2022 on a Group level was 68.8%.

⁵⁶ TfS Audits are conducted by an approved external auditor and can be on site, remote, or a hybrid of the two. They cover a single or combined business location such as a production site or warehouse. Sustainability performance is verified against a defined set of audit criteria.

⁵⁷ TfS Assessments are conducted by TfS partner and service provider EcoVadis, a global leader in CSR assessments, via a secure online platform. The assessment questionnaire is adapted to the size, country of origin, and business sector of the company being assessed and results in a score at the end (the EcoVadis score).



2022 Actions

- 23** audits performed by OMV Procurement with sustainability elements included
- 241** TfS (Re)Assessments performed by EcoVadis
- 328** suppliers with a valid EcoVadis score (no more than 3 years old)
- 64%** of suppliers with improved EcoVadis score
- 12** TfS Audits performed in 2022
- 231** suppliers invited to respond to the CDP climate change questionnaire (vs. **137** in 2021)
- 174** buyers across all locations attended awareness sessions on sustainable procurement (**67%** of buyers)
- 1,003** new suppliers screened for social criteria (e.g., child labor, forced labor, and collective bargaining) and environmental criteria
- 68.8%** local order value across the OMV Group (45.8% local order value in Austria, 62% in Belgium, 82.1% in Romania)

In 2022, we actively engaged not only with our suppliers, but also with buyers on sustainable procurement practices. We conducted several awareness sessions on sustainable procurement. 174 buyers from OMV, OMV Petrom, and Borealis participated in these sessions. The focus was on talking to buyers about what sustainable procurement means, what TfS, EcoVadis, and supplier prequalification are all about, and what can be done to incorporate sustainability into core procurement processes and day-to-day operations (e.g., managing the carbon footprint of purchased goods and services and sustainability in tenders).

In March 2022, we organized the first Sustainability Supplier Day, with the aim of interacting and exchanging experiences with our suppliers and having the opportunity to build a stronger and more sustainable supply chain. More than 240 participants from the suppliers' side and OMV attended the full-day event. Together with our suppliers, we addressed topics such as the circular economy, climate protection, and collaboration and innovation during six breakout sessions. Based on the feedback received from all the participants, we will continue with a

follow-up session in 2023 to deep dive into topics such as the circular economy and supplier innovation.

In 2022, Borealis was confronted with reports of alleged human trafficking practices conducted by the main contractor and their subcontractor on a propane dehydrogenation (PDH) plant construction site in Kallo, Belgium. Borealis and the OMV Group have zero tolerance for any malpractice and put stringent measures in place to mitigate related risks. More information about the immediate measures taken can be found in Human Rights.

The OMV Group always seeks to improve and is strongly committed to further strengthening its processes and mitigation measures to prevent any maltreatment and disrespect of workers' human rights in our contractor relations: At corporate level, we have further detailed our commitment to labor and contractor-related human rights in our new OMV Group Human Rights Policy Commitment and integrated these aspects in the new Human Rights e-learning module. OMV Petrom has set up a task force comprising representatives from Compliance, Procurement, HSSE, Sustainability, HR, and Legal, and developed a human rights violation prevention plan for OMV Petrom sites, both with the objective of intensifying human rights management in our business relationships. SapuraOMV has also developed a plan of short- and long-term measures to improve our human rights performance in business relations. Additionally, individual monitoring initiatives were implemented at local level throughout the Group to ensure our suppliers' compliance with human rights. More information can be found in [Human Rights](#).

Outlook

OMV Procurement is constantly striving to improve in various areas, and in the coming years, sustainable procurement will take high priority. Our three focus areas for the future will be:

- ▶ Sustainable suppliers (e.g., only suppliers who meet OMV's sustainability requirements will be eligible to participate in tenders)
- ▶ Sustainable sourcing (e.g., we will aim to integrate sustainability criteria into award decisions, such as CO₂ emissions per kg product)
- ▶ Low-carbon procurement (e.g., we will aim to continuously manage and decrease the carbon volume of purchased goods and services)



Targets 2025

- ▶ Be an active member of TfS and conduct sustainability evaluations of all suppliers covering >80% of Procurement spend⁵⁸
- ▶ Engage with suppliers covering 80% of Procurement spend and assess their carbon footprint as a foundation from which to define and run joint low-carbon initiatives

Targets 2030

- ▶ Extend sustainability evaluations to suppliers covering 90% of Procurement spend
- ▶ All suppliers covering >80% of Procurement spend to have carbon reduction targets in place

Status 2022

- ▶ **35%** of A suppliers (suppliers covering >80% of Procurement spend) assessed
- ▶ **231** suppliers engaged with via CDP (vs. 137 in 2021)
- ▶ **75%** of responding suppliers have a climate target in place (vs. 63% in 2021).

Most relevant SDGs



SDG targets:

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

13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries

16.5 Substantially reduce corruption and bribery in all their forms

⁵⁸ Suppliers covering 80% of Procurement spend are classed by OMV as A suppliers. We plan to increase the number of A suppliers engaged annually to 100% by 2025.